



UNIVERSAL REGISTRATION DOCUMENT **2024**

INCLUDING THE ANNUAL FINANCIAL REPORT

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UNIVERSAL REGISTRATION DOCUMENT

2024

INCLUDING THE ANNUAL FINANCIAL REPORT



This Universal Registration Document was filed on 11 April 2025 with the AMF, in its capacity as competent authority under Regulation (EU) No. 2017/1129, without prior approval in accordance with Article 9 of said regulation. The Universal Registration Document may be used for the purpose of a public offer of securities or the admission of securities to trading on a regulated market if it is supplemented by a securities note and, where applicable, a summary and any amendments to the Universal Registration Document. The whole is approved by the AMF in accordance with Regulation (EU) No. 2017/1129.

This Universal Registration Document in PDF format serving as the annual financial report is a reproduction of the official version of the Universal Registration Document prepared in European Single Electronic Format (ESEF) and available on the website of the French Financial Markets Authority as well as that of the company



On 29 January, Crédit Mutuel Arkéa presented its new strategic plan: "Faire 2030".

"Faire 2030 opens a new chapter in our rich history, that of a cooperative, autonomous, modern and innovative banking and insurance group, deeply rooted in its regions. It's also the story of a company ready to meet the challenges of the future, while remaining true to its origins, its cooperative values and principles of responsibility and solidarity; the story of a company with a mission that, beyond words, is committed to translating its Raison d'être (Purpose) and the resulting commitments into action. Faire 2030 must serve and reinforce the uniqueness of our model. Faire 2030, like the Transitions 2024 plan that preceded it, continues to give concrete form to our long-term vision.

Faire 2030, as its name suggests, reflects a shared determination to act, to move forward, to build the future, by refusing to submit to events that sometimes go against us, and by choosing commitment, openness and boldness rather than standing still or becoming inward-looking.

Faire 2030 is an acceleration plan with ambitious goals for expansion in our historic regions of Brittany and the South West of France, but also further afield, by enabling our subsidiaries to use their know-how and expertise to serve our customers in high-potential regions.

More than ever, our regional roots are at the heart of our identity and our actions, positioning us as a key partner in local and regional development, committed to creating value, innovating and supporting societal and environmental change.

Faire 2030 means speeding up the opening up of our business model, taking a bold approach, to imagine and find new sources of growth, increase our competitiveness and preserve our sovereignty.

Faire 2030 also means continuing to demonstrate that finance is a tool for creating a more sustainable and equitable world. We will be focusing on three key sustainability issues: climate change mitigation and adaptation, safeguarding biodiversity and natural capital, and preserving water resources.

Of course, we do not have control over all the political and economic factors that have a direct or indirect impact on our activities. However, our track record has enabled us to build a resilient and agile banking group, capable of adapting to rapid, and sometimes drastic, changes in its environment. Building on this experience, we will continue to chart our own course.

We must now go further, the future demands it. Further agility, cross-functionality and simplicity, by adapting our organisation, our processes and our way of working, in the interests of operational efficiency and profitability. Financial performance is indeed a necessity, a requirement. It justifies the adoption of clearly stated financial and development objectives, but remains inseparable from the non-financial performance, which contributes to our uniqueness.

Faire 2030 is therefore a genuine transformation plan in which we will need to, more and better than ever before, know how to apply the principle of "Faire Groupe", embodied by a common customer promise - "With you, with all our strength" - which is also the signature of the plan. More than just a customer promise, "With you, with all our strength" is a state of mind that must permeate the whole of our Group and continually guide our thinking, our methods and our initiatives.

The future we are writing is both ambitious and responsible. Faire 2030 embodies our drive for innovation and our commitment to a sustainable future, while strengthening our uniqueness, our autonomy and our position as a trusted partner to our customers in our regions."

Find out more about the Faire 2030 plan in section 1.6 - Crédit Mutuel Arkéa's strategy

INTERVIEW WITH EXECUTIVES

SOLID PERFORMANCE, UNDERPINNED BY A VERY GOOD LEVEL OF ACTIVITY ACROSS ALL OUR BUSINESS LINES.

Julien Carmona, Chairman of Crédit Mutuel Arkéa, Hélène Bernicot, Chief Executive Officer, and Anne Le Goff, Deputy Chief Executive Officer, analyse the Group's 2024 results and present the ambitions of the new "Faire 2030" strategic plan. Despite a tense economic climate, the Group posted a robust performance and confirmed its commitment to responsible finance.



Julien Carmona,
Group Chairman



Hélène Bernicot,
Chief Executive Officer



Anne Le Goff,
Deputy Chief Executive Officer

What were the main key indicators for Crédit Mutuel Arkéa in 2024?

Hélène Bernicot: 2024 confirmed the strength of our business model, with revenues up 2% to €2.18 billion. Our net income - group share came to €395 million, down slightly by 5.2%, due to the rise in the cost of risk. Total balance sheet assets increased by 3.6% to reach €198.4 billion. Our CET1 solvency ratio, the industry benchmark, remains at a very comfortable 16.8%, well above regulatory requirements. These indicators testify to our ability to maintain robust growth despite a difficult economic environment.

To what extent did the Group's diversified business model contribute to this performance?

Anne Le Goff: Our diversification remains our best protection against the ups and downs of the economy. We now serve more than 5.4 million members and customers, an increase of 5.6% year-on-year. Retail and online banking accounted for 38% of our revenues, asset management and insurance for 25% and corporate and institutional banking for 15%. Our BtoB business continued to accelerate, thanks in particular to our white-label banking activities⁽¹⁾, which accounted for 14% of the Group's revenues (€316 million). This diversification enables us to maintain sustainable growth and better absorb sectoral shocks.

How did your commitment to the regional and local economy translate into action in an environment of high interest rates?

Julien Carmona: Despite the difficult conditions, we fully assumed our role as a committed regional bank. Non-home loan production increased by 4% to €9.5 billion, notably with very good performances by Arkéa Banque Entreprises & Institutionnels and Arkéa Crédit Bail.

We have also deployed €500 million in loans dedicated to agriculture, a vital sector for our home regions. Today, Crédit Mutuel de Bretagne finances 38% of young farmers setting up in Brittany, and Crédit Mutuel du Sud-Ouest 15% in Gironde, Dordogne and Charente departments. This performance is the result of the exceptional dedication of our teams to supporting our customers' projects, whatever the circumstances.

The real estate market had another difficult year. How did you adapt your approach to housing financing?

Julien Carmona: Like the sector as a whole, our housing loan production contracted in a particularly depressed market. However, we maintained our commitment to the essential life project of acquiring a home. This strategy has enabled us to gain significant market share: from 32.2% to 34% for Crédit Mutuel de Bretagne and from 12.6% to 15.1% for Crédit Mutuel du Sud-Ouest over the last four years.

⁽¹⁾ B2B white label activities: ABS, ProCapital, Monext, Nextalk



We focused our efforts on home ownership, particularly for first-time buyers with the launch of our DuoPrimo offering, and on financing local authority projects, which is particularly important in the current housing crisis.

What about savings inflows and insurance activities?

Hélène Bernicot: Outstanding savings rose by 8.7% to €181.9 billion. Financial savings, which increased by €6.6 billion, accounted for the majority of this inflow, with Arkéa Asset Management and Suravenir making a major contribution. Our non-life insurance business also performed well, with premiums earned up 7.4% to €539 million and new business premiums up 10.7% to €70 million, confirming the relevance of our strategy to diversify our distribution networks.

Crédit Mutuel Arkéa is a pioneer in measuring non-financial performance. What does this mean in practical terms?

Julien Carmona: For a cooperative bank like ours, performance cannot be limited to financial results alone. CM Arkéa's non-financial performance amounted to €9.4 billion in 2023, stable compared to 2022. This means that for every million euros financed by Crédit Mutuel Arkéa, we generate an average of €109,000 in positive overall impact on the environment and society.

We also redistributed more than €10 million through our solidarity initiatives, via our local banks and our endowment fund launched in April 2024.

These figures reflect our *raison d'être* (Purpose) and our status as a company with a mission.

What significant progress have you made in terms of ESG?

Anne Le Goff: 2024 marked an intensification of our ESG efforts with strong commitments: the planned phase-out of coal by 2027, a halt to the financing of new fossil fuel projects, and the objective of reducing the carbon intensity per square metre financed in our housing loan portfolio by 23% by 2030.

These commitments are already producing tangible results: our annual production of loans for the environmental transition increased by more than 10% to €11 billion, more than doubling in three years. Our savings inflows focused on the environmental transition followed the same trend, up 60% to €11 billion.

The increasing integration of ESG criteria into all our activities represents both a regulatory requirement and a genuine opportunity for differentiation.

Your "Transitions 2024" plan has come to an end. What is your assessment?

Hélène Bernicot: The results have been very positive, despite an environment marked by successive crises. Between 2020 and 2024, our outstanding savings and loans grew by more than 30%, our net income by 10%, and our shareholders' equity increased by €2.2 billion (+28%).

Over and above the figures, "Transitions 2024" has enabled us to make some major advances: the shift towards sustainable finance, the integration of new technologies such as artificial intelligence, and the opening up of our business model, which strengthens the diversification of our activities and revenues.

You have just launched your new strategic plan for 2030. What are your main ambitions?

Julien Carmona: Political uncertainties and economic tensions remain. However, we are moving forward with confidence, conviction and determination. *Faire 2030* embodies this determination for action, for continuing to push the boundaries. It formalises our ambitions for growth and transformation. Our ambition is to be a major player in sustainable regional development and to continue to open up our business model to new partners.

Lastly, it is a plan that confirms the Group's full commitment to sustainable finance, with a dedicated roadmap for progress in the fight against climate change and a growing involvement in the challenges of biodiversity and water and resource management.

Anne Le Goff: At the same time, we are undertaking projects to transform our organisation, in areas such as financial management, the simplification of our procedures and the integration of new technologies, in order to improve our operational efficiency and aim for excellence in customer relations.

We will therefore continue to be a benevolent financial player, committed to a responsible growth approach, serving the general interest and the common good.



PRESENTATION OF CRÉDIT MUTUEL ARKÉA

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1.1 Group profile

Crédit Mutuel Arkéa is a cooperative banking and insurance group. Crédit Mutuel Arkéa is made up of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and their 285 local member banks, as well as around 40 specialised subsidiaries. Crédit Mutuel Arkéa is not listed on the stock market. It belongs to its members, who are both shareholders and customers. They guide its strategy, at each decision-making level, within the framework of a democratic system and according to the principle of "one person one vote". Crédit Mutuel Arkéa is affiliated with Confédération Nationale du Crédit Mutuel, which is the central institution of the Crédit Mutuel network, in accordance with Article L.511-30 of the French Monetary and Financial Code.

Crédit Mutuel Arkéa has a balanced and diversified profile. It covers all banking and insurance business lines (excluding corporate and investment banking, discontinued since 2009) while occupying growing positions in the complementary real estate services, connected technologies and services to individuals markets (remote assistance, remote security, etc.).

A company with a mission since 2022. Crédit Mutuel Arkéa combines financial strength, local roots and innovation to support sustainable growth. It is committed to a form of financing that serves the regions and their stakeholders and to supporting the social and environmental transitions. As part

of its "Faire 2030" strategic plan, Crédit Mutuel Arkéa has chosen to prioritise support for three sustainability issues: climate change mitigation and adaptation, safeguarding biodiversity and natural capital, and preserving water resources.

A benchmark player in all its markets – from retail banking to white label services for major financial and retail accounts – Crédit Mutuel Arkéa aims to develop a cooperative and open banking model that provides the best response to aspirations and lifestyles. Crédit Mutuel Arkéa has chosen to open up its business model by sharing and pooling its expertise with that of its ecosystem – companies, start-ups, local authorities, institutions, etc. – to offer sustainable solutions that create value for all. Crédit Mutuel Arkéa is convinced that this collective approach is, today and tomorrow, the main source of progress and the best response to societal, technological, and environmental challenges.

As a **regional group**, Crédit Mutuel Arkéa is committed to **maintaining regional decision-making centres and employment areas**. From its regional bases, the group operates nationwide and serves customers throughout Europe through its banks and online services as well as its subsidiaries specialising in the *business-to-business* market.

Figures at 31/12/2024

	2020	2021	2022	2023	2024
Customers (in millions)	4.9	5	5.1	5.1	5.4
Number of employees	10,846	11,190	11,170	11,471	11,564
Gross loans outstanding (in € billions)	67.7	73.8	81.9	87.5	91.1
Savings outstandings (in € billions)	131.7	155	155	167.3	181.9

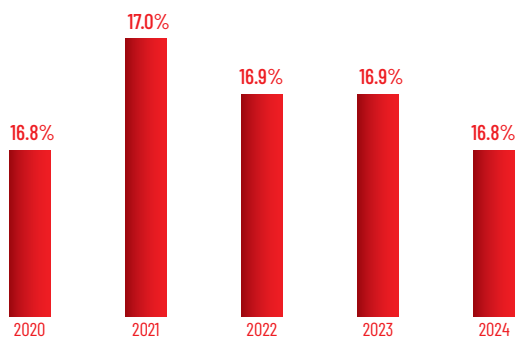
(in € millions)	2020	2021	2022	2023	2024
Revenues*	2,158	2,531	2,404	2,140	2,184
Gross operating income	665	829	894	602	682
Net income, group share	356	574	663	417	395
Operating ratio	69.2 %	67.3 %	62.8 %	71.8 %	68.8 %
Total balance sheet assets	169,376	179,281	187,652	191,625	198,429
Equity attributable to owners of the parent	7,726	8,407	9,236	9,703	9,918

* Revenues correspond to Net Banking and Insurance Income (NBII) including gains or losses on disposals – dilution of equity-accounted companies.

The figures presented are in accordance with IFRS 4 until 2021 and then IFRS 17 from 2022.

Solvency

Common Equity Tier 1 ratio (CET1)



Financial rating

	Moody's	Fitch
Issuer	A1	A+
Outlook	Stable	Stable
Senior Unsecured Long-Term Debt	A1	AA-
Senior Unsecured Short-Term Debt	P-1	F1+
Senior Unsecured Non-Preferred Long-Term Debt	A3	A+
Subordinated Tier 2 debt	Baa1	A-
Latest rating report	17/12/2024	18/12/2024

Rated by Fitch Ratings and Moody's Investors Service, Crédit Mutuel Arkéa has high-quality ratings.

Non-financial rating

Agency	Note	Change
MSCI	AA	Stable
Sustainalytics (on a scale of 0 to 100, 0 being the least risky)	11.3	Decrease of 0.5 point
Moody's ESG Solutions	72	Stable
CDP	B	Stable

Non-financial performance

Crédit Mutuel Arkéa's non-financial performance expresses the positive and negative externalities of the group's actions on its stakeholders as well as its own direct footprint in euros.

It amounted to €9.3 billion for the 2024 financial year.

Our business model

5 COMMITMENTS

- 1 Make our decisions while aiming for a balanced approach between financial performance and positive impact - societal and environmental - through the exercise of cooperative governance anchored in our regions.
- 2 Support each of our stakeholders in their environmental transition.
- 3 Develop regional cooperation and commit to local vitality.
- 4 Commit to inclusion and cultivate a lasting relationship of trust with all our members and customers, from the forerunners to the most vulnerable.
- 5 Promote the commitment of our collective in the service of the common interest, in particular by living our mutualist values.

2 DEVELOPMENT AMBITIONS

priorities under the 2030 Strategic Plan:

- 1 Play a major role in the sustainable development of the regions
- 2 Continue to open up our business model and developing with boldness

RESOURCES

HUMAN CAPITAL

11,564	employees
97%	Percentage of employees trained over the year
14.3%	Inter- and intra-entity mobility rate
93.6/100	Gender equality index
2,497	Total number of directors of local banks

FINANCIAL CAPITAL

198.4	Balance sheet total (in € billions) at 31/12
2.1	NBII (in € billions)
9.9	Shareholders' equity, group share (in € billions)
16.8	Common Equity Tier One ratio (%)
147	LCR ratio (%)

PURCHASES OF GOODS AND SERVICES

88.6%	Share of purchases made in France
	"Responsible Supplier Relations and Purchasing" label

OUR BUSINESS LINES

INDIVIDUAL AND PROFESSIONAL MARKET
savings and financing solutions

CORPORATE AND INSTITUTIONAL MARKET
savings and financing solutions

INSURANCE & ASSET MANAGEMENT PRODUCT DEVELOPMENT
insurance and asset management products

BTOB CONTRACT AND SERVICES
specialised and white-label services

REAL ESTATE MARKET
real estate services

PROTECTION OF PERSONS AND PROPERTY
connected services (remote assistance, remote security, etc.)



3 TRANSFORMATION AMBITIONS

by 2030, focusing on the customer promise, collective performance and operational efficiency

RESULTS OVERALL PERFORMANCE

SHARING VALUE AT THE SERVICE OF REGIONS AND THEIR STAKEHOLDERS
(amounts in € millions)

Customers and members

2,062	Interest paid on customer deposits
87	Remuneration of cooperative shares

Employees

573	Compensation paid
65.5	Employee savings

Regions

	in the sense of players benefiting from schemes other than financial products and services (sponsorship, solidarity)
8.6	Amounts paid to solidarity schemes over the year

Suppliers including service providers

710	Annual amounts of purchases

State and local authorities

139	Amount of taxes and duties paid

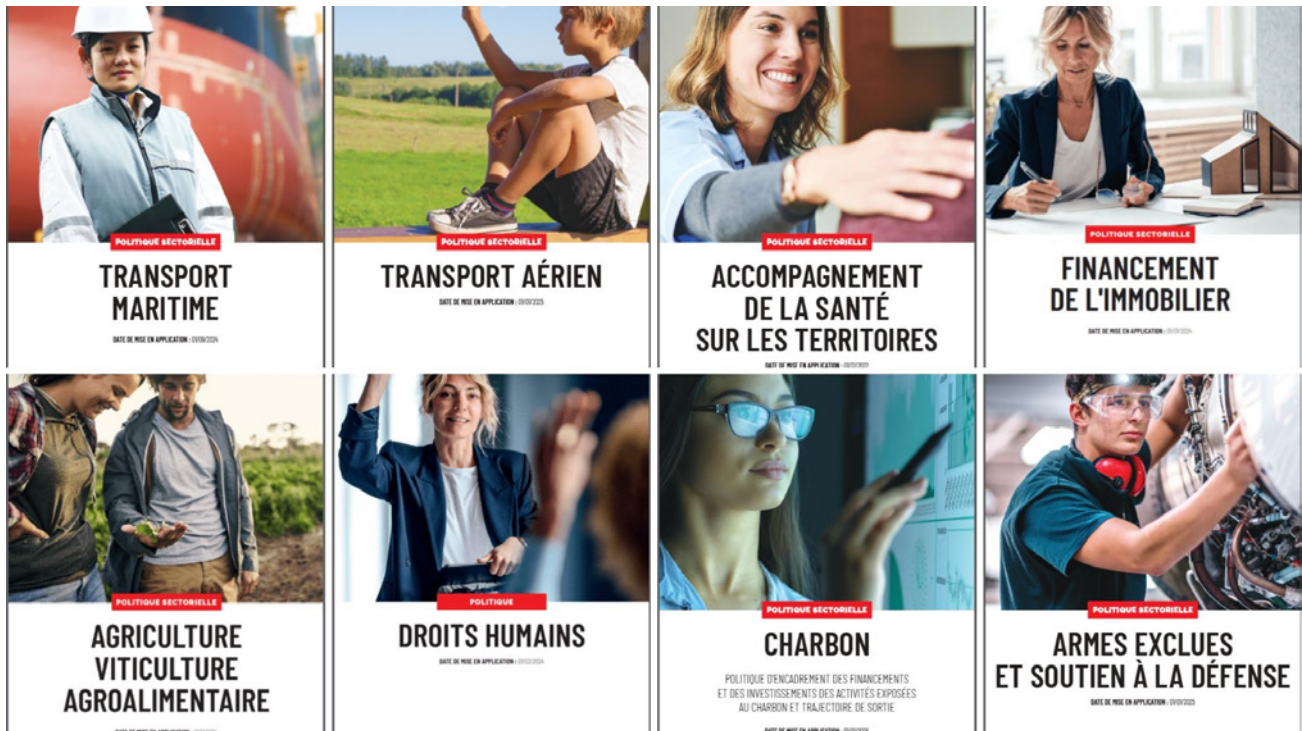
€9.3 billion
NON-FINANCIAL PERFORMANCE

social and environmental externalities valued and converted into euros, for both external and internal stakeholders



1.2 A committed player

1.2.1 Sustainable finance



Faced with the environmental emergency, Crédit Mutuel Arkéa is convinced that the financial sector has a key role to play in accelerating the evolution towards a more sustainable economic growth model by taking into account non-financial issues (ESG) alongside financial criteria alone.

Crédit Mutuel Arkéa therefore intends to be fully committed to this major challenge, on the one hand, by directing capital towards investments and financing with a positive impact and beneficial effects for society and the environment and, on the other hand, by reconciling its financial performance with its non-financial, social and environmental performance.

In 2023, the group's Board of Directors adopted its first climate objectives for 2030 as an extension of its membership of the Net-Zero Banking Alliance (NZBA), joined in 2022. These new climate objectives set the course that will guide its contribution to decarbonisation in the medium term.

Our sector and thematic publications

The group has also formalised new commitments as part of its sectoral policies and themes which define a set of rules governing the transactions offered to companies operating in sectors that emit high levels of greenhouse gases and have impacts on health and/or the environment. The group's approach is reflected in strong actions that lead to certain waivers and support for sectoral transformations and transitions, via offers, services and systems adapted for stakeholders.

The information published under Directive (EU) 2022/2464 CSRD, also known as the Corporate Sustainability Reporting Directive (CSRD), can be found in Chapter 4 Sustainability Report.

1.2.2 Non-financial performance

In 2020, Crédit Mutuel Arkéa developed a method for measuring its non-financial performance. It involves monetising, in euros, the positive and negative impacts of the Group's actions on its stakeholders and the environment.

1.2.2.1 Crédit Mutuel Arkéa's approach

As a company with a mission, Crédit Mutuel Arkéa aims to generate financial and non-financial value for its stakeholders (members, customers, suppliers, employees) while supporting them in their transition. Social and environmental issues are becoming increasingly important in guaranteeing sustainable economic activity, and measuring non-financial performance is a practical way of expressing our belief in responsible, sustainable growth.

The non-financial measurement system uses relevant indicators to value **the positive and negative externalities of Crédit Mutuel Arkéa's actions on its stakeholders**, through:

- its investment and financing choices
- its HR policy
- its purchasing policy

An externality is an effect generated by Crédit Mutuel Arkéa in the course of its business. This can be either a benefit given (supported employment, access to healthcare) without financial compensation, or damage caused (GHG emissions, land artificialisation) without compensation. In this approach, the aim of monetisation is to make different factors comparable.

1.2.2.2 Calculation methodology

1.2.2.2 Methodological approach

1.2.2.2.1 Presentation of non-financial indicators

The methodology implemented by Crédit Mutuel Arkéa is based on non-financial indicators related to **environmental and socio-economic impacts**.

The choice of impacts to be assessed is based on a combined analysis of financial and non-financial materiality, in order to measure the most significant externalities for the Group.

Twenty or so environmental and socio-economic indicators are used to assess the externalities involved, including greenhouse gas emissions, water consumption, jobs supported, access to housing and access to healthcare.

In 2024, a new indicator relating to access to food was added to the methodology.

For more details, read the [Methodological guidelines](#) published on the institutional website.

Calculation steps	Step description	Example	Calculation formula
Impact estimate	Quantified expression of impact	Volume of GHG emissions	Volume of indicator Unit (varies according to the indicators)
Monetisation of impact	Conversion into € of the impact	Shadow price of GHG emissions	X Monetisation index* € per unit
Determination of Crédit Mutuel Arkéa impact	Group's share of impact generation	Equal to 10% (for a loan of €100k to a customer whose liabilities are €1m)	X CM Arkéa share %
Result			= Monetary value of the impact

The methodology involves collecting a wide range of financial data (revenues, outstandings, liabilities, etc.) and non-financial data (GHG emissions, water consumption, number of owner households, etc.). While the former are historically available in information systems, the availability of the latter is not yet guaranteed.

In order to ensure the reliability of the calculations and with a desire for transparency, the methodology is based on public reference databases, including Ademe, Eurostat, etc.

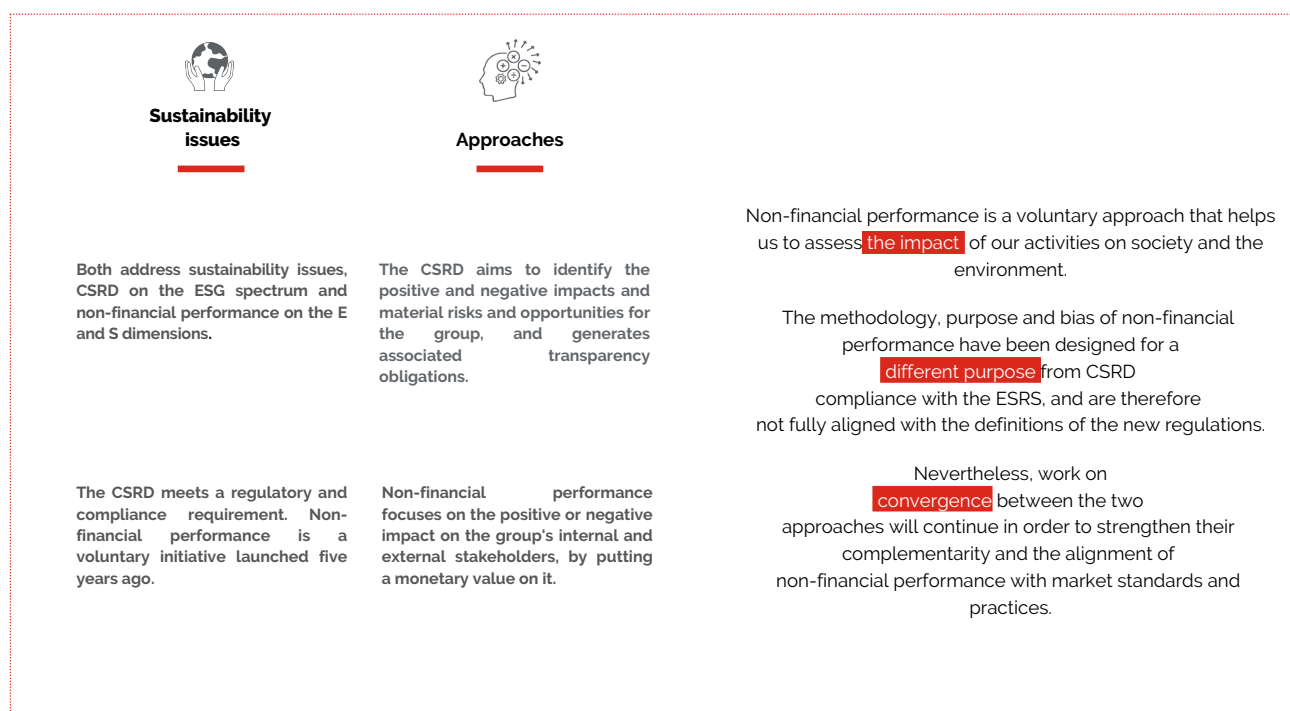
At this stage, measurement is still mainly based on sector data, but it is gradually migrating to a "hybrid" approach when granular data, directly collected from our stakeholders, becomes available.

1.2.2.2.3 Outlook

Work on projecting the non-financial measurement was initiated in 2024. It aims to supplement the ex-post measurement of our positive and negative externalities with a forward-looking vision of the consequences of our actions in a global context (increase in the shadow price of carbon, increasing scarcity of water, etc.). We are convinced that good anticipation is the key to managing our activities and their non-financial consequences, and that this requires a robust and agile decision-making tool.

At the same time, we are working to move towards a non-financial measurement model based exclusively on granular data (carbon footprint assessment, environmental impact statement, etc.) that will enable us to manage the non-financial issues related to our stakeholders in greater detail. Regulatory sustainability requirements, primarily CSRD, should gradually enable us to collect individualised data.

1.2.2.3 Non-financial performance and regulatory requirements (CSRD)



Since 2020, Crédit Mutuel Arkéa's initiative to measure its non-financial performance, outside of any regulatory constraints, has enabled it to develop expertise in environmental and social issues related to its business.

The increasing importance of regulatory requirements for collecting ESG data now justifies bringing the two approaches together, in particular by using granular data common to both non-financial measurement and CSRD. The Group also sees this as an opportunity to capitalise on its expertise in order to better manage its commitments and meet regulatory requirements.

1.3 From Raison d'être (Purpose) to the status of a company with a mission

Crédit Mutuel Arkéa was the first French banking group to adopt a Raison d'être (Purpose) in 2019.

"We want to be **part** of a world that takes a long-term view and takes into account the major societal and environmental challenges facing our planet for future generations.

We contribute to this by providing **finance that serves the regions and their stakeholders** in a sustainable way and helps everyone achieve their potential.

To this end, we have chosen to be a cooperative and collaborative bank that promotes a balanced sharing of value with its members, customers, employees, partners and regions.

A socially responsible, ethical and inclusive company that focuses on respect for its environment.

Each and every day, we work with our stakeholders to develop innovative solutions that help our members and customers achieve their life goals and fulfil their aspirations."

In line with the definition of its Raison d'être (Purpose), the group adopted **the status of mission-driven company** in May 2022, **which constitutes the most demanding level of commitment in terms of environmental and social responsibility under the Pacte law**. It is one of the very first banking groups to adopt this status, which is included in its statutes

Commitments

What we want to do in the long term. Social and environmental objectives must guide us in our choices.

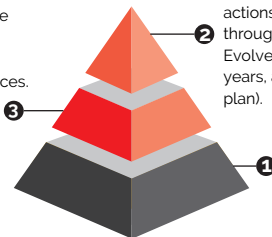
They can evolve over a generation (15/20 years)

Roadmap Mission Driven Company

Translating our commitments into concrete actions. These actions must be measured through indicators. Evolves regularly (every 1 to 4 years, at the level of a strategic plan).

Raison d'être (Purpose)

Who we are and what we do: the company has broad principles to guide its business
Intangible element



Our 5 commitments

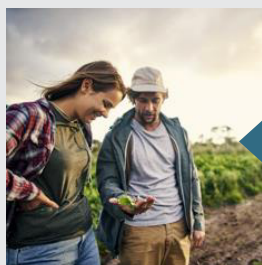
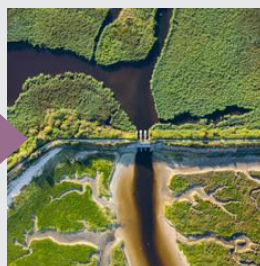
Crédit Mutuel Arkéa's mission is structured around the five commitments that stem from its Purpose. These commitments form the basis of the group's long-term strategy, in the service of transition, the regions and all its stakeholders.

1

OUR 5 COMMITMENTS

Make our decisions while aiming for a balanced approach between financial performance and positive impact - societal and environmental - through the exercise of cooperative governance anchored in our regions.

01



Support each of our stakeholders in their environmental transition.

02

Develop regional cooperation and commit to local vitality.

03



Commit to inclusion and cultivate a lasting relationship of trust with all our members and customers, from the forerunners to the most vulnerable.

04

Promote the commitment of our collective in the service of the common interest, in particular by living our mutualist values

05



THE MISSION COMMITTEE

A Mission Committee, composed of nine members, the majority of whom are from outside the group, ensures that each of these commitments is respected and that they are at the heart of decision-making at all levels and in all parts of the group. This Mission Committee is chaired by Eric Challan Belval, Chairman of La Feuillière, a pioneering company in the recycling of office paper.



Éric Challan Belval

CHAIRMAN OF THE MISSION COMMITTEE

Chairman of La feuille d'érable (a pioneer in the recycling of office paper) and Medef Ille-et-Vilaine.



Thierry Burlot

former Vice-President of the Brittany Regional Council in charge of the environment and biodiversity and Chairman of the Loire-Bretagne Basin Committee.



Jérémy Brémaud

Associate Director and Founder of Ellyx (specialist in solving societal issues) and Chairman of France Active Nouvelle Aquitaine.



David Sussmann

Founding Chairman of Pure Ocean (endowment fund supporting projects that protect marine ecosystems) and Founding Chairman of Seafoodia (a company specialising in the distribution and sale of seafood products worldwide).



Nolwenn Febvre

Founding President of Les P'tits Doudous, a network of associations bringing together health professionals and working to improve the lives of children, parents and caregivers in hospitals.



Maëva Bourel

Head of the Group's Sustainable Finance Department, also appointed head of the mission.



Daniela Da Silva

Chairwoman of Caisse de Bordeaux Saint Jean and Chairwoman of Caisse de Crédit Mutuel Agricole et Viticole du Sud-Ouest. As an independent consultant and auditor, she supports the wine industry on ethical, quality and product safety issues



Patrick Lescop

Chairman of Caisse de Crédit Mutuel de Saint Pol de Léon His career has led him to work in three sectors: logistics transport, in France and the United Kingdom, agri-food and civil engineering.



Hélène Lamy

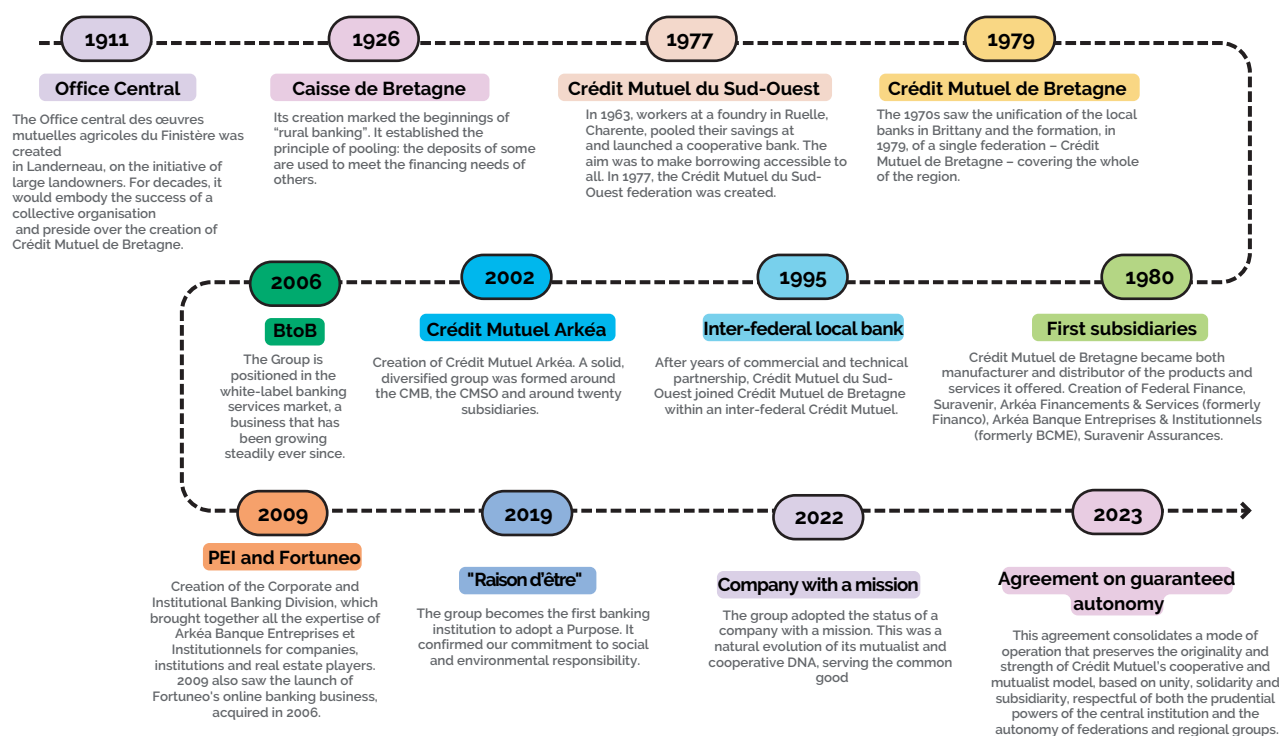
Director of the Elven local bank. She was chosen from among the group's employees following the internal call for applications launched by Crédit Mutuel Arkéa.

1.4 The history of Crédit Mutuel Arkéa

The history of a mutualist and cooperative group like Crédit Mutuel Arkéa reveals its Purpose, its fundamental values of responsibility, solidarity and commitment to the common good.

"Putting people at the heart of our projects so that they can share in our progress and success". This principle of collective action has guided the major milestones in our history. From the Landerneau "Office Central" to the Ruelle Foundry. From Caisse interfédérale de Crédit Mutuel to the creation of Crédit Mutuel Arkéa.

Crédit Mutuel Arkéa in a few dates



Crédit Mutuel Arkéa's history demonstrates its ability to adapt to changes - natural and sometimes drastic- in its competitive and regulatory environment and in society. It has successfully transformed itself into a dynamic mid-sized banking group with a nationwide presence, diversified and equipped to face the eternal challenges of the future.

Its history is also an inspiration for the innovation of today and tomorrow. It highlights that the group pioneered home banking and then online banking. It is also a reminder of its boldness in sometimes going against the grain of financial market practices, to relaunch private equity activities or to occupy a leading position in the B2B market. Lastly, it highlights its early commitment to responsible and sustainable finance in the service of transition.

Our regional roots: a distinctive strength



Crédit Mutuel Arkéa has always maintained a strong bond with the regions. This attachment to the local and regional level is both a strong marker of its difference and an ongoing challenge in an increasingly globalised and digitalised world.

While this connection to the regions is obvious in Brittany and Nouvelle-Aquitaine, with the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations as bridgeheads, it is not limited to these "historic" regions alone, but permeates all the areas in which it operates through its subsidiaries. Its commitment is long-term and takes into account the realities and specific characteristics of each region.

Crédit Mutuel Arkéa seeks to be:

- a force for creating value, essential to the development of regions and their stakeholders;
- a driving force, stimulating and developing local ecosystems and supporting players in research, training and innovation;
- a force for supporting regional sustainability objectives;
- the strength of conviction to mobilise entire sectors around common projects;
- resilience in the face of local or sectoral crises;
- a force for solidarity through its community involvement and philanthropy.

For more than 15 years, Crédit Mutuel Arkéa has been committed to defending its autonomy within CNCM in order to preserve its model and its ability to decide on and conduct its own strategy. The deep disagreements over the governance of Crédit Mutuel as well as the multiple attempts at centralisation led the elected representatives of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, brought together in Crédit Mutuel Arkéa, to opt for the project of disaffiliation and exit from Crédit Mutuel in 2018. As of July 2022, discussions started with the CNCM to rebuild a Crédit Mutuel that respects pluralism and subsidiarity, while fully recognising CNCM's prudential role. In January 2023, Crédit Mutuel Arkéa and CNCM agreed on the framework and method for conducting a negotiation process. The aim is to preserve the group's cohesion and strengthen the autonomy of its members, thus seeking an alternative to the disaffiliation project pursued until now by the directors of Crédit Mutuel Arkéa. Under the aegis of CNCM, these negotiations gave rise to reviews carried out by Crédit Mutuel's main executive officers of Crédit Mutuel's regional groups, followed by a discussion between the elected officers of Crédit Mutuel. On 2 May 2023, the Boards of Directors of Crédit Mutuel Arkéa and the Crédit Mutuel de Bretagne and Sud-Ouest federations unanimously adopted a political memorandum of understanding (MOU) for a united and plural Crédit Mutuel.

This MOU was then unanimously adopted on 3 May 2023 by the Board of Directors of CNCM, with its members representing the 19 federations, employees and independent directors.

This agreement consolidates a mode of operation that preserves the originality and strength of Crédit Mutuel's cooperative and mutualist model, based on unity, solidarity and subsidiarity, respectful of both the prudential powers of the central institution and the autonomy of federations and regional groups.

The main measures are described below:

1. Application within the Crédit Mutuel Group of the principles of subsidiarity and autonomy. The regional groups freely determine their strategy and, more broadly, their business plan, in accordance with prudential rules.
2. Articulation of the free competitive development of the respective subsidiaries with respect for the principle of the territoriality of the Crédit Mutuel banks.
3. The names and use of the "Crédit Mutuel" brand.



The domestic brand "Crédit Mutuel" has historically been registered by CNCM, which is responsible for and owns it on behalf of Crédit Mutuel members. However, the independent use of separate brands, incorporating the term Crédit Mutuel, is possible by the federations and local banks using their own name.

For example:



4. CNCM governance

This includes:

- the creation of a Deputy Vice-Chairmanship, which will be assigned by right to the Chairman of Fédération du Crédit Mutuel de Bretagne, who will also chair the Risk Committee;
- A right of veto granted to the federations in the event of harm to their vital interests (employment, regional decision-making centres, subsidiaries, information system, purpose, etc.).

The agreement reiterates CNCM's role in its public service mission. It ensures the proper functioning and cohesion of the group in order to guarantee its financial stability, its solidity and the protection of depositors and members. As such, it is the main contact for the supervisory and resolution authorities that control the Crédit Mutuel group on a consolidated basis. Likewise, it represents the collective interests of Crédit Mutuel with regard to the authorities and the profession, in addition to the individual interests defended by each.

In this context, the Articles of Association of CNCM were then adapted and rewritten to integrate all the provisions recorded in this memorandum of understanding, and were validated on 22 June in their new version, at the General Meeting of CNCM. In accordance with the French Monetary and Financial Code, they were also submitted for approval to the Minister of the Economy.

Thus, on 7 July 2023, Crédit Mutuel Arkéa officially approved its retention and that of its federations within Crédit Mutuel, and ended the disaffiliation project initiated in April 2018.

For this reason, Crédit Mutuel Arkéa remains vigilant and actively participates in the proper execution of the work to transpose the MOU.

Crédit Mutuel Arkéa will continue to work with commitment and vigilance to maintain its strategic autonomy over time.

1.5 The Crédit Mutuel Arkéa business lines

As a product developer and distributor, Crédit Mutuel Arkéa, with the support of the expertise developed in its specialised subsidiaries and central departments, has a comprehensive and competitive range of products and services. In a constantly changing environment, driven in particular by the digital transformation, changes in consumer habits and environmental and societal concerns, Crédit Mutuel Arkéa remains particularly attentive to the emergence of new business lines and activities, relying in particular on open partnerships.

Brand portfolio



RETAIL BANKING FOR INDIVIDUALS AND PROFESSIONALS



PROTECTION OF PERSONS AND PROPERTY SURVEILLANCE



INSURANCE AND ASSET MANAGEMENT



RETAIL BANKING FOR COMPANIES, PROFESSIONALS, AND REAL ESTATE PLAYERS



BTOB (BUSINESS-TO-BUSINESS) SERVICES



REAL ESTATE



liberkeys

Retail banking for individuals and professionals

Crédit Mutuel Arkéa's historical business, retail banking for individuals and professionals (farmers, craftsmen, shopkeepers, self-employed professionals) is mainly deployed through the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest branch networks. These federations, which employ around 4,000 people, embody the group's regional roots and close relationships with its 2.3 million members and customers.

The ongoing quest for relational excellence is reflected in the implementation of a new local branch format, which demonstrates in a very concrete manner the importance the group attaches to the close ties that unite it with its members and customers. These new spaces reinforce the branch's essential role as a place of expertise and exchange between the customer and his or her usual banking adviser, while using the most modern technology to energise the relationship and facilitate decision-making. This relational proximity is also experienced remotely thanks to the digital services and mobile applications developed by the two federations, which allow each customer to benefit, wherever they may be, from permanent access to all of the banking-insurance products and services.



Crédit Mutuel de Bretagne has more than 3,000 employees, 2,000 directors and serves more than 1.8 million members and customers. Crédit Mutuel de Bretagne is present in the four departments of Brittany (Côtes-d'Armor, Finistère, Ille-et-Vilaine and Morbihan) with a network of over 300 reception centres. It serves individuals, associations, professionals, farmers, and companies with revenue of less than €30 million. It offers comprehensive solutions for all: current account and associated services, savings and investments, loans, insurance, and provident insurance. In 2024, its market share was over 33% for home loans and 25% for deposits.



Present in the Charente, Dordogne, and Gironde departments, **Crédit Mutuel du Sud-Ouest** currently has over 1,000 employees, 550 directors and 440,000 members and customers. It works with the same types of customers as Crédit Mutuel de Bretagne. Since June 2024, Crédit Mutuel du Sud-Ouest has embarked on a vast transformation plan designed to accelerate its growth to serve its regions. The project, called Orion, is based on the identification of growth drivers in the bank's various key markets and on relational excellence made possible by a change in the way we interact with our customers and members. In particular, it provides for the adaptation of its regional network (currently 85 branches) to the new economic and demographic realities of the three departments, and to the changing needs of its members and customers.



With Arkéa Banque Privée, the group has a structure specially dedicated to wealthy customers. Arkéa Banque Privée has a network of ten reception centres (seven branches and three offices) throughout the country. It manages over €3.8 billion in savings on behalf of 6,000 private customers.



A pioneer in multi-channel banking, Crédit Mutuel Arkéa, alongside its traditional physical networks, has made online banking one of the driving forces behind its strategy of conquest. The continuous development of new online services, the dematerialisation of procedures and subscriptions, banking applications and new payment methods are illustrations of this. **Fortuneo Banque and Keytrade Bank** are the two commercial brands of **Arkéa Direct Bank**. Fortuneo Banque and Keytrade Bank now have more than 1,000,000 customers in France and Belgium. Voted Brand of the Year 2024 in the online banking category, Fortuneo regularly wins awards for the competitiveness of its pricing and the quality of its products.



In addition, the group has solid expertise in both consumer credit at the point of sale and in loan restructuring and debt consolidation. Founded in 1986, **Arkéa Financements & Services** is a leading provider of financing for cars, motorbikes and leisure vehicles, as well as for energy-efficient home improvements, backed by a dedicated online platform (Nidomio) designed to help private individuals with their home improvement projects. Arkéa Financements & Services has a network of more than 4,100 partner points of sale and serves 470,000 customers. In May 2023, Arkéa Financements & Services acquired the status of a company with a mission and has adopted a Purpose that reflects its ambition: "In cooperation with our partners, we are committed to supporting and financing everyone's projects for a responsible and sustainable future".



UNE FILIALE DU Crédit Mutuel ARKEA

Created in 1872, **FCAL** specialises in the consolidation of mortgage and non-mortgage loans as well as real estate loans, CFCAL operates nationwide via a network of 450 independent intermediaries in banking transactions. Since 2023, CFCAL has also been offering online savings products for individuals and legal entities: passbook accounts and term deposits.



Révélateur d'Optimisme

The group, in partnership with *Le Télégramme* newspaper, is also the initiator of **Kengo**, a platform for participatory finance (or crowdfunding) by donation, designed to support business projects and associations in Brittany. Since its creation, Kengo has already made it possible to finance some 1,100 projects.

Banking for companies, institutions, and real estate players

As a leading banking player in the retail market, Crédit Mutuel Arkéa also supports all players involved in regional economic development, including businesses, local authorities, healthcare institutions, and players in real estate developers, social housing and the social economy. The Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest networks also have specific teams and structures to support companies.

Crédit Mutuel Arkéa also relies on a centre of expertise based on a commercial bank (**Arkéa Banque Entreprises et Institutionnels**), which brings together all the skills required by this clientele. A comprehensive range of solutions is offered to companies and local authorities, including financing, treasury functions, leasing, insurance, cash management, factoring under the Arkéa Factoring brand, wealth management for entrepreneurs, etc.



Arkéa Banque E&I works with almost 15,000 customers (businesses, local authorities, and institutions, real estate players) and supports the public sector throughout France through its 21 offices. Priority is given to supporting public policies promoting housing, economic development, health, and the environmental transition by directly financing local authorities as well as their satellites that provide local services to the population (low-rent housing, semi-public companies, public institutions, public utilities, etc.). Thus, the group is in contact with 18 of the 22 metropolises, 70 departments and 9 regions in mainland France.



The group is also a major player in private equity in France, with more than €1.3 billion under management devoted to the financing and development of companies. Crédit Mutuel Arkéa, which groups all its private equity activities under the **Arkéa Capital** brand, is able to support managers at all stages of their company's development, from start-up to mid-cap companies. One of its investment vehicles - Arkéa Capital 2 - is backed by a philanthropic endowment fund - PhiNOE -, serving the development of companies and associations as well as job creation in the regions. PhiNOE offers three complementary schemes: interest-free loans on trust at 0% interest, subsidies, and personalised support (assistance with strategy, commercial advice, etc.). Investment vehicles managed by Arkéa Capital.



Arkéa Crédit Bail specialises in finance leases and is a partner for professionals seeking financing for their property, furniture or equipment projects: offices, warehouses, hotels, commercial vehicles, machinery, etc.



Arkéa Lending Services is a digital platform that puts investors (credit institutions, management companies, institutional investors, etc.) in touch with project sponsors (local authorities, SMEs, social landlords, public institutions, hospitals, etc.) seeking debt financing for amounts ranging from €1 million to €50 million.

BtoB market and services

Crédit Mutuel Arkéa is developing commercial, technical, and even capital-intensive partnerships with other financial institutions, mass-market retailers, e-commerce players, etc. This white-label banking services activity is growing steadily within the group.

For the customer, the outsourcing of business processes deemed non-strategic not only enables it to reduce costs, but also provides a competitive edge by allowing it to focus on its core business while benefiting from state-of-the-art products and services that comply with regulations.

For Crédit Mutuel Arkéa, these partnerships enable it to capitalise on its know-how and technological expertise via its information system and to consolidate its development at national and European level. For example, the group processes payments for Amazon in France and provides IT services, management, and middle-office services on behalf of Axa Banque. The group also successfully rolled out IT infrastructures and white-label services for My Money Group as part of the acquisition of the retail banking activities of HSBC France. The new network is called CCF.



The subsidiary **Arkéa Banking Services**, a full-service bank approved by the Banque de France, offers a full range of white-label banking services. It works with Allianz Banque, La Banque Postale, Adyen, Brink's France, Systèmes U, Axa Banque and My Money Group. Arkéa Banking Services also works with several fintechs.



ProCapital is a securities services provider for financial institutions and asset management companies that wish to benefit from a modular offering, from account management and execution of their customers' orders to the creation of transactional websites. It carries out more than 10 million transactions per year on behalf of around 20 financial institutions (Louvre Banque Privée, La Banque Postale Gestion Privée, Deutsche Bank, Meeschaert Gestion Privée and CNP Assurances).



Monext is the leader in its market, specialising in electronic transactions combining payment technologies and services. Thus, every day, millions of consumers use its services to pay for an hour of parking, fill up on petrol, run errands, buy online, etc. It supports more than 12,000 vendors and processes more than 40% of e-commerce transactions in France (Amazon, Française des Jeux, Le Mouvement Leclerc, Rue du Commerce, Voyage Privé, Ventes Privées, PMU, Carrefour, Intermarché, etc.). Monext handles more than 6 billion transactions each year.



Nextalk, a multi-channel contact centre for banking players, is an offshoot of Monext and provides a first level of customer relations and 24/7 banking assistance. This white-label service makes it possible to maintain human contact and build customer loyalty among traditional and mobile bank customers. Nextalk works with around 60 companies and handles more than 5.5 million calls per year.

In addition to these companies specialising in BtoB, other subsidiaries are developing BtoB activities through the distribution of their products via external networks (Suravenir, CFCAL, etc.).

Insurance and asset management

Crédit Mutuel Arkéa began setting up insurance and asset management subsidiaries in the 1980s. Suravenir, Suravenir Assurances, Arkéa Asset Management (the brand that brings together asset management expertise), each in its field of activity, enable Crédit Mutuel Arkéa's networks to offer comprehensive and competitive services. Their products are also distributed by networks outside the group, internet players and brokers.



With nearly 3 million individual and professional customers, **Suravenir** is one of the leading players in the personal protection insurance market in France. Suravenir specialises in the design, production, and management of life insurance (individual and group life insurance), personal protection insurance (loan insurance, temporary death insurance) and company retirement savings contracts. Its contracts are marketed by a large number of distribution partners: banking networks, internet channel, independent wealth management advisors via Vie Plus, etc. In 2024, it had more than €53.8 billion in life insurance outstandings under management and gross inflows of around €5.4 billion.



Suravenir Assurances covers all the property and casualty insurance needs of individuals: home and private life, car, motorbike, health, long-term care, life accident coverage, etc. It manages more than 2.8 million contracts on behalf of more than 830,000 policyholders. It was one of the first insurance companies to offer its customers multi-risk home insurance that combines the circular economy, prevention and a commitment to biodiversity. Its contracts are distributed by the group's commercial networks (Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest) as well as by partners.



Last January, Crédit Mutuel Arkéa combined the asset management activities of **Federal Finance Gestion** and **Schelcher Prince Gestion** in a new company: **Arkéa Asset Management**. With €55 billion in assets under management and 200 employees, Arkéa Asset Management offers solutions that support societal and environmental change and help finance the real economy and regional development. It is convinced that investment should be meaningful, combining financial and non-financial performance.



Arkéa Real Estate is dedicated to real estate investment, asset and property management activities on behalf of third parties (French and international institutional investors, family offices and high net worth individuals). It has more than €1.4 billion in real estate assets under management and is set to host Arkéa Investment Services' future real estate developments.



Arkéa REIM is the real estate fund management company dedicated to its customers' savings. It markets SCI Silver Avenir, SCI Territoires Avenir, SCPI Transitions Europe and MomenTime.



Sven Capital Partners, created in partnership with the OFI group, is a leading player in unlisted responsible investment with €8 billion in assets under management and/or advisory in Europe. Sven Capital Partners strives to offer investors the best financial and non-financial performance and applies ESG criteria to all its investments, in the belief that companies that anticipate change and accept transformation will be the leaders of tomorrow.

Real estate



Arkéa Immobilier Conseil selects, on behalf of the networks of the Crédit Mutuel de Bretagne and Sud-Ouest federations, new and renovated real estate products and programmes throughout the country that are eligible for the main tax schemes (Pinel, Pinel Outre-Mer, LMNP, Malraux, Monument Historique, Déficit Foncier, Nue-propriété).



Armorique Habitat, a social housing company, manages a portfolio of 6,700 housing units, which it owns in more than 250 communes in the Finistère, Côtes-d'Armor and Morbihan departments. Armorique Habitat was the first subsidiary of the group to become a company with a mission (2021). The company wanted to promote and strengthen the positive impact of its action in the service of social housing and the balanced development of the region. Armorique Habitat also collaborates with Arkéa Assistance for the renovation of existing homes as well as for new programmes to increase the safety of senior residents through innovative solutions (home automation and home security).



Crédit Mutuel Arkéa is also a major shareholder in the **Izimmo group**, specialised in the valuation and marketing of investment and acquisition property products. Izimmo operates in the various business lines of the new property market. In 2022, the group announced that it had acquired a majority stake in **Liberkeys**, a new real estate agency, via Izimmo.



The subsidiary **Arkéa Flex** bases its development on Flex technology, a patented design technique that makes it possible to create flexible and scalable buildings while reducing the ecological footprint of real estate projects. In January 2025, it entered into a strategic partnership with Nexity to design scalable, flexible buildings to meet changing local housing needs.

Protection of persons and property



Crédit Mutuel Arkéa offers its retail customers innovative solutions, outside the strictly banking sector, through its subsidiaries dedicated to connected services: **Arkéa Assistance**, specialising in remote assistance services for individuals, and **Arkéa Sécurité** for remote home surveillance. The services developed by the Group for serviced senior residences, independent living facilities and nursing homes are marketed under the Arkéa Creative Care brand.

1.6 Crédit Mutuel Arkéa strategy

The 2024 financial year marked the conclusion of Crédit Mutuel Arkéa's medium-term plan (MTP), known as **Transitions 2024**. It set in motion a dynamic transformation of our business lines and positioned the group on a sustainable growth trajectory to support social and environmental transition.

As a growth plan, Transitions 2024 has consolidated the Group's unique banking and insurance model, with:

- The development of areas of expertise (Agri/agro, Maritime, Real Estate, Wines & Spirits). These initiatives are laying the foundations for a cross-functional organisation serving customers and the Group's development.
- Measuring its non-financial impact and overall performance,
- The adoption of the status of company with a mission is proof of the Group's commitment to integrating social and environmental considerations into its decisions and actions.
- The agreement on guaranteed autonomy within Crédit Mutuel gives the group complete freedom to implement its business plan.
- Expanding the range of products and services to support transitions: ESG savings, impact loans, etc.
- The development of BtoB activities, with a growing contribution to Group earnings.

Faire 2030

At the end of January 2025, Crédit Mutuel Arkéa unveiled its new strategic plan: "**Faire 2030**". Usually designed with a medium-term approach, this time the plan will cover a longer period of six years. The plan will be divided into two three-year phases, with the possibility of adapting the plan in 2027 to better meet the challenges and changes in the economic climate.



AVEC VOUS, DE TOUTES NOS FORCES.

This choice reflects the group's desire to continue its action over the long term. It provides a forward-looking vision, by continuing to integrate the major challenges of the ecological transition, the digital revolution, and the complex world in which the banking and insurance sector must evolve. It also reinforces the group's uniqueness and identity, that of a cooperative bank that practices finance to serve transition, regions and their stakeholders over the long term, by giving them that "time capital" that is often lacking elsewhere.

The Faire 2030 manifesto

Today, we might be tempted to scale back our ambitions, to scale back our commitments, to slow down, to postpone our plans. For Crédit Mutuel Arkéa, putting off the future is not on the agenda. Nor is becoming inward-looking.

Because over a hundred years ago, our mutualist group was born out of a spirit of action and solidarity: that of men and women who, in the face of adversity, chose action and solidarity. Because today, we have the obligations of a benchmark player in our regions. And because it is by combining our strengths that we will be able to shape the future. By serving society. By serving our customers.

That's why our plan is all about "Faire".

Faire 2025, 2026, 2027, 2028 - Faire 2030.

Step by step, we will weave the thread of this future by transforming ourselves to become ever more agile and efficient, ever more open and effective in order to accelerate.

- Accelerating our presence among those who make up and live in our regions - the very thing that gives us our identity and strength.
- Accelerating our support for companies in transition to meet environmental and societal challenges - that's our pride and our mission.
- Accelerating the positive impact we can have for all our customers, which is what sets us apart and gives us credibility.

Let's be bold enough to be more and more ourselves, united and on the move to implement the Faire 2030 plan, with you, with all our strength.

Faire 2030 is a direct and ambitious response to the major challenges facing contemporary society:

- The necessary transition to more environmentally-friendly lifestyles.
- Health and ageing well are emerging as major challenges for the regions.
- The emergence of new modes of consumption, reflecting a collective awareness.
- The rapid digitisation of everyday life, catalysed in particular by advances in artificial intelligence (AI), is radically transforming social and economic interactions.
- The shifting geopolitical context, which has a direct impact on our outlook for the future.

Faire 2030 is built around two major development ambitions:

1. **Playing a major role in the sustainable development of the regions. With the aim of:**
 - Making Crédit Mutuel Arkéa a committed and winning leader in Brittany and in the three departments covered by the Crédit Mutuel du Sud-Ouest federation (Gironde, Dordogne, Charente).
 - Applying the know-how of our subsidiaries in the historic regions at the national level.
 - Continuing to demonstrate that finance is a tool for creating a more sustainable world. We will prioritise three key sustainability issues: climate change mitigation and adaptation, safeguarding biodiversity and natural capital, and preserving water resources.
2. **Continuing to open up our business model and developing with boldness** The aim is to leverage the know-how that contributes to the uniqueness and sovereignty of our model on a large scale.
 - Rapidly speeding up the development of online banking.
 - Asserting ourselves as a committed player in private equity and responsible asset management.
 - Accelerating the strategy of opening up and developing partnerships, particularly in the insurance business.
 - Using our expertise in banking and insurance services to support the development of our BtoB partners and Group companies.

Faire 2030 also incorporates transformation issues that support the Group's development ambitions.

Committing to a common customer promise across the Group:

With you, with all our strength.

Gaining in operational efficiency by building a more agile organisation and practices around the "Faire Groupe" programme.

Bringing together a committed team to provide the best collective response to our customers and our development objectives.

Faire 2030 establishes a common customer promise across all Crédit Mutuel Arkéa entities and components: With you, with all our strength. This reflects its commitment to creating a genuine, lasting and straightforward partnership with our members and customers, by involving and pooling all our resources and expertise to anticipate their needs, meet their expectations and aim for excellence in customer relations.

Faire 2030 also aims to create a committed group, by strengthening the Group's culture, promoting the employability and commitment of our employees, and drawing on the collective strength of the directors who represent the voice of the members in the regions.

Faire 2030 involves two other major transformation challenges:

Improving operational efficiency, which includes:

- adapting the organisation to the Group's strategic ambitions,
- overhauling and simplifying working methods, for example by streamlining and automating low value-added processes, and using the information system as a productivity driver,
- rethinking how the Group is managed (financial and strategic management, developing a culture of return on investment, etc.).

#1 OUR DEVELOPMENT AMBITIONS

01

To be a major player in sustainable regional development

- To make the Group a committed and conquering leader, in Brittany and in our 3 departments in the South-West of France
- To deploy nationwide the know-how developed in our historic territories
- To continue to demonstrate that finance is a tool for a more sustainable world

02

Continuing to open up our business model and expand boldly

- To accelerating online banking
- To assert our position as a committed player in private equity and responsible asset management
- To accelerate our strategy of openness and partnership, particularly in our insurance businesses
- To deploy our expertise in banking and insurance services to support the development of our B2B partners and Group entities

FAIRE
THE GROUP'S
STRATEGIC PLAN
2030



**WITH YOU,
WITH ALL
OUR STRENGTH.**

#2 OUR TRANSFORMATION AMBITIONS

01

To commit to a Crédit Mutuel Arkéa customer promise

- Delivering a unique, impactful experience
- All committed to delivering on our promise: making the customer our top priority and striving for excellence in customer experience

02

To improve operational efficiency

- Adapting the organization to our strategic ambitions
- Overhaul and simplify our operating methods
- Rethinking management to meet the challenges of transformation

03

To support a committed team

- Employees: strengthen the Group culture, improve cross-functionality, create the conditions for employee commitment and employability
- Directors: strengthen their role as ambassadors for the Group in the regions and reinforce cohesion with employees

THE 2 DRIVERS
OF OUR SUCCESS

OUR IT STRATEGY

OUR ARTIFICIAL
INTELLIGENCE STRATEGY

OUR AIMS TO 2027

> €550 m

in net income¹
corresponding to 7%
of notional ROE

≥ 16 %

CET1²

≤ 67 %

Operating
ratio

< 110 %

Commitment
ratio

7 MILLIONS

members and customers
(by 2030)

INCREASE BY

€10 b

amounts injected into
the real economy
(2025-2027)³

€10 m

distributed each
year under
solidarity schemes

¹ In a central economic scenario and in the absence of any major dislocation in the economic, financial, regulatory and political environment in which the Group's main businesses operate
² Ratio between earnings and capital consumption: Net income / (RWA x 15%) - Notional ROE calculated on the basis of CET1 at 15%
³ With a CET1 tolerance of 15% in exceptional situations (acquisitions, investments, absorption of exogenous shocks, etc.) and in accordance with the Group's risk appetite framework.
⁴ Sum of assets invested in private equity (Arkéa Capital) and Group loans supporting the real economy in France (ie, excluding consumer loans - AFS, CFCAL, federations - and Keytrade).

Find out more

1.7 2024 highlights



JANUARY

BTOB The Crédit Mutuel Arkéa teams successfully completed the final transition between the retail banking activities of HSBC France and Crédit Commercial de France (CCF). This change marks the launch of the CCF brand, owned by My Money Group, as well as the start of white-label services operated by several group entities, including Arkéa Banking Services, for a period of 10 years.

[Find out more](#)

PRIVATE EQUITY Segepo, a group based in the Rhône region specialising in precision cutting and machining, reorganises its capital and welcoming two new investors: Arkéa Capital as lead arranger and Bpifrance. The 350-employee company, with 7 production sites around the world and distribution in 25 countries, generates more than half of its revenue internationally.

[The press release](#)

REMOTE ASSISTANCE Arkéa Assistance launches the "SmartAssistance" app, a new remote assistance offer on smartphones that secures elderly people in their daily lives. The app can also be used to issue alerts, via an SOS button, in tricky situations (falls, illness, dangers, etc.).

[Find out more](#)

ACQUISITION The Transitions Europe SCPI, managed by Arkéa REIM, strengthens its presence in the Netherlands and has just acquired a portfolio of assets dedicated to life sciences, with a total surface area of 7,600 m². Located in the ports of Amsterdam and Rotterdam, the buildings, which boast first-class energy performance, are leased to a world leader in laboratory testing, inspection and certification.

[The press release](#)

PRIVATE EQUITY Arkéa Capital, through its impact fund We Positive Invest 2, and supported in particular by Swen Capital Partners, participates in Beedeez's €8 million fundraising. Created in 2015, Beedeez is an LMS (Learning Management System) training platform that enables companies to ensure the upskilling of their so-called "on the ground" employees who do not have a personal computer. The start-up already has more than 2 million users from companies such as RATP, Vinci, Leroy Merlin and Etam.

[The press release](#)

PAYMENT CARD After Spain, Belgium and Portugal, Monext supports the development of Nickel in Germany, in all aspects related to the issue and management of its Mastercard cards. A new stage that consolidates 10 years of commercial relations.

[The press release](#)

ACQUISITION OF A STAKE Crédit Mutuel Arkéa signs an agreement to acquire a minority stake in Kyaneos Asset Management and Kyaneos Gestion. The two entities are complementary: Kyaneos AM manages SCPIs invested in residential buildings and Kyaneos Gestion provides rental management. Approved by the Autorité des Marchés Financiers (French Financial Markets Authority), Kyaneos makes the energy renovation of residential buildings in France a central part of its development model. Its investment strategy is based on a threefold objective: to offer an attractive risk/return ratio via its savings vehicles, to have a positive environmental impact by reducing the energy consumption of renovated buildings and their GHG emissions and, lastly, to generate a social impact by improving the quality of the housing it renovates and the living comfort of tenants.

[The press release](#)

FEBRUARY

GREEN ENERGY Arkéa Banque Entreprises et Institutionnels and Caisse d'Épargne et de Prévoyance Auvergne Limousin (CEPAL) are financing €13.5 million for the installation and operation of 35.9 MW photovoltaic power plants on the roofs of agricultural buildings, located mainly in the Auvergne-Rhône-Alpes region. The virtue of the model, besides additional remuneration for farmers, lies in the production of green energy sold to EDF and the sustainability of farms.

[The press release](#)

SUSTAINABLE REAL ESTATE Arkéa Flex, a pioneer in the construction of flexible and adaptable housing, and the property management company Foncia inaugurate the very first fully modular condominium in the region in Tours. With scalable and customisable apartments that respond to changing lifestyles, this condominium embodies a new vision of housing with sustainable buildings that do not require major refurbishment or reconstruction work.

[The press release](#)

DIVERSIFICATION After Suravenir for the launch of a life insurance contract (Nexity Life), real estate group Nexity calls on CFCAL to launch a savings product: the Livret Propriétaire by Nexity. Designed specifically for young working people with difficulties accessing mortgage loans, this savings account aims to democratise real estate investment and support new-build purchase projects.

[Find out more](#)

HUMAN RIGHTS The Board of Directors of Crédit Mutuel Arkéa adopts its "Human Rights" policy, by formalising its commitment and describing its processes in place. The commitments are part of a vigilance and continuous improvement approach, particularly in the indirect sphere, due to the complexity of value chains and the variety of audiences concerned, as well as the continuation of actions to promote human rights.

[The document](#)

PRIVATE EQUITY Arkéa Capital acquires a stake in La Boutique du coiffeur. Created in 1988, this group distributes hairdressing and beauty products to private and professional customers. The network has more than 200 points of sale per 1,000 employees. La Boutique du Coiffeur plans to open nearly 30 new stores a year.

[The press release](#)

AGRITECH Crédit Mutuel Arkéa acquires a stake in the first French impact start-up studio dedicated to AgriTech. Called AgriLife Studio, this structure aims to create around ten start-ups focusing on the challenges of tomorrow's agriculture and healthy and sustainable food. The group participated in the closing of an initial financing round of €25 million.

[The press release](#)

MARCH

PRIVATE EQUITY Arkéa Capital acquired a stake in the Ocellis group, an expert in the development of office space. The group has more than doubled in size in three years to exceed €85 million in revenue in 2023, mainly through organic growth.

[The press release](#)

CAPITAL-INVESTISSEMENT Arkéa Capital and Swen Capital Partners acquire a stake in the JL&P group, an engineering platform specialising in new mobility solutions, the deployment of energy infrastructures, water management and the environment. Founded in 2017 and based in Floirac (33), the JL&P group has 50 employees, mainly engineers and architects, and has five branches providing national coverage (Bordeaux, Versailles, Lyon, Fréjus, Nantes). In particular, it offers a turnkey offer to create, modernise or convert traditional service stations into a multi-energy hub.

[The press release](#)

APRIL

COALITION "Climate: daring to have confidence in the regions" is the title of an article published in *Les Echos*, which was the official launch of the Coalition Territoires et Transitions. Initiated by Julien Carmona, this reflection and action group brings together leaders of regional, political and academic companies and aims to make the voice of the regions heard. They all share the conviction that the solutions to the major transition challenges that we collectively face come from the regions.

[The gallery](#)

ENDOWMENT FUND Crédit Mutuel Arkéa officially launches its endowment fund. This umbrella structure will complement the Solidarités initiatives supported by the federations and local banks of Crédit Mutuel de Bretagne and Crédit Mutuel

COMPANY WITH A MISSION Swen Capital Partners adopts the status of a company with a mission, reinforcing its commitment to truly sustainable and responsible finance. It has included the following Raison d'être in its articles of association: "We have come together to put investment at the service of Nature. We develop demanding solutions and cooperate with our ecosystem to create sustainable value and progress together."

[The press release](#)

BIODIVERSITÉ Crédit Mutuel Arkéa publishes its first "Biodiversity and natural capital" report. Biodiversity is an essential foundation for the sustainability and well-being of human societies. It is the source of many services, including the supply of raw materials, access to water, climate regulation, air and water quality and pollination, for example. For economic players, the loss of biodiversity represents both a source of financial risks and a source of opportunities to rethink their development models.

[The document](#)

du Sud-Ouest, in particular in support of initiatives with a regional dimension.

[Find out more](#)

SOLIDARITY SAVINGS Federal Finance Gestion supports the development of La Conciergerie Solidaire through its FPS Federal Solidaire. This company, which specialises in concierge services for businesses, third places and neighbourhoods, will receive financial support to intensify its expansion. La Conciergerie Solidaire's growth strategy includes opening new branches, recruiting affiliates and improving its digital platform.

[The press release](#)

MAY

ACQUISITION The Transitions Europe SCPI, managed by Arkéa REIM, completes its 12th acquisition, a Life Sciences establishment located in Assen, in the north of the Netherlands.

[The press release](#)

GOVERNANCE Julien Carmona is reappointed Chairman of the Board of Directors of Crédit Mutuel Arkéa for a three-year term. The terms of office of Colette Séné and Luc Moal were also renewed. The Board also welcomed three new members from the cooperative movement: Fabienne Richard-Velly, Yvon Erhel and Stéphane Cloarec.

[Find out more](#)

INNOVATION The New Ideas Trophy of the CMB and CMSO federations is back for an 8th edition. The concept remains unchanged: to reward innovative project initiators in Brittany and Nouvelle-Aquitaine.

[The CMB website](#)

[The CMSO website](#)

PRIVATE EQUITY Arkéa Capital, via its We Positive Invest 2 impact fund, supports QualiRetraite's acquisition of Factor companies and Previssima. The operation will enable the creation of a major group to support the end of their career, optimise retirement and provide social protection advice for professionals and individuals.

[The press release](#)

ARTIFICIAL INTELLIGENCE Crédit Mutuel Arkéa joins the ArGiMi consortium, winner of the "Digital Commons for Generative Artificial Intelligence" call for projects launched by Bpifrance as part of the France 2030 initiative. This project aims to create the next generation of French-speaking Large Language Models (LLMs) - an AI model designed to understand and generate natural language - specifically tailored to business needs. The aim is to revolutionise the industrialisation of AI. These LLMs, which require a huge body of data for optimal training, will benefit from the contributions of INA, BNF, CDiscount and Crédit Mutuel Arkéa.

[The press release](#)





JUNE

TRANSFORMATION Crédit Mutuel du Sud-Ouest starts the roll out of Orion, its transformation plan aimed at accelerating its growth. Through this development and transformation plan, CMSO aims to become the bank for 650,000 customers in the Gironde, Charente and Dordogne.

[The press release](#)

ACQUISITION The Transitions Europe SCPI, managed by Arkéa REIM, completes its first acquisition in Barcelona. This is a multi-tenant office building located in a complex of more than 20 hectares that houses the headquarters of multinationals (Bolloré Logistics, Amazon, etc.). Its proximity to Barcelona airport contributes to its attractiveness.

[The press release](#)

TRANSITION Arkéa Banque E&I's Environmental Transition Department reaches the milestone of €1 billion in outstanding loans. It has thus financed 156 projects (project and corporate financing), representing 1,811 MW financed and 78,000 t CO2 avoided. DTE is present mainly in two business sectors: renewable energies with mature technologies (photovoltaic, wind, hydraulic, methanisation, biomass, storage, etc.) and energy infrastructure (heat networks, energy recovery units, sorting centres).

[The press release](#)

CALL FOR PROJECTS The Crédit Mutuel Arkéa endowment fund launches its first appeal for projects on the theme of "Sport & Territories". The aim is to support sports initiatives in the Brittany and South-West regions that have an impact on local vitality as well as a social impact (education, inclusion, disability, health and social reintegration).

[The press release](#)

TRUSTED IA The Data Office of the Group's Innovation and Operations Division obtains the trusted AI (Artificial Intelligence) certification, issued by the French National Metrology and Testing Laboratory, which validates the quality of the development and monitoring processes for AI solutions.

[The press release](#)

REAL ESTATE Crédit Mutuel Arkéa moves its Parisian teams into two new workspaces: the Chateaubriand building, in the heart of Paris, and the Trinity Tower, in the La Défense business district. These developments illustrate the Group's desire to strengthen synergies between its entities and to offer its employees modern, user-friendly and sustainable working environments, consistent with its quality as a mission-driven company.

[The press release](#)

JULY-AUGUST

EFFICIENCY Nearly two years after the launch of its "energy efficiency plan", Crédit Mutuel Arkéa is continuing its commitment to reducing energy consumption and is aiming to cut it by 30% by 2030.

[The press release](#)

REAL ESTATE The Group announces the financing, via its subsidiary Arkéa Banque Entreprises et Institutionnels, of the future Ti Ar Porzh residence for working people in Concarneau (29). This housing project was initiated by the shipbuilder Piriou and the OPAC de Quimper-Cornouaille. It aims to provide a concrete response to the current housing pressure in the region. The main focus is to support working people who are unable to carry out their professional projects due to a lack of available housing close to their workplace.

[The press release](#)

INNOVATION Crédit Mutuel Arkéa launches Duoprime, a new real estate solution for first-time home buyers. Distributed by Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest, Duoprime offers a top-up to the down payment for first-time buyers. In practical terms, the individual buys a majority stake in his or her principal residence and Crédit Mutuel Arkéa co-invests in the remaining stake via the Arkéa Foncière Résidentielle vehicle, up to a maximum of 10% of the purchase price over a maximum period of ten years. This solution enables first-time buyers to achieve their financing plans in situations where amortising loans are not sufficient.

[The press release](#)

DIVERSIFICATION Suravenir and Homunity, a 100% online real estate investment platform, join forces to launch Homunity Vie. Available as a self-managed policy, the life insurance contract gives access to two euro funds and 17 unit-linked funds, including a selection of real estate unit-linked funds. All are classified as Article 8 or 9 under SFDR, and 10 of them have been awarded a label (SRI, Greenfin or Finansol).

[The press release](#)

REAL ESTATE Monext employees have moved into their new eco-responsible head office in the Aix-en-Provence business park. This building consolidates all the teams under one roof, enhancing the employee experience and fostering an improved company dynamic for enhanced professional development.

SOLIDARITY SAVINGS Handiwork, a company specialising in support, training and professional integration for people with disabilities, finalises its first fundraising round of €1.3 million to support its national expansion and boost the professional integration of people with disabilities. Federal Finance Gestion, via its social investment fund, played a key role in this initial fundraising.

[The press release](#)

REAL ESTATE Crédit Mutuel Arkéa puts an end to the Teamzy project, which was As part of a "test and learn" approach in collaboration with builder Trécobat. The aim of the project was to reinvent the home ownership process when buying, building or renovating a property. In a complex real estate context, the field test phases were implemented, but the results did not meet expectations.

[Find out more](#)

ARKÉA GPT The Group offers its employees a new Artificial Intelligence solution called Arkéa GPT. Dedicated and adapted to internal use, it complies with the standards set by the Group's responsible data policy, limits its exposure to risk and optimises production assisted by generative AI.

IMPACT LOAN One year after an initial €5.8m "Impulse" impact loan to refinance 4 cogeneration units in the Hauts-de-France region, La Française de l'Énergie (FDE), a multi-energy producer with a reduced carbon footprint, took out a new €7m "Pact Trajectoire ESG" impact loan with Arkéa Banque E&I to support its growth strategy. Its ambition is to become one of Europe's leading low-carbon energy production platforms. This impact loan provides for a subsidy of up to 20% on interest charges if FDE improves its ESG performance.

[The press release](#)

SEPTEMBER

WERO Crédit Mutuel Arkéa announces that its Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations will make the Wero service available to their customers from January 2025. Wero, the European instant account-to-account payment solution, will replace Paylib. It will enable users with a French bank account to send and receive money simply and instantly, using just a phone number or email address.

[The press release](#)

CHATBOT The Group tests a conversational chatbot based on generative artificial intelligence with 500 members and customers. The aim is to capitalise on innovation to increase operational efficiency, with high-quality customer support available 24/7, while freeing up time for bank advisers so that they can strengthen their advisory role with their customers. This approach aims to make the most of new technological solutions while enhancing the value of the banking advice offered within the network of its local banks.

[The press release](#)

OCTOBER

GREEN BOND Crédit Mutuel Arkéa successfully completes a €500 million Senior Preferred green bond issue. The funds raised will be used by the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations to grant loans to individuals for the purchase of homes that meet the best energy performance criteria.

[The press release](#)

SAVINGS CFCAL-Banque broadens its product offering with new savings solutions tailored to the environmental transition. Inflows from virtuous passbook accounts and term deposits are used to finance loans to improve energy efficiency. These loans can be used to purchase a residential property, finance energy renovation work, or purchase shares in SCPIs with the Greenfin or SRI labels. 50% of the loan is dedicated to the environmental transition (ESG rating).

[The press release](#)

OCEAN Fortuneo repeated its summer operation in aid of the Surfrider foundation, pledging to donate 1 euro cent for every bank card transaction valued at over €10 made by its customers. The final donation was €142,512.14, higher than last year's figure of €109,000. The money will be used to support Initiatives Océanes, whose aim is to raise public awareness of the need to protect the oceans and to organise collection of waste washed up on beaches and along waterways.

[The press release](#)

AIDANTS Crédit Mutuel de Bretagne, the Crédit Mutuel Arkéa endowment fund and the Finistère General Council renew their call for projects in support of associations providing care for people with disabilities. The first two editions provided financial support for 29 associations in the department, with an overall annual grant of €140,000.

[The press release](#)

HOUSING "Acting for housing to enhance regional vitality". This is the title of the note published by the Coalition Territoires & Transitions, the multidisciplinary think-tank launched last April under the leadership of Julien Carmona. The note presents a reflection shared by those working in the field and puts forward concrete measures to inspire a new home policy. The proposals are intended to be adapted to local realities and developed collaboratively with all relevant stakeholders.

[The note](#)

IMPACT LOAN The Polylogis Group takes out a €10 million "PACT Trajectoire ESG" loan with Arkéa Banque E&I. The scheme, which combines a subsidised loan with personalised support, will help to improve the social landlord's ESG performance, particularly through initiatives to decarbonise its property portfolio.

[The press release](#)

PRIVATE EQUITY Arkéa Capital, via its We Positive Invest 2 impact fund, supports Auxo Dynamics in its development. This start-up, based in Lyon, provides companies with a solution to meet the requirements of the CSRD directive, while simultaneously managing their financial and non-financial performance.

[The press release](#)

HOME CARE Arkéa Assistance strengthens its partnership, initiated in 2016, with the Archos group and its subsidiaries Logic Instrument and Domisanté. The objective is to implement innovative technological solutions to address the requirement for health monitoring as part of home care services.

[The press release](#)

NOVEMBER

PHOTOVOLTAICS Entech, a company specialising in the storage and smart management of renewable energy, is to install photovoltaic shading systems at five Crédit Mutuel Arkéa sites. These turnkey solutions improve user comfort and make the most of existing car parks by producing low-carbon energy for self-consumption or resale.

[The press release](#)

RESERVISTS Crédit Mutuel Arkéa renews its partnership with the National Guard, an institution that is essential to the defence and security of our nation. This agreement aims to promote civic commitment and facilitate the availability of reservists in the police, gendarmerie or armed forces. Reservists will be granted 20 working days to carry out their mission. By making it easier for employees to be available and responsive, the Group is also meeting one of the challenges of the French military programming law, which aims to double the number of military reserves by 2030.

[The press release](#)

WINNERS Crédit Mutuel Arkéa's endowment fund announces the winners of its first call for projects, Sport & Territoires, designed to reward associations and clubs for their positive societal impact. Eleven projects were selected by the jury, six in Brittany and 5 in the Nouvelle-Aquitaine region, for a total prize of €122,500.

[Winners in Brittany](#)

[Winners in Nouvelle-Aquitaine](#)

ASSOCIATIONS "À 100 % pour les associations", run by Crédit Mutuel de Bretagne, is back for its 12th edition. The great raffle is now fully digitised and offers member associations a turnkey solution thanks to our crowdfunding platform Kengo.bzh. The second part of the programme the Territoires d'Initiative Challenge, which aims to promote local development by rewarding associations working to promote employment, local initiatives and responsible development. In all, 12 customer associations will be rewarded and will share a prize fund of €50,000.

[The press release](#)

PRIVATE EQUITY Arkéa Capital reinvests in the capital of Terre de Marins, a ready-to-wear clothing company inspired by the marine world. This deal will propel the group forward by accelerating its omnichannel development and strengthening its commitment to eco-responsible fashion. It also allows management to acquire a stake in the company,

[The press release](#)

IMPACT LOAN The Nouvelle-Aquitaine Region took out a €10m "PACT Carbone" loan with Arkéa Banque Entreprises et Institutionnels. It is intended to provide long-term funding for the construction of two secondary schools in Créon and Le Barp (33). The Region is the first local authority to take out a "PACT Carbone" loan, subsidised if the borrower reduces its carbon intensity.

[The press release](#)

FUNDRAISING As a long-standing shareholder, alongside the Brittany Region in particular, the group participates in the €3 million fundraising campaign of Breizh Invest PME, which has stepped up its investment pace in recent months. Breizh Invest PME, with a portfolio of 33 holdings, invests between €200k and €500k in buyouts and growth equity.

[Find out more](#)

DECEMBER

IMPACT LOAN The Annie Famose Group takes out a €1.5 million "Pact Trajectoire ESG" impact loan and a €3 million "Pact Carbone" loan with Arkéa Banque Entreprises et Institutionnels. The aim of the deal is to finance the acquisition and conversion of the Hôtel de Chiberta in Anglet (64) and to step up its ESG commitment. The Annie Famose Group has a portfolio of over 40 restaurants and hotels;

[The press release](#)

CLOSING Arkéa Capital announces the closing of the venture capital fund FCPR Arkéa Cap'Atlantique at over €25 million. This fund, which aims to support the development of unlisted SMEs and mid-sized companies in the Atlantic Arc that are in a growth phase, has already made ten investments since its launch in 2023. At the same time, it announced the closing of its We Positive Invest 2 impact fund at €70 million. We Positive Invest 2 is a pioneer among impact investors in France, supporting innovative companies developing solutions to accelerate social and environmental change in four areas: energy and climate change, the circular economy, human capital and health and well-being.

[The press release](#)

[The press release](#)

PRIVATE EQUITY Backed by Arkéa Capital, Nantes-based group Fidel Fillaud continues to expand with the acquisition of Inapa Packaging France, a subsidiary of Portuguese group Inapa specialising in packaging distribution in France.

[The press release](#)

REAL ESTATE FUND (SCPI) Arkéa REIM announces the launch of MomenTime, its new diversified international SCPI. MomenTime is designed to complement Transitions Europe and meet three key objectives: to maintain and enhance the ecological potential of sites, to promote alternatives to combustion engine mobility and to strengthen the resilience of assets to climate change.

[The press release](#)

GENDER EQUALITY Crédit Mutuel Arkéa announces a new agreement on gender equality in the workplace, covering the Arkade ESU. The seventh agreement, which was signed by all the trade unions, consolidates previous agreements and incorporates new features, particularly in line with societal developments.

[The press release](#)

MARITIME Crédit Mutuel de Bretagne and Crédit Mutuel Arkéa, via their maritime divisions, and Arkéa Banque Entreprises et Institutionnels signed a partnership agreement with the Association des Ports de Plaisance de Bretagne (APPB). The APPB represents a network of 130 marinas and anchorage areas across Brittany, Loire-Atlantique and la Manche. Its missions include supporting sustainable practices and creating synergies to promote responsible and innovative boating. The APPB also aims to strengthen social and local cohesion by promoting the role of ports.

[The press release](#)

JANUARY 2025

STRATEGY Crédit Mutuel Arkéa brings together its asset management activities within Arkéa Asset Management, which includes Federal Finance Gestion and Schelcher Prince Gestion. Arkéa Asset Management aims to accelerate its development by creating new opportunities for growth and innovation. In a fast-changing asset management sector, this initiative reflects the group's desire to pool its expertise within an optimised organisation in order to better serve its institutional, wealth management advisor and individual customers.

[The press release](#)

REAL ESTATE The Arche real estate group (Citya Immobilier, Laforêt, Guy Hoquet, Century 21 and Nestenn) took out two impact loans with Arkéa Banque Entreprises et Institutionnels: a €10m PACT Carbone loan and a €7.5m PACT Trajectoire ESG loan. As part of the transaction, Arche will carry out a carbon footprint assessment with the support of AFNOR and will be assessed by the non-financial rating agency Ethifinance, which will enable it to identify a pathway for progress.

[The press release](#)

PRODUCT The specialist broker Epargnisissimo launches a new switch mandate (directed management) with Suravenir, advised by Lazard Frères Gestion, for the Croissance Avenir life insurance contract. This switch mandate allows investors to entrust the selection of investment vehicles in their life insurance contract to Suravenir, which uses the advice of Lazard Frères Gestion to select investment vehicles that meet ESG (Environmental, Social and Governance) criteria.

[The press release](#)

DGCCRF The Directorate General for Competition, Consumption and Fraud Prevention (DGCCRF) imposes an administrative penalty on Crédit Mutuel Arkéa and Monext following an audit carried out in 2021. The audit concerned compliance with the European regulation on interchange fees for bankcard payments. The DGCCRF identified shortcomings in the management of co-badged cards (CB, Visa or Mastercard) used for online purchases.

REAL ESTATE FUND (SCPI) The Transitions Europe SCPI, managed by Arkéa REIM, completes two new acquisitions in Spain: the Las Rosas shopping centre on the outskirts of Madrid and the Inneo Innovation Campus in Barcelona.

[The press release](#)

LIFE INSURANCE Suravenir reports stable returns for its € funds available under its life insurance contracts and higher returns for its individual retirement savings plans. Consumer contracts distributed by Crédit Mutuel Arkéa federations offer a net rate of 2.20% with no conditions attached (2.50% with a switch mandate), while wealth management contracts show a net rate of 2.50% and up to 3.20% if the unit-linked condition is met. On the internet, the net rate on Suravenir Opportunités 2 is also holding steady at 2.50%.

[The press release](#)

HOUSING Nexity and Arkéa Flex forges a strategic partnership to design scalable, flexible buildings to meet changing local housing needs. The aim of this partnership is to combine the expertise of both parties in the areas of adaptability and flexibility of use of buildings over time. The aim is to create housing that reflects the economic and industrial development of the region and can adapt to the changing needs of its occupants.

[The press release](#)

PRIVATE EQUITY Arkéa Capital helps to structure the Emeraude Capital group, the result of an alliance of five specialist wealth management firms based in the Atlantic Arc. Emeraude Capital offers its customers a diversified range of services in four key areas: insurance brokerage, financial investment advice, wealth engineering and social protection.

[The press release](#)

NETWORK Crédit Mutuel de Bretagne inaugurates two new local banks in Lanester (56) and Ergué-Gabéric (29). Both are relocations. The objective? To serve the customers better by improving operational efficiency, making them easier to contact and giving them access to wealth management advice.

AWARDS



Crédit Mutuel Arkéa

Crédit Mutuel Arkéa was awarded the **1st Corbeille long term prize for banking networks** at the 39th Corbeilles de la Gestion Collective awards ceremony, organised by the magazine *Mieux Vivre Votre Argent*.

Crédit Mutuel Arkéa was awarded the **Sustainable Finance Prize** in the Banking category. The prize, awarded by *L'Agefi*, recognises the companies and organisations that are most advanced and consistent in their approach to sustainable development, and that contribute to promoting best market practices.

The press release

Crédit Mutuel Arkéa was one of five companies to receive awards at the 4th Trophées de la Raison d'être ceremony. The Why Project, which organises the event, brings together business leaders who are convinced of the strategic, economic and societal value of Purpose.

Crédit Mutuel Arkéa won the jury's "Coup de Coeur" award at the **trophy for innovation in financial management** organised by Finance Innovation. The group presented its methodology for calculating non-financial performance, enabling it to monitor overall performance alongside financial performance.

Crédit Mutuel Arkéa was awarded the **"Responsible Supplier Relations and Purchasing"** label by the National Purchasing Council (CNA), covering the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and the central functions. This label is awarded to French companies that have demonstrated sustainable and balanced relationships with their

suppliers. To date, only 105 French companies have been awarded the label.

Crédit Mutuel de Bretagne

Crédit Mutuel de Bretagne wins the **trophy for the best banking services** awarded by the Pricebank.fr comparison tool. It stands out for day-to-day banking, savings investments and loan offers.

Every year, Produit en Bretagne honours its **"ambassadors of the Breton language"** from among the members of the network, recognising those who stand out for their initiatives to promote the Breton language in business life. For the 2024 edition, the network chose to honour Crédit Mutuel de Bretagne, which uses Breton in its daily communications to highlight its local roots and its commitment to Breton culture.

Crédit Mutuel du Sud-Ouest

Crédit Mutuel du Sud-Ouest is the first bank to receive the **HandiWe label**, which rewards employers who demonstrate a genuine commitment to supporting and hiring people living with disabilities. This label, awarded by Ohé Prométhée, recognises and promotes exemplary practices and initiatives in relation to people with disabilities: awareness-raising, induction, recruitment, integration, accessibility, occupational health and job retention. Following an audit by an external organisation, employees with disabilities were given the opportunity to express their views on the subject, and the HR team involved in the project was audited by a panel of judges over a two-day period. This recognition is an important step towards a socially responsible business model.

Award for the company demonstrating the most inclusive policies for disabled people: During the European Week for the Employment of People with Disabilities, Cr dit Mutuel du Sud-Ouest was awarded the 2024 **Handi-accueillante Entreprise** prize by the Collectif handicap & inclusion, which recognises outstanding initiatives in the field of inclusion and diversity.

Cr dit Mutuel du Sud-Ouest wins the **Prix Entreprises & Territoires**, Coup de C ur France Bleu award for its innovative recruitment: Cr dit Mutuel du Sud-Ouest was one of the seven winners of the Prix entreprises et territoires Nouvelle Aquitaine 2024. 210 candidate companies, 60 nominees, 7 prizes including the "Coup de C ur France Bleu" awarded to Cr dit Mutuel du Sud-Ouest. This prize encourages the pursuit of innovative initiatives to promote equal opportunities.

Fortuneo

Fortuneo is voted **2024 Brand of the Year** among online banks. This distinction is based on a study by the NielsenIQ institute that surveyed more than 15,000 consumers in France. It compares consumer confidence based on 5 criteria: purchase intent, attractiveness, innovation, CSR and recommendation.

Fortuneo received an **Effie Gold** award in the Banking-Insurance category for its "Il y a des chiffres qu'on aime" campaign. The Effie awards are the only ones to distinguish advertisers and their agencies on the basis of the measured and proven effectiveness of their communication campaigns.

Pricebank takes an interest in the prices and services offered by 19 French banks. Fortuneo wins **the titles of best bank 2024, cheapest bank and best online bank** with a score of 34.6/40.

MoneyVox has compiled **its 2025 list of the cheapest banks**. Fortuneo is at the very top of the ranking, sharing the position with Boursorama, for the three customer profiles examined (young, classic, premium). Fortuneo also won four Troph es de la Banque - Qualit  2025: best day-to-day banking adviser, best project adviser, best mobile app and best website.

Suravenir

For the 6th year in a row, Suravenir and its Vie Plus subsidiary took the top spot in the rankings drawn up by Pericles Group for **quality of service of back offices** dedicated to wealth management advisers.

Vie Plus won five awards at the **Pyramides de la gestion de patrimoine** ceremony: best life insurance policy for Patrimoine Vie Plus, CGP award in the PER Individuel category, CGP award in the best insurance platform category, development award awarded by the editors of the magazine *Investissement Conseils*, 3rd favourite company of wealth management advisers in the provident partner category.

Vie Plus won an award at the 32th **Palmar s des Fournisseurs** 2025, compiled by *Gestion de Fortune*. It was awarded the Company of the Year prize, first place in the life insurance category and second place in the pensions category. The Palmar s des Fournisseurs consolidates over 48,000 data points collected from some 4,500 wealth management advisers.

At the 39th **Oscars for life insurance**, retirement and personal protection, organised by the magazine *Gestion de fortune* and D cideurs TV, Suravenir receives three awards with Patrimoine Vie Plus, Pertinence Retraite and Projection Retraite.

Ark a Asset Management

Federal Finance Gestion received an award at the 12th edition of the **Globes de la Gestion** organised by the *Gestion de Fortune* magazine. The Federal Optimal Plus ESG fund took first place in the "Eurozone Equities" category.

Ark a REIM

Ark a REIM received the editor's prize from *Investissement Conseils* in the **real estate fund** category and was named 2nd favourite company of wealth management advisers. Schelcher Prince Gestion was awarded the performance award in the collective fixed income category.

Ark a REIM was honoured at the Troph es de la Finance Responsable, organised by the *Investissement Conseils* magazine. The awards recognise the best funds distributed in France by wealth management advisers for **their SRI approach and performance**. SCI Territoires Avenir was awarded the 1st prize in the "SCI - Soci t  civile Espoir" category and Ark a REIM was named 2nd in the "Real Estate Asset Management" category.

Ark a Banque Entreprises et Institutionnels

Ark a Banque Entreprises et Institutionnels received the **Social Cohesion Trophy**. It won an award for the launch of the "Cercle des Inclusifs", an initiative to support its customers and partners in the challenges of gender diversity and inclusion.

Armorique Habitat

Armorique Habitat, a social housing subsidiary, was awarded the **Prix d'architecture du projet citoyen Hlm** awarded by the Social Housing (Association USH) and the Association of Architects (Unsa). Armorique Habitat was singled out for the renovation of 124 homes in the Vierge Noire district of Morlaix.

SPONSORING: NEWS FROM OUR PARTNER TEAMS



SAILING Yoann Richomme, skipper of the Imoca Paprec Arkéa, finishes second in the Vendée Globe, behind Charlie Dalin. They both broke the 2017 record by more than 8 days! Yoann Richomme completed his 1st Vendée Globe after 65 days 18 hours 10 minutes 02 seconds. This is a tremendous performance for the sailor, who was taking part in the event for the first time, and for the Paprec Arkéa team, which was created three years ago. Earlier in the season, Yoann Richomme won the 15th edition of The Transat. Yoann Richomme scored his third victory under Paprec Arkéa, his second in the Imoca category.

[Vendée Globe press release](#)

[More about The Transat](#)

FOOTBALL Arkéa Park, the future home of Stade Brestois 29 football club, of which Crédit Mutuel Arkéa is a title partner, will be a model of inclusion for people with disabilities, based on three main pillars: accessibility of the stadium, sports activities and the professional integration of disabled workers.

[Find out more](#)

CYCLING Kévin Vauquelin wins the second stage of the 111th Tour de France, between Cesenatico and Bologna. It gave the Arkéa B&B Hôtels team a first stage victory in a grand tour.

[Find out more](#)

RUGBY A premium partner since 2021, Crédit Mutuel Arkéa renews its partnership with Rugby Club Vannes for the 2024-2025 season. RC Vannes, French Pro D2 champions, are contesting their first season at the highest professional level, the Top 14. A first for a Breton club!

[Find out more](#)

SAILING As part of the Fêtes maritimes de Brest, Charles Caudrelier, winner of the first edition of the Arkéa Ultim Challenge - Brest, unveiled two bronze plaques commemorating his achievement on the La Pérouse breakwater. From 7 January to 27 February, he completed the first solo round the world race on flying maxi-trimarans, in 50 days, 19 hours and 7 minutes. Over the course of the event, Arkéa Ultim Challenge - Brest enjoyed a high profile nationally and beyond our borders.

[Find out more](#)

1.8 The agenda

First quarter 2025

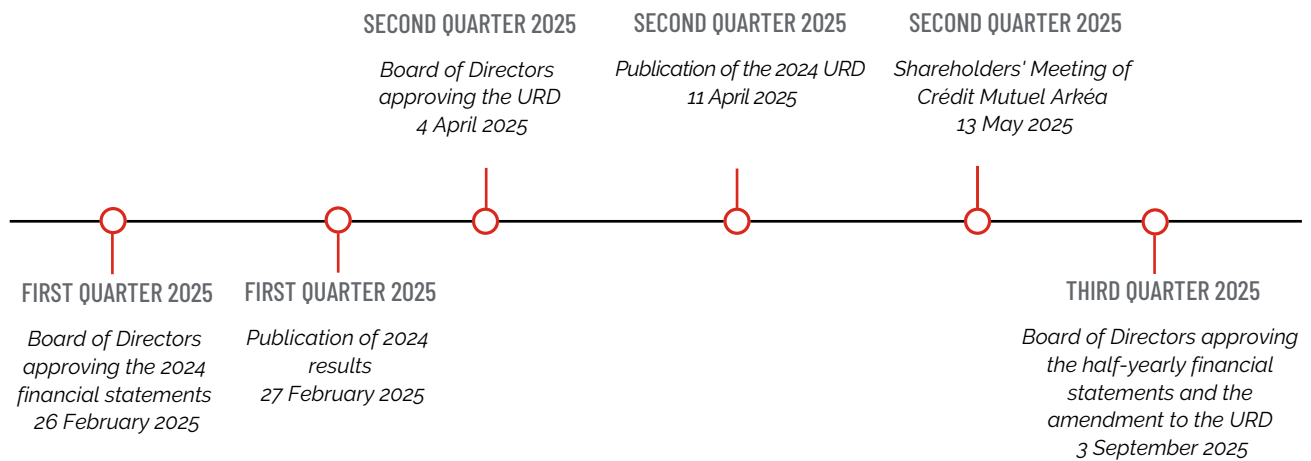
- Board of Directors approving the 2024 financial statements: 26 February 2025
- Publication of 2024 results: 27 February 2025

Second quarter 2025

- Board approving the URD: 04 April 2025
- Publication of the 2024 URD: 11 April 2025
- Shareholders' Meeting of Crédit Mutuel Arkéa 13 May 2025

Third quarter 2025

- Board of Directors approving the half-yearly financial statements and the URD amendment: 03 September 2025



Agenda subject to modifications

1.9 Solidarity relationships

The Crédit Mutuel group, within the meaning of Article L.511-20 of the French Monetary and Financial Code (CMF), is governed by the latter, in particular Articles L.511-30 to L.511-32 of the CMF relating to central bodies and Articles L.512-55 to L.512-59 relating to Crédit Mutuel.

In accordance with these provisions, CNCM was entrusted with the representation of the Crédit Mutuel banks affiliated with the Crédit Mutuel network at the European Central Bank and the French authority for prudential control and resolution (ACPR), as well as the duty of ensuring the cohesion of this network and the application of the legislative and regulatory

provisions specific to credit institutions, to exercise administrative, technical and financial control over the organisation and management of each bank and to take all necessary measures for the correct operation of the network, in order to guarantee its financial stability and the protection of depositors and members.

Within the framework of its public authority prerogatives, General Decision 1-2020 relating to solidarity was taken by the CNCM, together with General Decision 2-2020 concerning the implementation of measures in phases of proven financial difficulty or resolution.

1.9.1 Solidarity links within Crédit Mutuel Arkéa

The solidarity mechanism provided for within Crédit Mutuel Arkéa is an inter-federal mechanism based on Article R.511-3 of the French Monetary and Financial Code.

This text stipulates that the European Central Bank (ECB) may, on the proposal of the ACPR, for mutual and cooperative groups, issue a collective licence to a regional or federal bank for itself and for all the banks affiliated to it "provided that the liquidity and solvency of the local banks are guaranteed as a result of this affiliation".

Crédit Mutuel Arkéa benefits from this collective approval for itself and for all the local banks that are members of the Crédit Mutuel de Bretagne and Sud-Ouest federations, insofar as this membership guaranteed the liquidity and solvency of the local banks.

The solidarity mechanism is organised by the financial regulations contained in each of the general operating rules specific to the federations of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest, and the internal regulations of Crédit Mutuel Arkéa. It is binding only on the member local banks, these federations and Crédit Mutuel Arkéa. Furthermore, it does not create any obligations of the member local banks vis-à-vis third parties. In other words, Crédit Mutuel Arkéa members are not bound by any passive solidarity with third parties, and creditors of a local mutual member bank can only turn to that bank and not to any other or to Crédit Mutuel Arkéa in any other way.

This solidarity mechanism is essentially reflected in the constitution, at the level of each federation, of the federal fund that ensures the equalisation of the results of the local member banks, in accordance with General Decision no. 1-2020 of the Confédération nationale du Crédit Mutuel (CNCM).

The federal fund is fed by allocations from local funds and includes the federal solidarity fund and the federal reserve fund.

- The federal solidarity fund ensures the equalisation of the results of the local member banks by means of endowments and subsidies. Any local bank that has been in deficit for a period of three (3) consecutive years is subject to a special review. A recovery plan is set up with the departments of the federation concerned and Crédit Mutuel Arkéa. If the local bank is still in deficit at the end of the recovery period set out in the plan, the federation concerned, in consultation with Crédit Mutuel Arkéa, decides on its future.
- The federal reserve fund may intervene in favour of local member banks whose net position is negative or whose results are negative, as well as in favour of those that have been victims of an exceptional disaster.

The federation decides each year on the level of endowment to this fund. The federal reserve fund is managed by the Federation. Requests for intervention submitted to it are examined by a committee of administrators.

In addition to this federal fund, Crédit Mutuel Arkéa can also intervene directly in the form of advances, subsidies or loans granted to local member banks in difficulty.

Crédit Mutuel Arkéa also provides support to its subsidiaries within the framework of prudential supervision systems on a consolidated basis (Articles 7 and 8 of EU Regulation 575/2013, as amended, supplemented by *ad hoc* intra-group financial liquidity agreements), the system provided for in the CMF under Article L.511-42, as well as the additional supervision obligations described in the Order of 3 November 2014 on the additional supervision of financial conglomerates, as amended, and transposing European Directive 2002/87/EC, as amended.

1.9.2 Solidarity links within Crédit Mutuel

Crédit Mutuel's solidarity system is designed to ensure the liquidity and solvency of all the institutions affiliated to Confédération Nationale du Crédit Mutuel (CNCM) at all times in order to prevent any default. It is based on a set of rules and mechanisms set up at regional group level and at confederal level.

As a reminder, the solidarity between CNCM affiliates is unlimited.

(i) Provisions applicable at the level of regional groups

The solidarity mechanism provided for within the Regional Federation concerned is a mechanism based on Article R.511-3 of the CMF, independently of the statutory provisions relating to the joint and several liability of members within the limit of the nominal value of the shares subscribed by the member.

Each federation must set up a solidarity system between the local banks within its territorial jurisdiction.

This system must enable a local bank to avoid a long-term deficit and/or to ensure the recovery of a deteriorated situation. It ensures the equalisation of the results of the member funds by means of a federal fund through contributions or subsidies. The contribution obligation is imposed on all funds (including the federal or inter-federal fund), or only on funds with positive results, depending on the regulations of the federal fund concerned in force. The contributions, which ensure equalisation, and subsidies must make it possible to cover the losses recorded in the financial year and any tax deficits carried forward. The equalisation subsidies must include the sums necessary to pay the remuneration of the shares. Subsidies paid by the Federal Fund are normally repayable.

Implementation of recovery measures at the level of "regional groups" within the meaning of the "GCI's". A system reviewed and updated annually enables the regional group to monitor a certain number of key indicators, included in the risk appetite framework adopted by the CNCM's Board of Directors, and to implement the corrective measures provided for in the recovery plan if the indicators are exceeded.

In the event of difficulty and under the control of the CNCM, a regional group may request assistance from another regional group, particularly in the implementation of the recovery plan.

If no regional solidarity solution has been put in place or has not restored compliance with the key indicators within the timeframe set out in the recovery plan, or if objective elements allow for an early conclusion that the implementation of these solutions would prove insufficient, the national solidarity mechanism is implemented.

(ii) Provisions adopted at national level

Confédération Nationale du Crédit Mutuel is responsible, without limitation, for ensuring the cohesion of its network and the smooth operation of its affiliated institutions. To this end, it must take all necessary measures, in particular to guarantee the liquidity and solvency of each of these institutions and of the network group (Article L.511-31 of the French Monetary and Financial Code).

According to the procedures laid down by the GCIs, the necessary interventions may be decided by the CNCM Board of Directors if it is found that the mechanisms existing at the level of the regional groups are insufficient to deal with any difficulties.





CORPORATE GOVERNANCE

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Corporate governance

The provisions of Article L.225-37 and L. 225-37-4 of the French Commercial Code stipulate that the Board of Directors shall present to the General Meeting a corporate governance report attached to the management report referred to in the same article. However, the corresponding information may be presented in a specific section of the management report.

The Board of Directors reports on the composition and application of the principle of balanced representation of women and men within its membership, the conditions for preparing and organising the Board's work and the internal control and risk management procedures implemented by the company, detailing in particular those procedures relating to the preparation and processing of accounting and financial information for the parent company financial statements and, where applicable, for the consolidated financial statements. Without prejudice to the provisions of Article L.225-56 of the French Commercial Code, this report also indicates any limitations that the Board of Directors may place on the powers of executive management.

As Crédit Mutuel Arkéa is not a company whose shares are admitted to trading on a regulated market, it has decided not to refer to the Afep-Medef Code. However, it refers to the Governance Guide for Cooperatives and Mutuals, which contains a number of recommendations so that this model revolves around six key values: democratic governance, non-profit or limited profitability, a relationship of trust and respect with and between members, the logic of commitment to the community, roots in the regions and finally the long-term management vision, values to which Crédit Mutuel Arkéa adheres.

Crédit Mutuel Arkéa also complies with current regulations on corporate governance applicable to credit institutions. In this respect, it should be noted that the European Banking Authority issued guidelines on internal governance dated 8 December 2021 (EBA/GL/2021/05), with which the company intends to comply fully.

Crédit Mutuel Arkéa (the legal entity at the head of our group) is a société anonyme. There are no valid delegations of authority granted by the General Shareholders' Meeting in the area of capital increases pursuant to Articles L.225-129-1 and L.225-129-2 of the French Commercial Code.

Since its creation, the company has chosen an organisation that is separate from its governance, structured around a Board of Directors chaired by Julien Carmona and an Executive Committee chaired by its Chief Executive Officer, Hélène Bernicot, assisted by two Deputy Chief Executive Officers: Anne Le Goff and Bertrand Blanpain⁽¹⁾

The officers and directors of Crédit Mutuel Arkéa have not been subject to:

- no conviction for fraud in the last five years at least;
- any bankruptcy, receivership, liquidation or placement of companies under court administration;
- any official public censure and/or sanction by statutory or regulatory authorities;
- at least during the previous five years, have not been disqualified by a court from acting as a member of an administrative or management body.

(1) Frédéric Laurent's term of office ended on 1 March 2024



- (1) SSRC: Strategy and Societal Responsibility Committee
(2) AGC: Appointments and Governance Committee
(3) RICC: Risk and Internal Control Committee.
(4) CRC: Credit Review Committee

2.1 Conditions for the preparation of the corporate governance report

The preparation of the report is coordinated by Crédit Mutuel Arkéa's General Secretary and Corporate Communications Department, which, in addition to providing ongoing assistance to the Board's work and missions, is also responsible for providing general secretarial services for the Appointments and Governance Committee, the Strategy and Corporate Societal Responsibility Committee and the Credit Review Committee. In addition, the General Secretary and Corporate Communications Department has received contributions for the preparation of this report from:

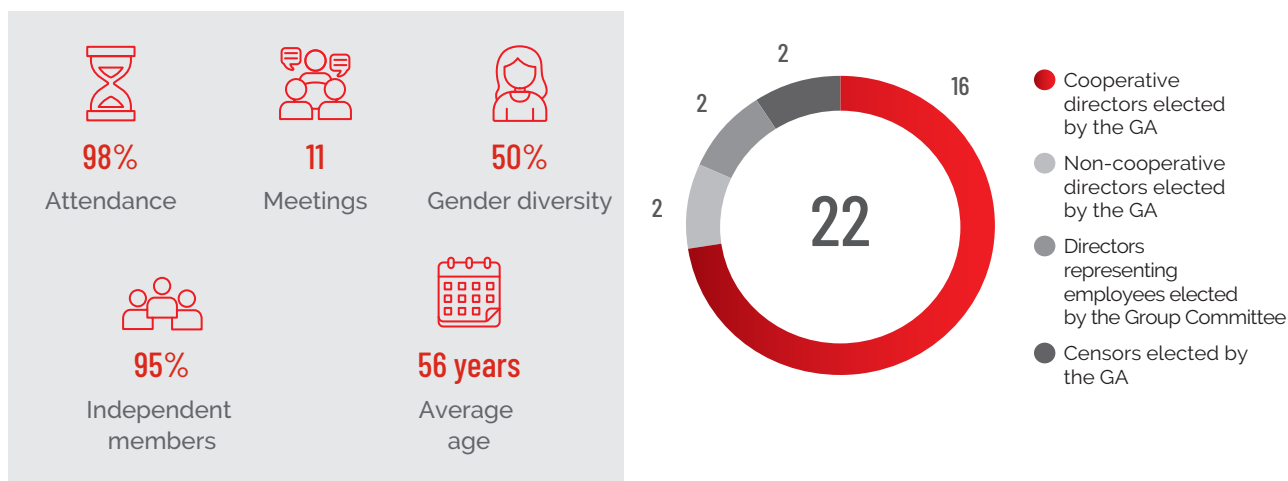
- the General Inspection and Periodic Control Department, which is responsible for the General Secretary of the Board of Directors' Risk and Internal Control Committee;

- the Finance and Overall Performance Department responsible for the General Secretary of the Financial Statements Committee;
- the Dynamics and Human Relations Department responsible for the General Secretary of the Compensation Committee.

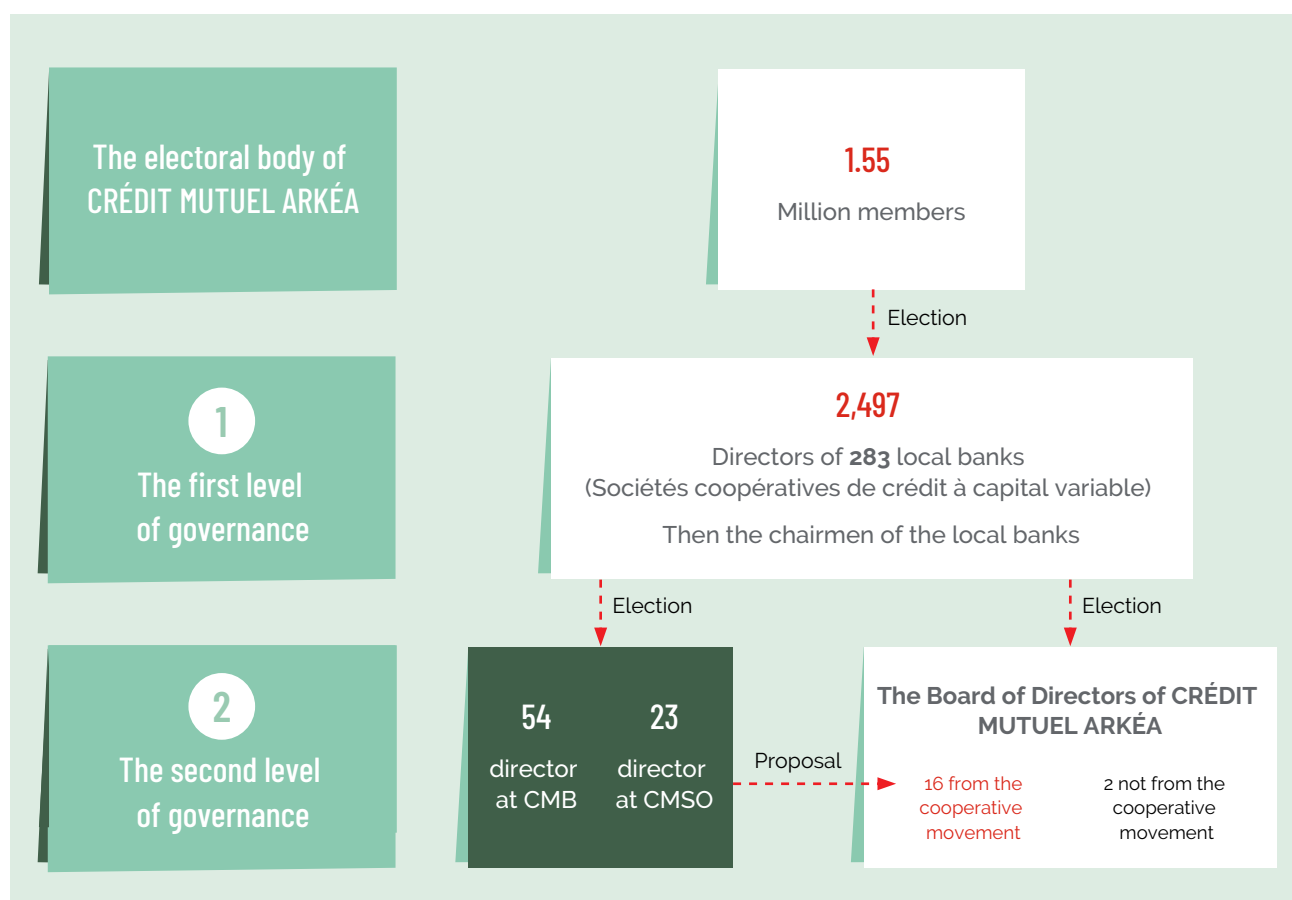
The Statutory Auditors verify that the corporate governance report included in Crédit Mutuel Arkéa's 2024 Universal Registration Document incorporates the information required by Article L225-37-4 of the French Commercial Code. This report is then examined by the Board of Directors. It will be presented for approval to the Annual General Shareholders' Meeting (the local banks of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations).

2.2 The Board of Directors of Crédit Mutuel Arkéa

2.2.1 Composition of the Board of Directors



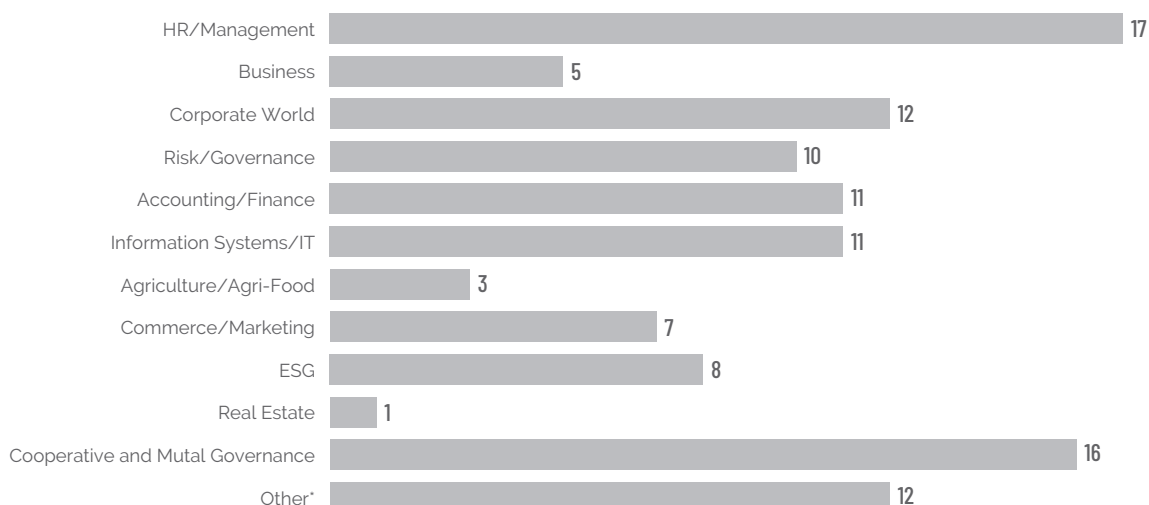
Crédit Mutuel Arkéa's directors and non-voting Board members, with the exception of employee directors appointed by the group Committee, are elected at the General Meeting by all shareholders, including the 283 Chairpersons of the local banks of the two federations that make up Crédit Mutuel Arkéa. These directors are themselves elected by the members, who are also customers, of their local banks at the General Meeting of their local banks, in accordance with the cooperative model: "one person, one voice". There is no procedure for allocating multiple voting rights.



This elective system, whose electorate is made up of all our members, ensures genuine customer representation on Crédit Mutuel Arkéa's governing bodies and guarantees that the Board of Directors is independent from the company's management.

It also ensures a diversity of profiles, skills and experience, reflecting the richness of the cooperative model.

Summary of the Board's powers at 31/12/2024



(*) Other = consultancy, education, public law, research, toxicology, international

The directors of the Board representing the members are of French nationality and are proposed by the federations that make up Crédit Mutuel Arkéa:

The directors of the Board representing the members are of French nationality and are proposed by the federations that make up Crédit Mutuel Arkéa:

4 directors in respect of the banks affiliated to the Crédit Mutuel du Sud-Ouest federation.

- Pascal Faugère
- Anne-Gaëlle Le Bail
- Valérie Moreau
- Sophie Violleau

12 directors in respect of the banks affiliated to the Crédit Mutuel de Bretagne federation

- Valérie Blanchet-Lecoq
- Julien Carmona
- Philippe Chupin
- Stéphane Cloarec
- Yvon Erhel
- Sophie Langouët-Prigent
- Patrick Le Provost
- Erwan Meudec
- Luc Moal
- Fabienne Richard-Velly
- Colette Séné
- Dominique Trubert

Many Crédit Mutuel Arkéa directors also sit on the governing bodies of one or more group subsidiaries. In line with Crédit Mutuel Arkéa's cooperative identity, the vast majority of directors sitting on the Boards of Directors and Supervisory Boards of these subsidiaries are cooperative members elected or appointed by the members and their representatives.

Directors and non-voting Board members who are not from the cooperative movement are also elected by the Annual General Meeting. Their candidacies are subject to pre-selection by the Appointments and Governance Committee and approval by Crédit Mutuel Arkéa's Board of Directors. They sit on the Board for their expertise and the complementary nature of the analyses they provide to the deliberating body.

In 2024, Valérie Barlois-Leroux and Monique Huet held the positions of directors on the Board of Directors not from the cooperative movement. Isabelle Maury, elected in 2022, and Frédéric Lemoine, elected in 2023, have continued their terms as non-voting Board members not from the cooperative movement.

The employee directors are appointed by the Group Works Council for a period of three years. The Group Works Council meeting of 8 February 2023 renewed the position of Marie Vignal-Renault and appointed Jean Le Nir as employee directors.

The business address of Crédit Mutuel Arkéa's directors and corporate officers is: 1, rue Louis Lichou - 29480 Le Relecq-Kerhuon - France

Crédit Mutuel Arkéa's Combined General Meeting was held on 22 May 2024 at the Glaz Arena in Cesson Sévigné.

The meeting is convened electronically, and the notice of meeting is also made available to shareholders on their intranet in order to ensure a high attendance rate. Votes were collected via a remote voting platform and opened as soon as the invitations were sent out, as was the case for the general meeting of the local banks. The attendance rate at the General Meeting was 99.04% (91.6% in 2023).

The General Meeting, on an ordinary basis, elected and reappointed its directors, approved its financial statements and the terms and conditions for the appropriation of income for the financial year, approved the total amount of compensation paid to the regulated staff and the compensation package attributable to members of the Board of Directors for the current year. The General Meeting also took note of the cooperative audit report drawn up by GMBA Montiel Laborde and approved the appointment of Deloitte and PriceWaterhouseCoopers as joint auditors of the sustainability report.

Lastly, on an extraordinary basis, the general meeting approved minor amendments to the Articles of Association relating to the system for returning shares held by directors, the qualification of attendance fees and remote voting procedures.

With regard to the composition of the Board, at the 2024 General Meeting, the following changes were approved:

- The renewals of Mrs Colette Séné and Messrs Julien Carmona and Luc Moal from Crédit Mutuel de Bretagne federation for a period of three years;
- The appointment, at the proposal of the Crédit Mutuel de Bretagne federation, of Fabienne Richard-Velly as a director, for a term of three years, to replace Yves Mainguet;
- The appointment, on the proposal of the Crédit Mutuel de Bretagne federation, of Yvon Erhel as a director, for a period of two years, to replace Thierry Bougeard;
- Ratification of the co-option of Stéphane Cloarec, appointed at the Board Meeting of 7 July 2023 to replace Marta Dias.

Thus, 50% of the Board of Directors is made up of women.

The meeting was followed by a Board of Directors meeting at which Julien Carmona was reappointed Chairman of the Board of Directors.

Pursuant to Article L.511-58 of the French Monetary and Financial Code and the position of the French Prudential Supervisory and Resolution Authority (ACPR), the functions of Chairman of the Board of Directors and Chief Executive Officer of Crédit Mutuel Arkéa are separated.

Only the Chairman may act on behalf of the Council and speak on its behalf. He may, in close cooperation with the Executive Management, represent Crédit Mutuel Arkéa in its high-level relations, particularly with major customers, partners and public authorities, at regional, national, and international level. The Chairman drives the group's strategy towards autonomous, high-performance development, attached to its territorial roots and respectful of cooperative values and the company's Raison d'être (Purpose).

The Board of Directors has a Vice-Chairwoman, Sophie Violleau, who is also Chairwoman of the Crédit Mutuel du Sud-Ouest federation. The Vice-Chairperson may represent Crédit Mutuel Arkéa on behalf of the Chairman.

The Board has two lead directors: Monique Huet, Climate and Environmental Risks Officer, and Valérie Moreau, ESG-Climate Officer.

A representative of the Central Social and Economic Committee also attends the meetings of the Board of Directors in an advisory capacity.

The age limit for Directors is set by the Articles of Association at 65 years old for a first election and 70 years old for a reappointment. The three-year position is renewable up to three times, except for the Chairpersons of the federations, the Vice-Chairperson of Crédit Mutuel du Sud-Ouest and the four departmental Chairpersons of the Crédit Mutuel de Bretagne federation, for which no limitation, other than that related to age, is applicable.

The Board of Directors has internal operating rules and regulations. These rules confirm the essential missions of

Crédit Mutuel Arkéa's Board of Directors, set out the operating procedures of the body and set out the rights and obligations of each director and non-voting Board member. These rules of procedure were supplemented by the Crédit Mutuel Arkéa Directors' Charter, which sets out the duties of the Board's 22 members. This charter lists the individual skills of the members of the Board of Directors in order to guarantee a collective skillset suited to the exercise of sound and effective governance of the Company.

It also aims to ensure that the members of the Board of Directors are able to act independently and in a committed manner and refers to the guidelines set by the European Banking Authority (guidelines EBA/GL/2021/05 and EBA/GL/2021/06 point 9.3), which identify the notion of independence as *"the fact that a member of the management body in his or her supervisory function has no current or recent relationship or ties, of any nature whatsoever, with the institution in question or its management, which could influence the member's objective and balanced judgment or reduce his or her ability to make independent decisions"*.

This notion is supported by a grid comprising 11 formal independence criteria. 19 of the 20 directors on the Board of Directors meet at least 10 of these criteria and can therefore be considered as independent.

As Chairman of the Board of Directors of Crédit Mutuel Arkéa, Julien Carmona is paid for his duties. He is therefore not subject to the formal independence criteria set by this grid. The details of his compensation are given in Section 2.8.2.1 "Chairman of the Board of Directors of Crédit Mutuel Arkéa".

The number of independent members must be defined according to a principle of proportionality aiming to match, in a consistent manner, the governance arrangements with the risk profile and the business model.

The Board of Directors of Crédit Mutuel Arkéa therefore fully exercises its role in accordance with the provisions of the Articles of Association, the rules of procedure of a financial nature, its operating rules, its Directors' Charter, and the charters specific to each of its specialised committees.

In summary:

The composition of the Board of Directors at 31 December 2024 was as follows:

	Age at 31/12/2024	Gender	1st appointment	End of term of office	Committees*	Board meetings attendance
Julien Carmona Chairman of the Board of Directors	54	M	2021	2027	SSRC (Chairman)	100%
Sophie Violleau Vice-Chairwoman of the Board of Directors	52	F	2016	2025	AGC (Chairman) Compensation Committee RICC	100%
Valérie Barlois-Leroux Director	55	F	2020	2026	Compensation Committee	91%
Valérie Blanchet-Lecoq Director	58	F	2020	2026	RICC (Chairman)	100%
Philippe Chupin Director	43	M	2020	2026	SSRC Compensation Committee	100%
Stéphane Cloarec Director	53	M	2023	2026	RICC	100%
Yvon Erhel Director	65	M	2024	2026	AGC	86%
Pascal Faugere Director	62	M	2022	2025	Financial Statements Committee	100%
Monique Huet Director	65	F	2017	2026	CRC (Chairman) AGC RICC	100%
Sophie Langouet-Prigent Director	57	F	2022	2025	SSRC CRC	100%
Anne-Gaëlle Le Bail Director	51	F	2016	2025	Financial Statements Committee (Chairman) CRC	100%
Jean Le Nir Director representing employees	51	M	2023	2026	Financial Statements Committee	100%
Patrick Le Provost Director	68	M	2017	2026	AGC SSRC	100%
Erwan Meudec Director	39	M	2022	2025	SSRC	100%
Luc Moal Director	67	M	2018	2027	Compensation Committee (Chairman) AGC SSRC	91%
Valérie Moreau Director	52	F	2019	2025	SSRC	100%
Fabienne Richard-Velly Director	56	F	2024	2027	Financial Statements Committee	100%
Colette Séné Director	65	F	2015	2024	AGC Compensation Committee CRC	100%
Dominique Trubert Director	64	M	2020	2026	Financial Statements Committee	100%
Marie Vignal-Renault Director representing employees	45	F	2020	2026	Compensation Committee	91%
Isabelle Maury Non-voting Board member	56	F	2022	2025	N/A	100%
Frédéric Lemoine Non-voting Board member	59	M	2023	2026	N/A	91%

(1) Details of the committees in point 2.2.4

Not from the cooperative movement
From the cooperative movement
Employee

Detailed composition at 31/12/2024

Julien Carmona



Chairman of Crédit Mutuel Arkéa,

54 years

^{1st} appointment:

11.05.2021

Term expires:

2027

Summary biography

Holder of a master's degree and an associate professor of history, a graduate of the École Normale Supérieure and the École Nationale d'Administration, Julien Carmona began his career in the public service (national education). After joining the Finance Inspectorate in 1997, he joined BNP Paribas in 2000 before being appointed Economic Advisor to the President of the French Republic in 2004. In 2007, he became a member of the Executive Board and Head of the Risk Management Department at Groupe Caisse d'Épargne (now BPCE). He then joined SCOR SE as Deputy Chief Executive Officer (2009-2012), followed by Nexity (2014-2021), where he was successively Deputy Chief Executive Officer and Chief Operating Officer. He joined the Board of Directors of Crédit Mutuel Arkéa in 2021 and was elected Chairman. He was also elected Chairman of the Crédit Mutuel de Bretagne federation on 10 June 2022.

Other positions held within Crédit Mutuel Arkéa

- Director of Caisse de Crédit Mutuel du Relecq-Kerhuon
- Chairman of the Crédit Mutuel de Bretagne federation

of which positions held in subsidiaries

- Chairman of the Board of Directors of Arkéa Capital Holding

Other positions held outside Crédit Mutuel Arkéa

- Deputy Vice-Chairman of the Board of Directors of Confédération Nationale du Crédit Mutuel and Chairman of the Risk Committee
- Deputy Vice-Chairman of the Board of Directors of Caisse Centrale de Crédit Mutuel
- Member of the April Advisory Committee
- Director representing Crédit Mutuel Arkéa on the Board of Directors of the Paris Europlace association and the Institute for sustainable finance (IFD)
- Director representing Suravenir on the "Fonds Stratégique de Participations"

Terms of office expired in the last five financial years

- Deputy Chief Executive Officer of NEXITY SA
- Chairman of the Board of Directors of CREDIT FINANCIER LILLOIS
- Chairman of SIG 30 PARTICIPATIONS
- Chairman of NEXIMMO 39
- Chairman of SARI INVESTISSEMENTS SAS
- Chairman of NEXIM 4 SAS
- Chairman of NEXIMMO 12 SAS
- Chairman of NEXIMMO 19 SAS
- Director of NEXITY IMMOBILIER D'ENTREPRISE SA
- Director of EDOUARD DENIS DEVELOPPEMENT
- Member of the Supervisory Board of BUREAUX A PARTAGER
- Member of the Supervisory Board of NEW PORT SAS

of which positions abroad

Germany

- Manager of NEXITY DEUTSCHLAND GmbH
- Chairman of the Supervisory Board of PANTERA AG

Belgium

- Chairman of the Board of Directors of CITY GARDEN REAL ESTATE
- Director of NEXITY BELGIUM

Julien Carmona

- Director of G&G IMMO SA

Spain

- Sole Director of DOMUS SOROLLA

Italy

- Consigliere et Amministratore delegato of AGENXITY SRL
- Consigliere et Amministratore delegato of NEXITY HOLDING ITALIA SRL
- Amministratore unico of NEXITY MILANO OLGATI SRL
- Amministratore unico of NEXITY MILANO PORTA VOLTA SRL
- Amministratore unico of LIVRAGHI 18 SRL
- Amministratore unico of NEXITY RESCALDINA SRL
- Amministratore unico of NEXITY MILANO FARAVELLI SRL
- Amministratore unico of NEXITY TRENTA DUE SRL
- Amministratore unico of NEXITY TRENTATRE SRL
- Amministratore unico of NEXITY TRENTAQUATRO SRL
- Amministratore unico of NEXITY TRENTACINQUE SERL
- Amministratore unico of NEXITY TRENTASEI SRL

Poland

- Manager of NEXITY POLSKA Sp Z.o.o
- Manager of NEXITY POLSKA 303 Sp Z.o.o
- Manager of NP 7 Sp Z.o.o
- Manager of NP 8 Sp Z.o.o
- Manager of NP 9 Sp Z.o.o
- Manager of NP 10 Sp Z.o.o
- Manager of NP 11 Sp Z.o.o
- Manager of NP 12 Sp Z.o.o
- Manager of NP 14 Sp Z.o.o
- Manager of NP 15 Sp Z.o.o
- Manager of NP 16 Sp Z.o.o
- Manager of NP 18 Sp Z.o.o
- Manager of NP 19 Sp Z.o.o
- Manager of NP 20 Sp Z.o.o
- Manager of NP 21 Sp Z.o.o
- Manager of NP 23 Sp Z.o.o

Portugal

- Manager of NEXITY PORTUGAL LDA
- Manager of NEXITY PORTUGAL NP1 LDA
- Manager of NEXITY PORTUGAL NP2 LDA
- Manager of NEXITY PORTUGAL NP3 LDA
- Manager of NEXAE VILAMOURA

Sophie Violleau



**Vice-Chairman of
Crédit Mutuel Arkéa,**

52 years

1st appointment:

21.04.2016

Term expires:

2025

Summary biography

A graduate of INSEEC, Sophie Violleau has held various positions in marketing since 1994. In 2008, she founded Parenteo Services, a personal services company, and co-managed it until 2022. She is now the Manager of SDV Holding. She is also Chairwoman of the non-profit, public-interest Bocké Foundation, which manages 11 accommodation establishments for dependent elderly people in the Gironde department and the Basque region.

She has been a director of the Crédit Mutuel de la Couronne local bank since 2015 and was its vice-chairwoman from 2015 to 2020. She has also been Chairman of the Crédit Mutuel du Sud-Ouest federation and local bank since 2020.

Other positions held within Crédit Mutuel Arkéa

- Chairwoman of the Crédit Mutuel du Sud-Ouest federation
- Chairwoman of the Crédit Mutuel du Sud-Ouest regional bank
- Director of Caisse de Crédit Mutuel de la Couronne
- Chairwoman of the Board of Directors of the Crédit Mutuel Arkéa endowment fund

of which offices held in subsidiaries

- Chairwoman of the Board of Directors of Suravenir Assurances until 17/05/2024
- Chairwoman of the Supervisory Board of Arkéa Capital
- Chairwoman of the Board of Directors of Arkéa Capital Investissement
- Director of Arkéa Capital Holding
- Vice-Chairwoman of the Supervisory Board of Apivia until 14/06/2024
- Director of Château Calon Ségur

Other positions held outside Crédit Mutuel Arkéa

- Director of Confédération Nationale du Crédit Mutuel
- Director of Caisse Centrale de Crédit Mutuel
- Manager of SDV HOLDING
- Chairwoman of the Éric et Odette Bocké Foundation

Terms of office expired in the last five financial years

- Manager of SARL Parenteo Services
- Chairwoman of the Board of Directors of Nouvelle Vague
- Director of Entreprendre Au Feminin Charente

Valérie Barlois-Leroux



Director of Crédit Mutuel Arkéa, not a member of the cooperative movement,

55 years
1st appointment:
14.05.2020
Term expires:
2026

Summary biography

A graduate of ESCP and a former high-level sportswoman, Olympic fencing medalist, Valérie Barlois-Leroux spent 24 years at the Bouygues Construction group, where she held various positions (at the head office and in subsidiaries), including in the Human Resources Department, the Sales Department and the Real Estate Development Department. She then served as Director of Development and Partnership Relations at Enéal (Action Logement group) until July 2021. Since September 2021 she has held the position of Deputy Chief Executive Officer in charge of human development at BCA Expertise.

Other offices held within a Crédit Mutuel Arkéa subsidiary

- Chairwoman of the Board of Directors of ARKÉA until 28/06/2024

Other positions held outside Crédit Mutuel Arkéa

- Member of the Board of Directors of COJOP Paris 2024 (association)
- Chairwoman of Ambition 2.24 - Nouvelle Aquitaine (association)

Terms of office expired during the last five financial years

- Chairwoman of Kalymnos SAS

Valérie Blanchet-Lecoq



Director of Crédit Mutuel Arkéa,

59 years
1st appointment:
14.05.2020
Term expires:
2026

Summary biography

Valérie Blanchet-Lecoq holds a degree in business law and a DESS (post-graduate diploma) in business law. She has been a lawyer since 1994. After having practiced in various law firms, she now practices her profession at the law firm Jurilor located in Quéven (department 56), where she is co-manager.

She has been a director of Crédit Mutuel Lorient Porte des Indes local bank since 2016.

Other positions held within Crédit Mutuel Arkéa

- Director of Caisse de Crédit Mutuel de Lorient Porte des Indes

Other positions held outside Crédit Mutuel Arkéa

- Co-Managing lawyer of SARL Jurilor

of which offices held in subsidiaries

- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Suravenir

Philippe Chupin



Director of Crédit Mutuel Arkéa,

43 years

^{1st} appointment:

14.05.2020

Term expires:

2026

Summary biography

Philippe Chupin holds a degree in agricultural engineering and a master's degree in international trade. He began his career at the Côtes-d'Armor Chamber of Agriculture. He currently holds the position of manager of Danbred France as a non-partner manager.

He has been a director of the Crédit Mutuel de Saint-Brieuc Centre-Ville local bank since 2008, and was Vice-Chairman and then Chairman until 2024.

Other positions held within Crédit Mutuel Arkéa

- Chairman then Director of Caisse de Crédit Mutuel de Saint-Brieuc Centre-ville since 13/04/2024
- Director and member of the Board of the Crédit Mutuel de Bretagne federation

Other positions held outside Crédit Mutuel Arkéa

- Manager – non-partner manager of Danbred France

of which positions held in subsidiaries

- Chairman of the Supervisory Board of Arkéa Banque Entreprises et Institutionnels

Stéphane Cloarec



Director of Crédit Mutuel Arkéa,

53 years

^{1st} appointment:

07.07.2023

Term expires:

2026

Summary biography

Holder of a master's degree in Economics, Stéphane Cloarec began his career as a portfolio manager at Cogédis. He then joined Crédit Agricole as an agricultural customer manager. Since 2005 he has been the finance manager of the Le Kreisker school complex in Saint Pol de Léon. In addition, after having been a deputy for 12 years, he was elected mayor of the municipality of Saint Pol de Léon in 2020 and Vice-Chairman of the Haut Léon community of municipalities.

He is also a director of Caisse de Crédit Mutuel de Saint Pol de Léon and an elected member of the banking federation.

Other positions held within Crédit Mutuel Arkéa

- Director of Caisse de Crédit Mutuel de Saint Pol de Léon
- Director and member of the Board of the Crédit Mutuel de Bretagne federation

Other positions held outside Crédit Mutuel Arkéa

- Mayor of the municipality of Saint Pol de Léon
- Vice-Chairman of the Haut Léon community of municipalities.

Terms of office expired during the last five financial years

- Director, permanent representative of Crédit Mutuel Arkéa on the Board of SEMBREIZH

Yvon Erhel



Director of Crédit Mutuel Arkéa,
65 years
1st appointment:
22.05.2024
Term expires:
2026

Summary biography

A former student at the Ecole Normale Supérieure de Cachan, holder of a master's degree in Automatic Control and Signal Processing and a doctorate in Telecommunications and Signal Processing, Yvon Erhel began his career as a professor of electronics before joining the Saint-Cyr Coëtquidan military academy as a research professor in electronics and then deputy director of the research centre.

He has been a director of Caisse de Crédit Mutuel du Rheu (35) since 1997 and was its Chairman from 2018 to 2024. He is also a federal councillor and chairman of the Ille et Vilaine département.

Other positions held within Crédit Mutuel Arkéa

- Vice-Chairman of the Crédit Mutuel de Bretagne federation
- Chairman then director of the Crédit Mutuel du Rheu local bank since 27/11/2024

of which offices held in subsidiaries

- Member then Chairman of the Supervisory Board of Arkéa Banking Services since 16/05/2024
- Director of the Federal Service EIG

Pascal Faugere



Director of Crédit Mutuel Arkéa
62 years
1st appointment:
05/11/2021 as non-voting director
Term expires:
2025

Summary biography

Holder of an Economic Certificate from the CPECF and a Master II of the Grande École programme from Kedge Business School, Pascal Faugère has pursued his professional career in the field of economic development in France and abroad.

At the Bordeaux Gironde Chamber of Commerce and Industry, he has held the position of Chief Executive Officer since 2016, having successively held the positions of Chief Executive Officer of Enterprises and Vocational Training and Director of Economic Development and International Relations. Alongside his consular career, he has held the position of Head of Mission in various countries in Africa, Eastern Europe, at the World Bank, the European Union, and the UN.

Since 2020, he has been a director of the Crédit Mutuel de Barrière du Médoc local bank.

Other positions held within Crédit Mutuel Arkéa

- Director of Caisse du Crédit Mutuel de Barrière du Médoc
- Director of the Crédit Mutuel du Sud-Ouest federation
- Director of the regional branch of Crédit Mutuel du Sud-Ouest

of which offices held in subsidiaries

- Member of the Supervisory Board of Arkéa Capital
- Director of Arkéa Capital Investissement
- Director of Arkéa SCD since 17/05/2024

Other positions held outside Crédit Mutuel Arkéa

- Chief Executive Officer of the Bordeaux Chamber of Commerce and Industry
- Director of Vinexposium
- Director of Socodev

Terms of office expired during the last five financial years

- Director of Entrepôts Vins Export
- Director of Bordeaux Place de la Bourse

Monique Huet



Director of Crédit Mutuel Arkéa, not from the cooperative movement, Climate and environmental risk officer

65 years

1st appointment:

04.05.2017

Term expires:

2026

Summary biography

A graduate of HEC, Monique Huet has spent her career in the energy sector, working for the EDF and then Gaz de France groups. She was Chief Financial Officer of GDF Production Nederland BV in Holland and then of the Exploration & Production Business Unit of the Engie group. Today she is active in consulting and training. She is a certified director of Sciences Po - Institut Français des Administrateurs and an active member of the IFA ESG Club.

Other offices held within a Crédit Mutuel Arkéa subsidiary

- Member of the Supervisory Board of Suravenir
- Director of Arkéa Capital Holding since 24/04/2024

Other positions held outside Crédit Mutuel Arkéa

- Chief Executive Officer of Openfields

Sophie Langouet-Prigent



Director of Crédit Mutuel Arkéa

57 years

1st appointment:

10.05.2022

Term expires:

2025

Summary biography

Sophie Langouët-Prigent holds a European doctorate in toxicology and is Director of Research at the French National Institute for Health and Medical Research (Inserm).

She has been a director of theCrédit Mutuel de Sainte-Anne Saint-Martin local bank (35) since 2015 and Chairwoman since 2018.

Other positions held within Crédit Mutuel Arkéa

- Chairwoman of Caisse de Crédit Mutuel de Rennes Sainte Anne Saint Martin

of which positions held in subsidiaries

- Vice-Chairwoman of the Supervisory Board of Arkéa Banque Entreprises et Institutionnels
- Vice-Chairwoman of the Board of Directors of Suravenir assurances since 17/05/2024
- Member of the Supervisory Board of Apivia since 14/06/2024

Other positions held outside Crédit Mutuel Arkéa

- Member of the representative body of the Banque de France Advisory Board until 30/06/2024
- Director of the École des Hautes Études en Santé Publique (EHESP)
- Member of the Management Committee of the Institute for Research in Health, Environment and Work (IRSET)
- Director of Ecole Normale Supérieure (ENS)
- Member of CESER Bretagne since 01/01/2024
- Member of the INRS Scientific Council since 01/01/2024

Terms of office expired during the last five financial years

- Vice-Chairwoman of the University of Rennes 1
- Vice-Chairwoman of the Rennes 1 Foundation
- Member of the Board of Directors of MEDEF 35

Anne-Gaëlle Le Bail



Director of Crédit Mutuel Arkéa,

51 years

1st appointment:

21.04.2016

Term expires:

2025

Summary biography

A graduate of ESC Montpellier and the holder of a postgraduate degree in macroeconomics from the University of Mannheim, Anne-Gaëlle Le Bail has held various financial management and management controller positions in industrial companies in France and in European environments since 1996. She has worked in the automotive, photovoltaic and medical industries, on sites combining production, R&D and marketing for the European market. Familiar with European development projects requiring a high level of human support, she has worked on both operational financial monitoring and transformation projects (mergers and acquisitions, ERP changes). She is now Chief Financial Officer at the STERIS Group.

She has been a director of the Crédit Mutuel local bank in Eysines (33) since 2015 and was its Chairman from 2015 to 2024.

Other positions held within Crédit Mutuel Arkéa

- Vice-Chairwoman of the Crédit Mutuel du Sud-Ouest federation
- Chairwoman then director of the Crédit Mutuel d'Eysines local bank since 04/04/2024

Terms of office expired during the last five financial years

- Member of the Supervisory Board of Arkéa Bourse Retail
- Member of the Supervisory Board of Arkéa Direct Bank

of which offices held in subsidiaries

- Member of the Supervisory Board of Suravenir
- Director of Château Calon Ségur since 28/06/2024
- Chairwoman of the Supervisory Board of Monext until 24/04/2024

Jean Le Nir



Employee Director of Crédit Mutuel Arkéa,

51 years

1st appointment by the Group

Committee:

08.02.2023

Term expires:

2026

Summary biography

Holder of a degree in Accounting and Financial Studies, Jean Le Nir began his career in 1999 at Suravenir as an accountant in charge of technical accounting for loan and protection insurance. He then joined the Group's Finance Department in 2003, where he held various positions, including Group Management Controller and then Project Manager. An elected employee representative for many years, he served as secretary of the Central Works Council from 2016 to 2019. After five years with the Group's asset management subsidiary, he joined the Project management and global performance data division as project manager. Jean Le Nir also holds the ICCF (International Certificate in Corporate Finance) taught by HEC Paris.

Other offices

- None

Patrick Le Provost



Director of Crédit Mutuel Arkéa,
68 years
1st appointment:
04.05.2017
Term expires:
2026

Summary biography

Patrick Le Provost is an agricultural engineer and a graduate of the French Institute of Management. From 1980, he held various positions within the Côtes-d'Armor Health Defence group, and then the position of Chief Executive Officer of the Brittany Health Defence group between 1994 and 2018.

He has been a director of Crédit Mutuel du Gouët et du Lie since 2003 and was its Vice-Chairman from 2014 to 2023.

Other positions held within Crédit Mutuel Arkéa

- Vice-Chairman of the Crédit Mutuel de Bretagne federation
- Director of Caisse de Crédit Mutuel de Pays du Gouët et du Lie

of which offices held in subsidiaries

- Chairman of the Supervisory Board of CFCAL
- Director then Chairman of the Board of Directors of Arkéa SCD since 17/05/2024
- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Arkéa Capital Investissement
- Member of the Supervisory Board of Arkéa Capital
- Director of Arkéa Capital Holding
- Member then permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Nextalk since 24/04/2024

Other positions held outside Crédit Mutuel Arkéa

Non-voting Board member of Confédération Nationale du Crédit Mutuel

Non-voting Board member of Caisse Centrale de Crédit Mutuel

Terms of office expired during the last five financial years

- Chairman of the Supervisory Board of Arkea Financements & Services
- Chairman of the Board of Directors of Arkéa Capital Holding

Erwan Meudec



Director of Crédit Mutuel Arkéa,

39 years

1st appointment:

10.05.2022

Term expires:

2025

Summary biography

Holder of an engineering degree in computer science, Erwan Meudec began his career at Localeo. He then joined IBM as a consultant where he carried out various missions in the banking sector before taking on commercial responsibilities, still working on major accounts. He is currently a garden centre manager. He has also been a director of Caisse de Crédit Mutuel de Landerneau Elorn since 2016.

Other positions held within Crédit Mutuel Arkéa

- Director of Caisse de Crédit Mutuel de Landerneau Elorn
- Director of the Crédit Mutuel Arkéa endowment fund

of which offices held in subsidiaries

- Vice-Chairman of the Supervisory Board of Arkéa Banking Services
- Chairman of the Board of Directors of Pumpkin until 30/05/2024
- Member of the Supervisory Board of Arkéa Direct Bank
- Member of the Supervisory Board of CFCAL since 23/05/2024

Terms of office expired during the last five financial years

- Member of the Board of Directors of Nouvelle Vague
- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Société d'Aménagement du Finistère

Luc Moal



Director of Crédit Mutuel Arkéa,

67 years

1st appointment:

16.05.2018

Term expires:

2027

Summary biography

Luc Moal holds a master's degree in territorial public management and began his career with France Télécom before becoming Citizenship Manager for the city of Brest.

He was elected director of Caisse de Crédit Mutuel de Brest Recouvrance in 1996 and became Chairman in 2001. He is currently a director of Caisse de Crédit Mutuel de Brest Rive Droite.

Other positions held within Crédit Mutuel Arkéa

- Vice-Chairman of the Crédit Mutuel de Bretagne federation
- Director of Caisse de Crédit Mutuel de Brest Rive Droite

of which offices held in subsidiaries

- Chairman of the Supervisory Board of Arkéa Crédit Bail
- Chairman of the Supervisory Board of ProCapital
- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Monext

Other positions held outside Crédit Mutuel Arkéa

- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Bellatrix Sas
- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Team Spirit Racing

Terms of office expired during the last five financial years

- Member of the Supervisory Board of Arkéa Banque Entreprises et Institutionnels
- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Arkéa Banking Services

Valérie Moreau



**Director of Crédit Mutuel Arkéa,
ESG-Climate Officer**

52 years

1st appointment:

16.05.2019

Term expires:

2025

Summary biography

Holder of a master's degree in human sciences and business coaching, Valérie Moreau specialises in human resources and management. After starting her career as an advisor at Pôle Emploi, she worked there for 10 years as a manager and as an agency manager, while also carrying out training assignments at a management university. In 2020, she created the firm Auxilium Talents and works as a professional coach.

She has been elected to the Caisse de Crédit Mutuel de Montpon Menesterol since 2013 and has been Vice-Chairwoman since 2015.

Other positions held within Crédit Mutuel Arkéa

- Director and member of the Bureau of the Crédit Mutuel du Sud-Ouest federation
- Director of the regional branch of Crédit Mutuel du Sud-Ouest
- Vice-Chairwoman of the Caisse de Crédit Mutuel de Montpon Menesterol

of which offices held in subsidiaries

- Chairwoman of the Supervisory Board of Federal Finance
- Chairwoman of the Supervisory Board of Federal Finance Gestion
- Director of Arkéa Real Estate
- Director of Arkéa Real Estate Investment Management
- Chairman of the Board of Directors of the Phinoé fund

Terms of office expired during the last five financial years

- Member of the Supervisory Board of Arkéa Banking Services

Fabienne Richard-Velly



Director of Crédit Mutuel Arkéa,

56 years

1st appointment:

22.05.2024

Term expires:

2027

Summary biography

Fabienne Richard-Velly holds a degree from the Ecole Supérieure de Commerce de Nantes and a diploma in accounting and financial studies, specialising in auditing and management control. She began her career at KPMG Audit France as an auditor and then joined ASSEDIC de Bretagne (then the Employment Office and now France Travail) as head of accounting and management control. She has been Director of Administration, Finance and Management since 2009.

She has been a director of Caisse de Crédit Mutuel de Rennes Saint Héliér (35) since 2009 and a federal elected member since 2020.

Other positions held within Crédit Mutuel Arkéa

- Director of Caisse de Crédit Mutuel de Rennes Saint Héliér

of which offices held in subsidiaries

- Chairwoman of the Supervisory Board of Arkea Foncière
- Vice-Chairwoman of the Supervisory Board of Suravenir

Colette Séné



Director of Crédit Mutuel Arkéa,
65 years

1st appointment:

11.05.2001 (Caisse Interfédérale du
Crédit Mutuel) 06.05.2015 (Crédit
Mutuel Arkéa)

Term expires:

2027

Summary biography

Colette Séné has a two-year university degree in law and having worked in the civil service as a manager of social action and child protection systems, held a position in a social action area on the Morbihan Departmental Council as a socio-professional integration officer.

She has been a director of the Caisse de Malestroit-Serent since 1988, first as Vice-Chairwoman and then as Chairwoman.

Other positions held within Crédit Mutuel Arkéa

- Vice-Chairwoman of the Crédit Mutuel de Bretagne federation
- Director of Caisse de Crédit Mutuel de Malestroit-Serent

Terms of office expired during the last five financial years

- Director of Suravenir Assurances

of which offices held in subsidiaries

- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Arkéa Direct Bank
- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Nextalk then Chairwoman since 24/04/2024
- Chairwoman of the Supervisory Board of Arkéa Financements & Services
- Member of the Board of Directors of Arkéa SCD

Dominique Trubert



Director of Crédit Mutuel Arkéa,
64 years

1st appointment:

14.05.2020

Term expires:

2026

Summary biography

Dominique Trubert holds a professional agricultural diploma, a certificate of specialisation in cattle and pig farming, as well as a BPA in accounting and management. He has been running his pig farm in Gévezé since 1984. He was elected director of the Caisse de Crédit Mutuel de Pacé-Vezin in 2006.

Since 2020, he has been Chairman of Crédit Mutuel Agricole's Brittany local bank, of which he had been Vice-Chairman since 2007.

Other positions held within Crédit Mutuel Arkéa

- Director and member of the Board of the Crédit Mutuel de Bretagne federation
- Director of Crédit Mutuel de Pacé-Vezin
- Chairman of the Caisse de Bretagne de Crédit Mutuel Agricole (CBCMA)

Other positions held outside Crédit Mutuel Arkéa

- Manager of the GAEC du Verger Tixue
- CBCMA representative on the Bureau of the Crédit Mutuel Agricole et Rural federation

of which offices held in subsidiaries

- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Arkéa Crédit Bail

Marie Vignal-Renault



Employee director of Crédit Mutuel Arkéa,

45 years

1st appointment by the CSEC:

19.02.2020

Term expires:

2026

Summary biography

Marie Vignal-Renault holds a Master's degree in Applied Foreign Languages with a major in Business and Commerce. She began her career at the Regional Tourism Committee of Brittany where she held various positions. She joined Crédit Mutuel Arkéa in 2007 as a customer relationship manager and now holds the position of management assistant in the network support structure in the Head Office of the Côtes d'Armor department.

Other offices

- None

Isabelle Maury



Non-voting Board member of Crédit Mutuel Arkéa

56 years

1st appointment:

10.05.2022

Term expires:

2025

Summary biography

Holder of a specialised Master's degree in Financial Techniques from ESSEC, Isabelle Maury has spent most of her career in major banking groups as Head of Risk, Compliance and Internal Audit, including 12 years on the BPCE Group Executive Committee. An expert in risk, compliance, audit, regulation, and governance functions, in 2017 she created the IM7 Consulting brand to support managers in addressing these issues.

Other positions held within Crédit Mutuel Arkéa

- None

Other positions held outside Crédit Mutuel Arkéa

- Independent Director of RCI Banque
- Independent Director of ABC Arbitrage
- Independent Director of H2O AM Europe
- Independent Director of H2O Monaco SAM
- Independent Director of H2O AM LLP

Frédéric Lemoine



Non-voting Board member of Crédit Mutuel Arkéa

59 years

1st appointment:

11.05.2023

Term expires:

2026

Summary biography

A graduate of the Institut d'Études Politiques in Paris, the École des Hautes Études Commerciales and holder of a law degree, a former student of the École Nationale d'Administration and a former financial inspector, Frédéric Lemoine worked at the beginning of his career with both public and private responsibilities. He has been director of a hospital, Deputy Director of the Office of the Minister of Labour and Social Affairs, Chief Financial Officer of Capgemini, Deputy General Secretary of the Élysée between 2002 and 2004, Chairman of the Supervisory Board of Areva and Senior Advisor to McKinsey. In 2009 and until the end of 2017, he became Chairman of the Management Board of Wendel, leading a network of international companies and chairing the Board of Directors of Bureau Veritas. A specialist in governance (he has served on the boards of around fifteen listed and unlisted companies), he is currently Chairman and Chief Executive Officer of Allegro Cantabile, an investment and consulting company that he created in 2018, and an advisor on strategic developments to the Chairman of Meridiam, a company specialising in the development of sustainable infrastructures.

Other positions held within Crédit Mutuel Arkéa

- None

Other positions held outside Crédit Mutuel Arkéa

- Chairman and Chief Executive Officer of Allegro Cantabile

Terms of office expired during the last five financial years:

- Director of PICTET ALTERNATIVE ADVISORS HOLDING
- Director of PICTET ALTERNATIVE ADVISORS HOLDING
- Dinard local councillor

2.2.2 Preparation and organisation of the work

The Board of Directors met 11 times in 2024 (13 meetings in 2023). Three meetings were held via telecommunications, in accordance with the operating rules. The attendance rate of directors at the Board meetings was 98% (95% in 2023).

Julien Carmona chaired all meetings of the Board of Directors.

The Board of Directors relies on the resources of Crédit Mutuel Arkéa's General Secretary and Corporate Communications Department for the preparation and organisation of its meetings. Meeting agendas are drawn up by the Chairman after consultation with Executive Management. One week before the meeting, a file containing the items to be studied and discussed at the Board meeting is made available to the directors in their digital environment. In addition, the Chairman communicates information on the group's business and strategy to each director.

In 2024, the Board's work focused in particular on the medium-term strategic plan for 2025-2030. Through sessions at the annual directors' seminar, four specific workshops and meetings of the Board of Directors, the themes and ambitions of the new plan were developed and put into practice.

As a result of the MTP's work, two priority development ambitions have emerged: to be a major player in the sustainable development of the regions; and to continue opening up our business model by developing boldly. In the course of these discussions, the Board was also able to take a closer look at the trajectories of two Group entities: Arkea Direct Bank and Arkea Capital.

On 28 January 2025, the Board of Directors gave its final approval to this medium-term strategic plan.

Specific work on governance was also carried out by the working group set up for this purpose. They made it possible to clarify the scope and management of the mutualist banking institution, and to set up the Coordination Committee of mutualist bodies, which provides a forum for sharing and debate designed to strengthen the cohesion of the Group's mutualist entities (CMA, CMB and CMSO).

This work also proposed harmonising the Group's brands through the definition of the Group's name, the visual expression of its brand, and its application to the various internal entities.

The conclusions of these governance discussions were presented to the Board of Directors on 19 December 2024.

The meetings held by the Board of Directors were also devoted to:

■ **The business:**

- monitoring external economic, banking, and financial news and internal current issues,
- monitoring the group's business, results, risks - particularly ESG risks - and prudential ratios and those of its main component parts through a report presented at each meeting;

■ **The strategy:**

- follow-up to the "Transitions 2024" strategic plan to the adoption of sectoral policies on human rights and maritime transport, as well as the revision of the sectoral policies on air, coal, oil and gas, controversial weapons and defence support; the approval of the NZBA climate commitment on electricity production and the companies with a mission and Mission Committees roadmaps,
- setting the group's general guidelines for the year,
- decision-making on capital transactions such as company mergers, the acquisition of holdings, external growth plans and the monitoring of ongoing partnerships,
- reviewing sponsorship contracts and harmonising the Group's brands,

■ **The accounts:**

- approving the group's parent company financial statements and consolidated financial statements,

■ **Risk limits and control systems:**

- adapting the prudential framework and limits applicable to the group and all its components,
- reviewing the annual report on the internal control of the company and the group, the ICAAP and ILAAP reports, and Pillar 3,

■ **The appointments within Crédit Mutuel Arkéa and HR systems:**

- appointments and compensation reviews falling within the prerogatives of the Board.

This work and discussion made it possible to determine the direction of the activity and to carry out the necessary checks and verifications.

In addition, the Board's annual strategy seminar and specific workshops were devoted to the work and orientations of the next medium-term strategic plan.

2.2.3 Board training

In order to enable the Board to develop and maintain the skills of its members, the directors' Charter lists the various individual skills of the members of the Board of Directors and lists the key skills related to membership of the various specialised committees. Members of the Board of Directors are subject to the same training obligations as all other directors within the Group. They must therefore follow the four compulsory certification modules:

- anti-money laundering and financing of terrorism;
- detecting and preventing the risk of corruption
- preventing and managing conflicts of interest
- preventing the risk of market abuse

These certifications must be renewed every two years.

In 2024, 8 members renewed all four modules and 12 renewed only the module on preventing the risk of market abuse.

Strategic and thematic training courses are also available. In 2024, several modules dedicated to the presentation of sectoral policies were made available.

To carry out these training sessions, Board members benefit from an online training platform dedicated to the directors of Crédit Mutuel Arkéa and its subsidiaries.

In addition to any training courses taken individually by directors on the platform, a specific training plan for the Board of Crédit Mutuel Arkéa is also adopted each year with face-to-face sessions given after Board meetings.

In 2024, the entire Board of Directors was trained on:

- ICAAP;
- CSRD;
- Refinancing;
- M&A;
- External fraud;
- RWAs and Basel 4 impacts
- Employee inclusion;

2.2.4 Specialised committees



Five specialised committees complete the work and provide input to the Board of Directors. Each committee has an operating charter that sets out the committee's missions and organisational procedures. An assessment of the committees is carried out each year as part of the assessment of the operation of the Board of Directors and formally as part of the triennial assessment of the operation of Crédit Mutuel Arkéa's Board of Directors.

A specialised committee exists and is responsible for formulating an opinion on credit applications that exceed the powers of the group Credit Committee, when these applications require a commercial response within a timeframe that does not allow them to be examined in full by the Board of Directors. The opinion issued by this committee then precedes a decision by the executive officers, and is subject to information and ratification by the Board of Directors at its next Ordinary Meeting.

2.2.4.1 Strategy and Societal Responsibility Committee

During the 2024 financial year, it met 10 times (11 meetings in 2023). The average attendance rate over the year was 92%, with the following breakdown for members still in office on 31 December 2024:

First name - Last name	Attendance at 2024 meetings
Julien Carmona (Chairman)	100%
Philippe Chupin	70%
Patrick Le Provost	100%
Valérie Moreau	90%
Sophie Langouet-Prigent	90%
Erwan Meudec	100%

The role of the Strategy and Corporate Social Responsibility Committee (CSRS) is to drive Crédit Mutuel Arkéa's strategic thinking and assist the Board of Directors in its work. Its role consists of:

- driving/coordinating the group's strategic thinking;
- reviewing proposed capital transactions;
- ensuring the integration of sustainable finance into the heart of the group's strategy;
- assisting the Board of Directors of Crédit Mutuel Arkéa in its work.

The subjects dealt with during the financial year were numerous. For example, the Strategy and Corporate Social Responsibility Committee examined:

- follow-up to the Transitions 2024 plan and development of the Medium-Term Strategic Plan 2025-2030, and in this context, the trajectories of emblematic projects supported by Arkéa Direct Bank and Arkéa Capital;
- partnership projects, external growth, and the restructuring of the capital of subsidiaries;
- the adoption of sectoral policies on human rights and maritime transport, and the revision of those on air transport, health, tobacco, coal, oil and gas, controversial weapons and defence support;
- the Company with a Mission and Mission Committee roadmaps;
- IT strategy;
- the asset management development project.

2.2.4.2 Compensation Committee

During the 2024 financial year, it met 12 times (13 times in 2023), including 1 joint meeting with the Risk and Internal Control Committee. The average attendance rate over the year was 93%, with the following breakdown for members still in office on 31 December 2024:

First name - Last name	Attendance at 2024 meetings
Luc Moal (Chairman)	100%
Marie Vignal-Renault	92%
Valérie Barlois-Leroux	75%
Philippe Chupin	92%
Colette Séné	100%
Sophie Violleau	100%

The role of the Compensation Committee is to ensure the overall consistency of compensation policies and practices within Crédit Mutuel Arkéa and its regulated subsidiaries.

In 2024, the work of the Compensation Committee focused on:

- compensation policy and practices of the Crédit Mutuel Arkéa group;
- annual reports on the group's compensation policies and practices;
- compensation of executive corporate officers of the Crédit Mutuel Arkéa group;
- scope of the regulated population;
- compensation of members of the regulated population;
- compensation policies of regulated subsidiaries;
- compensation of the executive officers of the group's regulated entities;
- Compensation Committee Charter.

2.2.4.3 Appointments and Governance Committee

During the 2024 financial year, it met 9 times (10 meetings in 2023). The average attendance rate over the year was 95%, with the following breakdown for members still in office on 31 December 2024:

First name - Last name	Attendance at 2024 meetings
Sophie Violleau (Chairwoman)	100%
Thierry Bougeard (1)	100%
Yvon Erhel(2)	83%
Patrick Le Provost	100%
Luc Moal	83%
Colette Séné	100%
Monique Huet	100%

(1) Until 22/05/2024

(2) from 22/05/2024

The role of the Appointments and Governance Committee (NGC) is to assist the Board of Directors of Crédit Mutuel Arkéa by issuing:

- proposals for the appointment of corporate officers of subsidiaries and permanent representatives on the governing bodies of companies in which Crédit Mutuel Arkéa holds financial interests;
- reasoned opinions on the Chairman's proposals for the appointment of the Chief Executive Officer and Deputy Chief Executive Officers before validation by the Board of Directors and on proposals by executive management for the appointment of individuals to key functions;
- recommendations for changes to processes in order to improve good governance practices as well as proposals for succession plans for the subsidiaries' corporate officers.

It also supervises the functioning of the Board of Directors.

More specifically, when considering proposals for the composition of the Group's corporate bodies, the Committee endeavours, when examining candidates for renewals or appointments, to:

- increase the number of people of the under-represented gender in the governing bodies of group companies, particularly with regard to the provisions of the "Pacte" law;
- seek a diversity and complementarity of profiles for an efficient and experienced functioning of the various Boards of Directors and Supervisory Boards;
- except in special cases, set up supervisory bodies with elected representatives of the local banks of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations.

This work is carried out in consultation with the Chairpersons of the Boards, the executive officers, and the managers of the division.

In 2024, the committee worked on:

- the selection of candidates for reappointment and/or appointment as members of the Boards of Directors and Supervisory Boards of group entities as part of the 2024 and 2025 General Meetings;
- the appointment of Crédit Mutuel Arkéa representatives to the governing bodies of companies in which the group holds an interest;
- reviewing the appointment of executive officers to the management bodies of the subsidiaries;
- reviewing the candidacies of the Head of Compliance and Permanent Control and the Chief Financial Officer
- monitoring the work of the Compliance and Permanent Control Department on conflicts of interest;
- reviewing the succession plans for the Chairpersons of the Boards of the group's entities;
- updating Crédit Mutuel Arkéa's Directors' Charter, the secondary governance charter, the framework procedure for training and the operating rules of the Board of Directors;
- analysing the representativeness and mapping the skills of Board members;
- examining the reports relating to the directors of Crédit Mutuel Arkéa who are subject to closer monitoring by the ECB;
- in terms of training and developing the skills of the directors of the Group's entities, monitoring the completion of compulsory training courses and implementing work designed to simplify and streamline the training paths for the transition from the first to the second level of governance.
- Supervision of the triennial Board evaluation process carried out with the assistance of KPMG.

2.2.4.4 The Financial Statements Committee

During the 2024 financial year, it met 4 times (5 meetings in 2023). The average attendance rate over the year was 100%, with the following breakdown for members still in office on 31 December 2024:

First name - Last name	Attendance at 2024 meetings
Thierry Bougeard (Chairman) ⁽¹⁾	100%
Anne-Gaëlle Le Bail (Chairman) ⁽²⁾	100%
Yves Mainguet ⁽¹⁾	100%
Dominique Trubert	100%
Pascal Faugere	100%
Jean Le Nir	100%
Fabienne Richard-Velly ⁽²⁾	100%

(1) Until 22/05/2024

(2) From 22/05/2024

The role of the Financial Statements Committee is to assist the Board of Directors in assessing the financial information and checking its reliability. Its role consists of:

- being informed about accounting principles and their evolution;
 - monitoring the effectiveness of the internal control systems with regard to the procedures relating to the preparation and processing of accounting and financial information;
 - examining the financial statements of Crédit Mutuel Arkéa before they are presented to the Board of Directors;
 - monitoring the work programme of the Statutory Auditors and examining the conclusions of their work.
 - the 2024 financial plan;
 - the presentation of the review of the 2023 internal control system;
 - the presentation of the audit approach for 2024;
 - the accounting principles and methods applicable to the interim financial statements;
 - the closing of the interim consolidated financial statements;
 - the opinion of the Statutory Auditors on the interim financial statements;
 - the preparation of the closing on 31 December 2024;
 - points relating to the AMEFL mission;
 - 2024 reforecast;
 - a progress report on the call for tenders for statutory auditors;
 - the positions of the Statutory Auditors.
- In 2024, the committee's work focused on:
- Financial performance:
 - review of the financial statements at 31 December 2023,
 - the opinion of the GIPCD on the closing of the accounts of the Crédit Mutuel banks,
 - the opinion of the Statutory Auditors on the annual financial statements;
 - Non-financial performance:
 - The measurement of non-financial impacts at 31 December 2023;

2.2.4.5 Risk and Internal Control Committee.

Sixteen meetings were held in 2024 (fifteen in 2023), including three joint meetings with other Board committees. The average attendance rate over the year was 91%, with the following breakdown for members still in office on 31 December 2024:

First name - Last name	Attendance at 2024 meetings
Valérie Blanchet-Lecoq (Chairwoman)	100%
Monique Huet	94%
Yves Mainguet ⁽¹⁾	88%
Luc Moal	88%
Stéphane Cloarec	94%
Sophie Violleau ⁽²⁾	86%

(1) Until 22/05/2024

(2) From 22/05/2024

The role of the Risk and Internal Control Committee (RICC) is to assist the Board of Directors in its responsibility for monitoring Crédit Mutuel Arkéa's risks and internal control system.

In 2024, the committee's work focused on:

■ **In terms of periodic control:**

Summary presentation of audit assignments and monitoring of the completion of assignments finalised during 2024,

Presentation of the 2023 annual summary of the network periodic control assignments,

Half-yearly review of the status of implementation of recommendations:

- Issued by the French Prudential Supervisory and Resolution Authority (ACPR) and the European Central Bank,
- Issued by the GIPCD and the internal audit structures of the subsidiaries,

Review of the 2023 Annual Internal Control Report,

Examination of the draft 2024 periodic control plan for the Networks Periodic Control Department, the Business Line Periodic Control Department and the Internal Fraud Prevention Department,

Presentation of progress on the 2024 periodic control plan,

Information on changes in GIPCD risk mapping,

Information on internal audit effectiveness indicators,

Information on the audit assignments included in the CNCM 2024 plan and concerning Crédit Mutuel Arkéa,

Information on audits carried out or commissioned by local internal audit departments of Group subsidiaries,

Information on the work of the Group's Coordination of Periodic Control function,

Information on the update of General Decision No. 1-2017 on the internal audit system within the Crédit Mutuel group,

Information on the update of the Operating Charter of the Periodic Control Committee;

■ **In terms of compliance and permanent control:**

Presentation of permanent control and compliance activity and results at 31 December 2023, 31 March 2024, 30 June 2024 and 30 September 2024,

2024 annual review of AML-TF activity,

Review of the compliance function's opinion on the Group compensation policy and the Arkéa SCD compensation policy (including for the regulated population),

Review of the updated Compliance Charter and Internal Control Charter,

Review of changes to the whistleblowing system,

Review of the updated system for preventing and managing conflicts of interest,

Review of the internal control report on the fight against money laundering and terrorist financing and the freezing of assets for the 2023 financial year,

Information on the ACPR control mission concerning the asset freezing system,

Information on the ACPR control mission on the marketing of unit-linked life and pension insurance contracts,

Information on the monitoring of subsidiaries by the compliance function,

Examination of the system for combating corruption and influence peddling, as well as the system for product governance and monitoring,

Information on how to disseminate CMA's risk culture, particularly in relation to the framework for conflicts of interest for 1st level directors,

Review of the updated permanent control framework,

Information on the AMF survey on the ESG questionnaire,

Examination of the updating of the RGPD framework and the drafting of additional modules,

Review of compliance with CNIL technical recommendations on APIs,

Review of compliance with the CNIL's new requirements on Artificial Intelligence.

■ **In terms of risk monitoring and surveillance:**

Regular information on the risk situation

- Geographical focus on credit risk,
- Focus on the treatment of recommendations on the review of climate risks,
- Focus on property risk,

Risk reporting at 31 December 2023, 31 March 2024, 30 June 2024 and 30 September 2024,

Review of the risk management function's opinion on the Group compensation policy and the Arkéa SCD compensation policy (including for the regulated population),

Review of the update of the risk management Charter,

Annual information on the Contingency and Business Continuity Plan system,

Information on the priorities of the Supervisory and Resolution authorities,

Information on the progress of the Resolution work,

Review of the ICAAP report and statement for the period 2024-2025,

Review of the ILAAP report and statement for the period 2024-2025 and presentation of the liquidity crisis management plan,

Review of the Pillar 3 report,

Presentation of the cost of credit risk in Q1 2024

Historical analysis of CM Arkéa claims

Risk Department roadmap

Feedback on the robustness exercise

Measurement of the impact of the standard method on operational risks

Review of risk mapping,

Information on the study of subordinated notes

Presentation of the Arkéa Banque Entreprises et Institutionnels risk summary

Changes in weighted risks

Summary of risk appetite framework breaches

Review of the update of the risk appetite framework and presentation of the draft 2024 limits,

Approval of Crédit Mutuel Arkéa's contribution to the Crisis Recovery Plan (CRP);

■ **In terms of closing the accounts:**

Review of the observations made by the Financial Statements Committee on the presentations of the financial statements at 31 December 2023 and 30 June 2024 (accounting principles, financial statements, summaries and analyses, work of the Statutory Auditors, etc.);

■ **Update on the work of the supervisory authorities:**

Update on work at each meeting (excluding joint meetings with other committees);

■ **The work also covered:**

A review of the Group's equity transactions,

Monitoring of the requests made by the Risk and Internal Control Committee,

Presentation of the Committee's activity report for the 2023,

Committee members' opinions on the risk reports for 2023,

Review of the update of the Risk and Internal Control Committee's operating charter,

Information on the interview of the Chairman of the RICC of 22 February 2024 with the JST,

Information on the Suravenir Assurances climate roadmap.

2.2.4.6 Credit Review Committee

During the financial year, the Committee met 6 times (5 meetings in 2023). The average attendance rate over the year was 100%, with the following breakdown for members still in office on 31 December 2024:

First name - Last name	Attendance at 2024 meetings
Monique Huet (Chairwoman)	100%
Philippe Chupin(1)	100%
Anne-Gaëlle Le Bail	100%
Thierry Bougeard	100%
Sophie Langouet-Prigent(2)	100%
Colette Séné(2)	100%

(1) Until 22/05/2024
(2) From 22/05/2024

The Credit Review Committee (CEC) is responsible for issuing an opinion on loan applications that exceed the powers of the group Credit Committee, if these applications require a commercial response within a timeframe that does not allow them to be examined in full by the Board of Directors, with the latter intervening after the fact to ratify the committee's opinion.

2.2.5 Review of the operation of the Board of Directors

At least once a year, at the initiative of the Chairman of the Appointments and Governance Committee, an item on the agenda of Crédit Mutuel Arkéa's Board of Directors is devoted to assessing the operation of the Board and its specialised committees. Every three years, the Appointment and Compensation Committee, alone or with the assistance of a consultant, carries out a formal evaluation of the Board of Directors.

For the 2024 financial year, a formal evaluation was carried out with the assistance of KPMG, supported by the General Secretariat and Institutional Communication Department and supervised by the Appointments and Governance Committee.

During this formalised assessment:

- The consultants reviewed all existing governance texts and practices;
- A formalised questionnaire, drawn up in consultation with the Appointments and Governance Committee, was sent to all members of the Board of Directors and enabled a detailed assessment of the various aspects of the functioning of the Board of Directors according to three themes: committee structure, decision-making and personal performance.
- Three interview sessions were held with a total of seven directors, including the Chairman of the Board of Directors, the Vice-Chairman of the Board of Directors and the Chairman of the Risk and Internal Control Committee, to explore the results of the questionnaire in greater depth;
- With the support of the General Secretariat and Institutional Communication Department, the consultants carried out a comparative study of the governance practices of Crédit Mutuel Arkéa and other banking institutions.

The conclusions of this assessment show a positive trend since the previous three-year assessment in 2021.

In terms of benchmarking, the Board's operations are consistent with those of other institutions. The average age is lower and the gender diversity higher. The structure of the specialist committees is comparable to that of the other institutions in the sample. It is good governance practice for risk and internal control issues to be dealt with by a single Risk and Internal Control Committee (RICC). The profile and skills of Crédit Mutuel Arkéa's directors reflect the Group's mutualist identity, with a majority of their profiles coming from the regions and a strong regional base favouring the presence of directors of local companies or personalities involved in local socio-economic activities. Our skills reflect this culture and are highly diversified.

With regard to the questionnaire, the responses from 2024 show a very large majority of positive opinions on many topics, reflecting general satisfaction among the members of the Board of Directors. Our assessments also show that the role and duties of the Board of Directors and its committees are clear, and that the links between the various bodies are well defined. ESG issues are genuinely taken into account and integrated into the Group's strategic orientations, and this is appreciated. The composition of the Board is appropriate and has evolved positively since 2021, with the arrival of new directors and non-voting Board members bringing complementary skills, which enhance the quality of discussions and decisions. Governance has become more effective, with a Chairman whose role is seen as central to leading discussions. A high degree of trust has also been established between the Board and the management team. Finally, the files made available contain all the information needed to make informed decisions.

In the area of training, the range of courses has been considerably expanded, particularly in key areas such as the ecological transition, climate risks and ESG policies, in response to the Group's current strategic needs. We also appreciate the fact that more training courses are being digitised.

The involvement of the directors in the work of the Board of Directors is significant, promoting informed and collective decision-making in the interests of effective governance. Directors express general satisfaction with the transparency, commitment and constructive spirit of the Board of Directors.

In the course of their work, the consultants confirmed that the Board of Directors was operating effectively, and put forward 22 recommendations for the ongoing improvement of corporate governance. These recommendations mainly concern the updating of texts and the adoption of new processes or the harmonisation of certain practices between committees. More general discussions will also be held on strengthening the links between the Board and the Mission Committee and formalising a skills and diversity policy.

A summary of this work was presented to the Board of Directors on 24 January 2025, along with a draft plan detailing the actions envisaged to meet the recommendations. This plan has been approved and will be regularly monitored by the Appointments and Governance Committee.

2.3 Executive corporate officers

The executive corporate officers of Crédit Mutuel Arkéa at 31 December 2024 were:

Hélène Bernicot



Chief Executive Officer of Crédit Mutuel Arkéa
49 years

Summary biography

A graduate of Sciences Po Paris and a chartered accountant, Hélène Bernicot began her career with eight years in financial audit at Mazars, where she led various audit assignments for major groups. She joined Crédit Mutuel Arkéa in 2004. She successively held various positions within the Finance Department, then the Human Resources Department, and contributed to the group's strategic thinking. In 2016, she joined the General Coordination Committee and in 2019 the group's Executive Committee, in charge of the General Secretary and Corporate Communications Department. In 2020, she was appointed Chief Executive Officer of Crédit Mutuel Arkéa.

Other positions held within Crédit Mutuel Arkéa

- Chief Executive Officer and permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Arkéa SCD
- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Swen Capital Partners

Other positions held outside Crédit Mutuel Arkéa

- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of the Office of financial banking coordination
- Co-Chairwoman of the Board of Directors of the "Community of companies with a mission"

Anne Le Goff



Deputy Chief Executive Officer of Crédit Mutuel Arkéa,
51 years

Summary biography

A qualified member of the French Institute of Actuaries and a graduate of the Centre des Hautes Études d'Assurances, Anne Le Goff joined Suravenir, the personal protection insurance subsidiary of Crédit Mutuel Arkéa, in 1996. In 2006, she joined the group's central services, where she held responsibilities in the areas of control and risk management, before joining the office of the Chairman. After holding the position of Corporate Secretary, in 2012 she became Head of the group's General Secretary and Corporate Communications Department.

Appointed Deputy Chief Executive Officer in 2016, she heads the Development Support Division of Crédit Mutuel Arkéa, which covers the Finance and Overall Performance, Financial Markets, Risk, Legal, Compliance and Permanent Control, Organisation and General Resources, and Institutional Relations Departments, as well as the General Secretary and Corporate Communications Department of Crédit Mutuel Arkéa.

Along with Hélène Bernicot, she has, since February 2020, been part of the two-person group executive management team.

Other positions held outside Crédit Mutuel Arkéa

- Non-executive member of the Management Board of the Rennes School of Business
- Member of the Ouest France CSR Committee
- President of the Foundation of the University of Western Brittany since 20/11/2024

Bertrand Blanpain



**Deputy Chief Executive Officer
of Crédit Mutuel Arkéa in charge
of the Corporate and Institutional
Banking Division**

61 years

Summary biography

A graduate of ESCP Europe, holder of a master's degree in economics and a post-graduate degree in political economy, Bertrand Blanpain began his professional career at Drouot Assurances (1986-1987) before continuing his career at Groupe Caisse d'Epargne (1987-2015), where he held various executive management positions in sales, human resources, banking operations and finance. He joined Crédit Mutuel Arkéa in June 2015 as Commercial Director of Arkéa Banque Entreprises et Institutionnels, then Chief Executive Officer and Chairman of the Management Board. He has also been a member of the Executive Committee of Crédit Mutuel Arkéa and Head of the Corporate and Institutional Division since 2016, and Deputy Chief Executive since 2021.

Other positions held within Crédit Mutuel Arkéa

- Chairman of the Management Board of Arkéa Banque Entreprises et Institutionnels

Other positions held outside Crédit Mutuel Arkéa

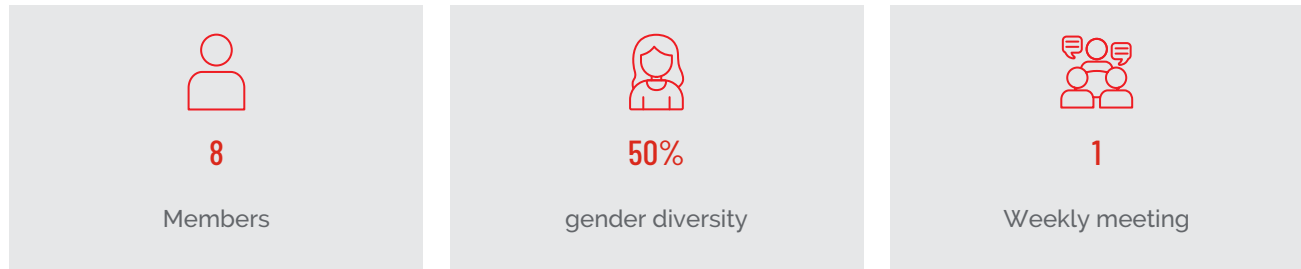
- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Sofiouest until 05/07/2024
- Permanent representative of Crédit Mutuel Arkéa on the Board of Directors of Nexity
- Permanent representative of Crédit Mutuel Arkéa on the Supervisory Board of Newport

The Executive Management (Hélène Bernicot and Anne Le Goff) is vested with the broadest powers to act in all circumstances on behalf of the company and to represent it in its relations with third parties. It exercises its powers within the limits of the corporate purpose and subject to those powers expressly granted by law to Shareholders' Meetings and the Board of Directors.

As Deputy Chief Executive Officer, Bertrand Blanpain has the necessary powers to exercise effective management of the Crédit Mutuel Arkéa group's business and, more specifically, to act, in all circumstances, in the context of its activities related to the functions and missions entrusted to the Corporate and Institutional Division. These powers are governed by an engagement letter and a formal delegation. He has powers of representation both internally and with regard to third parties.

2.4 Executive management bodies and their work

The Executive Committee



Crédit Mutuel Arkéa's Executive Committee is the group's Executive Management body in charge of steering its strategy and developing its overall performance, in line with its Purpose and values. Its role consists of:

- proposing to the Board of Directors of Crédit Mutuel Arkéa the group's strategic orientations and risk appetite framework;
- steering the implementation of the strategy defined by the Board of Directors by integrating environmental issues, including climate, social and governance issues;
- setting the objectives of the Group's component parts in relation to this strategy, allocating the human, financial and IT resources necessary for their implementation and monitoring their achievement;
- reviewing the group's organisational and general interest issues, particularly in terms of human resources;
- regularly reviewing the group's financial position and its risk exposure in relation to its appetite;
- reviewing external growth and equity investments aimed at strengthening and developing the group's business model;
- taking decisions aimed at improving the profitability of the group's activities and carrying out the necessary arbitrations for the entities in the group's interest (internal invoicing, IT plan, definition, and implementation of synergies).

The existence of balanced representation between women and men, particularly on the Executive Committee, the Executive Management Committee and more generally in management functions, is regularly monitored through performance indicators. Programmes are also deployed specifically to support the development of female talent and a network of ambassadors continues to work actively to raise cultural awareness. The Group's policy on gender diversity is described in the sustainability report in this document; see section 4.3.2 / Own workforce (S1).

The Executive Committee meets weekly and at 31 December 2024 consisted of:

Hélène Bernicot	Chief Executive Officer of Crédit Mutuel Arkéa
Anne Le Goff	Deputy Chief Executive Officer, Head of the Development Support Division
Élisabeth Quéllec	Head of the Retail Customer Division;
Bertrand Blanpain	Deputy Chief Executive Officer, Head of the Corporate and Institutional Division
Véronique Crouzier	Dynamics and Human Relations Director
Frédéric Diverrez	Head of the BtoB and Specialised Services Division
Thomas Guyot	Head of the Product Offer Division
Marc Chéreau ⁽¹⁾	Deputy Head of the Innovation and Operations Division

(1) Interim position from 12 November 2024

The percentage of women on the Executive Committee was 50% at 31 December 2024.

The Executive Management Committee meets periodically to address strategic issues requiring a cross-functional approach and also includes the following members of the Executive Committee:

Philippe Rouxel	Chief Executive Officer of the Crédit Mutuel de Bretagne federation
Antoine Michaud	Chief Executive Officer of the Crédit Mutuel du Sud-Ouest federation
Sophie Coulon-Renouvel	Director of External Growth, Partnerships and Digital
Marc Paradis	Director of Finance and Overall Performance
Guillaume Hardy	Compliance and Permanent Control Department
Karine Gauthier	Head of General Inspection and the Periodic Control Department
Benoît Genest	Head of risks
Cédric Malengreau	Head of the General Secretary and Corporate Communications Department
Sébastien Bonfils	Legal Executive Manager

Within the framework of its prerogatives and powers, in order to ensure the relevance and quality of its decisions, Crédit Mutuel Arkéa's General Management structures its organisation around cross-functional committees in which one or more members of the Executive Management Committee take part.



(*) Anti-money laundering and financing of terrorism

2.5 Agreements benefiting corporate officers

During the 2024 financial year, no new agreements were entered into for the benefit of corporate officers.

2.6 Conflicts of interest at the level of administrative and management bodies

Crédit Mutuel Arkéa has set up a framework for preventing and managing conflicts of interest, which sets out the rules applicable within the group for identifying, preventing, and managing proven, potential, apparent or perceived conflicts of interest.

Crédit Mutuel Arkéa's system for preventing and managing conflicts of interest covers any professional situation in which the discretion or decision-making power of a person, company or organisation may be influenced or impaired in its independence or integrity by personal considerations or by pressure exercised by a third party. The system also covers any situation which arises when the independent, impartial, and objective exercise of a person's functions is liable to be influenced by another public or private interest distinct from that which he or she must defend in those functions.

The framework system defines the roles and responsibilities of the various players, including those of Crédit Mutuel Arkéa's management body and the Compliance and Permanent Control Department. It specifies the procedures for identifying and detecting conflicts of interest, in particular by setting out the detection criteria.

A conflict of interest may arise from failure to comply with one of the following principles:

- the primacy of the customer's interests (commercial pressure, financial incentive, advantage, possibility of financial gain or avoidance of financial loss at the customer's expense, interest in the result of a service provided, of a transaction carried out, etc.);
- fairness in the treatment of customers (privileged treatment of a customer);
- the separation of activities (insufficient separation between certain activities within an entity or between entities of the group likely to facilitate the dissemination of confidential or privileged information);
- independence of functions (inappropriate influence resulting in depriving the person concerned of his or her freedom of judgement).

In view of the update of the EBA guidelines on internal governance, the framework system for the prevention and management of conflicts of interest specifies the conditions for granting loans to members of the management body and related parties. In particular, it defines the approval framework for loans granted to them. This framework includes, depending on the thresholds, an opinion from the compliance verification function.

In 2024, the framework for preventing and managing conflicts of interest changed as a result of the instruction issued in the 2023 SREP (Supervisory Review and Evaluation Process) notification, which consisted of tightening the framework for potential conflicts of interest for members of the Board of Directors of the local banks, prior to their appointment and during their term of office. It has also been updated with reference to the publication of the Group's Code of Ethics and the strengthening of the framework for compensation policies. In addition, Crédit Mutuel Arkéa has designed a framework to ensure permanent controls using a risk-based approach for the annual allocation of its solidarity scheme to ensure that these decisions comply with the code of conduct and its policy on preventing and managing conflicts of interest.

Risk mapping determines potential conflicts of interest with regard to the activities carried out within the Crédit Mutuel Arkéa group or situations encountered in the life of the company. The mapping also identifies staff conflicts of interest, including the interests of their closest family members.

Measures to prevent conflicts of interest are implemented by applying:

- the rules of good conduct and the rules of procedure;
- the principle of separation of activities and operations with regard to the activities exposed;
- a compensation policy that promotes sound and effective risk management;
- a framework governing exposure to inside information;
- a procedure for appointing leaders (executive and non-executive) and permanent representatives to Crédit Mutuel Arkéa governance bodies.

Each case is treated individually. However, standard preventive measures can be used in certain situations:

- ethical commitment of the employee/manager in a conflict of interest situation to act honestly and loyally;
- abstention during a vote;
- implementation of the four-eyes rule;
- limitation of the possibility of subscribing to a mandate;
- compartmentalisation of committees.

Any situation of proven, potential, perceived or apparent conflict of interest must be brought to the attention of the compliance officer. To this end, the Crédit Mutuel Arkéa group has deployed a dedicated conflict of interest declaration form, accessible to all employees on the group's intranet.

For the directors of Crédit Mutuel Arkéa, several potential conflicts of interest have been identified to date:

- Julien Carmona, Chairman of the Board of Directors of Crédit Mutuel Arkéa, in view of his position in the APRIL Advisory Committee;
- Valérie Blanchet-Lecoq could potentially find herself in a situation of conflict of interest with regard to her professional activities as a lawyer and manager of the firm Jurilor;
- Pascal Faugère, a director, could find himself in a situation of conflict of interest given his position as Chief Executive Officer of the Bordeaux Chamber of Commerce and Industry (CCI Bordeaux) and positions related to his functions;
- Monique Huet, a director, could potentially find herself in a situation of conflict of interest with regard to her professional activities as Chief Executive Officer of Open Fields SAS;
- Stéphane Cloarec, a director, could potentially find himself in a situation of conflict of interest with regard to his professional activities as administrative and financial manager of the Kreisker school complex and his political roles.

For these two situations, specific information and supervision measures, in particular relating to abstention, have been taken.

With regard to the executive officers:

- Hélène Bernicot, Chief Executive Officer of Crédit Mutuel Arkéa, has a personal relationship with François-Régis Bernicot, Chairman of the Management Board of Suravenir, a subsidiary of Crédit Mutuel Arkéa;
- Anne Le Goff, Deputy Chief Executive Officer, could potentially find herself in a situation of conflict of interest with regard to her role on the Ouest-France CSR Committee.

These conflicts of interest are subject to specific supervision and organisational measures.

A conflict of interest register is used to record sensitive activities or situations, identify conflicts of interest and the systems put in place to manage them. This register also makes it possible to monitor identified conflicts of interest. The compliance officer is responsible for maintaining this register, identifying appropriate measures and updating the monitoring of conflict of interest situations.

The system for preventing and managing conflicts of interest was the subject of a report by the Crédit Mutuel Arkéa group's compliance audit function, which included a report on the analyses carried out by the Compliance Department of Crédit Mutuel Arkéa's Compliance and Permanent Control Department when directors in the second tier were appointed and reappointed. This report was presented to Crédit Mutuel Arkéa's Compliance and Permanent Control Committee and Appointments Committee in February 2024.

Each group entity is responsible for implementing the group's framework policy within its own organisation in order to meet its obligations to prevent, identify and manage potential or actual conflicts of interest. To this end, each entity maintains a register to record the conflict of interest situations examined and monitors any unresolved conflict situations.

A permanent control framework is made available to the group's entities so that they can check compliance with the framework system.

In addition, awareness-raising and training actions are regularly conducted for employees of Crédit Mutuel Arkéa networks and Crédit Mutuel Arkéa central functions. A training schedule is drawn up each year in line with regulatory changes in order to raise employee awareness, in particular of ethics and the rules of good financial conduct.

Training in the prevention and management of conflicts of interest was also offered to Crédit Mutuel Arkéa's junior directors in 2024 via the e-learning platform.

An ad hoc training programme has been set up in response to the instructions issued in the SREP notification concerning the reinforcement of the framework for dealing with situations of conflict of interest for 1st level directors.

2.7 Internal control

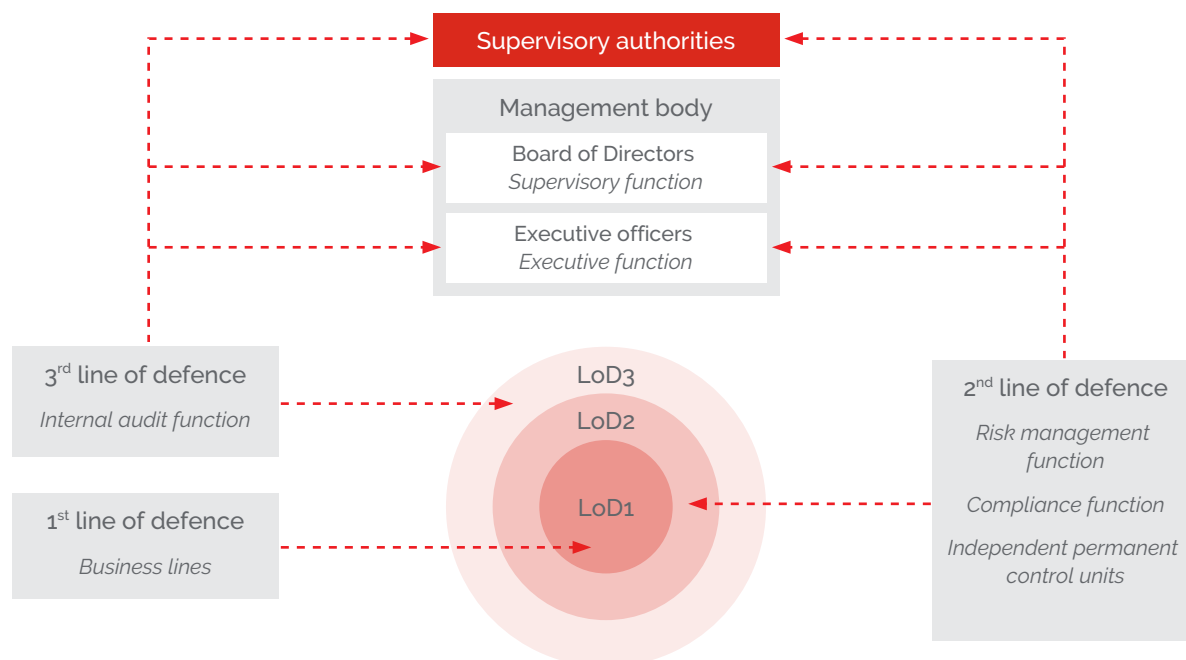
2.7.1 Internal control system

The organisation of internal control is described in the group's Internal Control Charter, which was updated in 2021 following the decree of 6 January 2021 relating to the system and internal control of anti-money laundering and terrorist financing (AML-TF) and the freezing of assets and prohibition of the provision or use of funds or economic resources, and that of 25 February 2021 amending the Order of 3 November 2014 on internal control.

Work was carried out in 2023 to clarify and formalise the roles and responsibilities of each party involved in the first and second level of permanent control within Crédit Mutuel Arkéa, in accordance with Article 12 of the Decree of 3 November 2014, as well as the breakdown of the permanent control activities exercised by each line of defence. The Group's Internal Control Charter was updated in 2024 to incorporate the changes proposed as part of this work and was approved by Crédit Mutuel Arkéa's Board of Directors on 28 February 2024.

The internal control system is organised in each entity according to the "three lines of control" model, in accordance with the texts of the Basel Committee and the European Banking Authority and the amended Order of 3 November 2014 (Article 12):

- first line of defence: all employees and operational management in all entities. Operational staff are primarily responsible for the risks incurred and the associated controls during the execution of the process itself. Operational management is responsible for their identification, prevention and management and the implementation of any corrective actions;
- second line of defence: compliance function, risk management function and independent units dedicated to the second level of permanent control. These functions are responsible, by delegation from the executive officers, for ensuring that risk management systems are defined and implemented correctly. They define a general normative framework and implement their system for the part that concerns them;
- third line of defence: internal audit function. It is organised centrally and hierarchically within a department: the General Inspection and Periodic Control Department. It operates directly within Crédit Mutuel Arkéa structures and through periodic control delegation agreements duly drawn up with each of the group's subsidiaries.



The internal control functions conduct their actions in accordance with the group's Purpose. They contribute, through their audit and control work, to the appropriation and respect of this Purpose by all group entities.

2.7.1.1 The 1st line of defence: operational staff

The 1st line of defence is provided by employees carrying out operational activities. These employees identify the risks associated with their activity and comply with the procedures and limits set. Each employee and each line of operational activity has the responsibility to take into account and control the risks to which the activity is exposed, to comply with the procedures and limits set, to implement appropriate controls to mitigate the risks inherent in the activities and to report risks not mitigated by these controls.

2.7.1.2 The 2nd line of defence

The 2nd line of defence is provided by the Compliance Function and the risk management function and one or more independent 2nd level permanent control units.

2.7.1.2.1 Compliance function

In order to prevent the risk of non-compliance, the group has set up a system based on a body of rules and an organisation based on the complementarity of actions, the objective being for the group to give confidence to customers, suppliers, employees, managers and supervisory authorities in the products, the company and its actions.

A Compliance Charter, which complements the Group's Internal Control Charter, defines the principles and rules applicable to prevent and control the risk of non-compliance within the group.

The Charter thus reminds us that the scope of compliance is based on four major areas:

- financial security, including the fight against money laundering and terrorist financing (AML-TF);
- business conduct and professional ethics;
- the protection of customers' interests, including the protection of personal data;
- fiscal transparency.

The organisation of the system set up within the group is therefore based on the complementary nature of the actions of the Compliance and Permanent Control Department (CPCD), the heads of compliance control for the entities and the business line operational staff, as well as on the close relationship maintained with the group's management bodies.

2.7.1.2.1.1 Compliance and Permanent Control Department (CPCD)

The DCCP reports the Head of Compliance and Permanent Control Department, who in turn reports to the Deputy Chief Executive Officer in charge of the Development Support Division, who is also a member of Crédit Mutuel Arkéa's Executive Committee.

In order to ensure consistent practices throughout the group, the DCCP leads and coordinates the implementation of the group's compliance control systems, including AML-TF and the protection of personal data.

The CPCD coordinates the overall implementation of the group system. To this end, it:

- identifies, assesses, and maps the risks of non-compliance;
- develops, updates, and coordinates the framework systems in line with legislative and regulatory changes affecting the group's activities;

The operational structures must integrate, in their day-to-day action, the need to respect the principles set by the group in order to act in compliance with the rules set out for compliance within the group. Each group employee is thus an active participant in the process and contributes through his or her actions to controlling the risk of non-compliance.

- monitors the risks of non-compliance through:
 - monitoring any regulatory developments falling within the scope of compliance and likely to impact compliance control systems. The CPCD shares information with the compliance managers of the group's entities and participates in their meetings,
 - the permanent control of compliance:
 - control of the implementation of the framework systems by the entities through interviews, collection of reports and controls. When recommendations are made, they are followed up annually. In 2024, all the entities were met with for the:
 - validation of the operational implementation of the systems by the entities,
 - coordination of the collection of information necessary for the preparation of activity reports sent to the supervisory authorities;
 - steering and monitoring of indicators related to the risk of non-compliance:
 - definition of key risk indicators,
 - definition of alert thresholds for major indicators;
- coordinates the group compliance verification function through:
 - advising and assisting the compliance officers of the group's entities in the implementation of their obligations,
 - the deployment of prevention, detection, control or reporting tools made available to group entities,
 - meeting with the entities through thematic discussions on compliance systems and the annual meeting as part of the annual review with the CPCD,
- the continuous improvement of the quality of data collected on customers in the context of the fight against tax fraud (notably FATCA and OECD/CRS),

- training initiatives to help strengthen a common compliance culture within the group (training sessions on compliance control systems systematically offered to new compliance control managers when they take up their positions, training of new employees joining Crédit Mutuel Arkéa in the general principles of compliance, training of the management bodies of group entities in the risk of non-compliance, etc.). Crédit Mutuel Arkéa considers that the best practices or good reflexes of all stakeholders contribute to the robustness and effectiveness of the compliance system;
- consolidates and monitors significant events of non-compliance within the group:
 - to enrich the risk mapping,
 - to inform the management bodies of the major inadequacies and failures observed in group (CPCC⁽¹⁾, RICC⁽²⁾, Crédit Mutuel Arkéa's Board of Directors) and of the monitoring of indicators with alert thresholds defined in the group's risk appetite framework;
- advises, assists, and raises the awareness of management bodies to the risks of non-compliance;
- reports on the activity and results of the audit to the management bodies:
 - each quarter, to the CCCP, chaired by the Deputy Chief Executive in charge of the Development Support division, who is also the an executive officer of Crédit Mutuel Arkéa,
 - each quarter, to the RICC, whose role is to assist Crédit Mutuel Arkéa's Board of Directors in its risk control responsibilities. An annual review of the AML-TF activity is also presented to the RICC.
 - every six months, to the Board of Directors of Crédit Mutuel Arkéa, which ensures the quality of the systems implemented and the degree of control of the risks to which the group is exposed, as well as the effectiveness of the related compliance controls,

2.7.1.2.2 Risk Management Function

The general mission of the risk management function, in accordance with regulatory requirements (see the Order of 3 November 2014 and guidelines of the European Banking Authority on internal governance), is to ensure the implementation of systems for measuring and monitoring Crédit Mutuel Arkéa's risks.

Its organisation covers all the risks of all the group's entities. On a consolidated basis, it provides an overall view of all the risks associated with the group's banking and non-banking activities on a cross-functional and forward-looking basis.

- each quarter, within the dashboard of the Board of Directors of Crédit Mutuel Arkéa, the monitoring of non-compliance risk indicators with alert thresholds defined in the group's risk appetite framework, of any possible opening of disciplinary proceedings against a group entity, major inadequacies and failures identified in terms of compliance in the group's entities,
- each year, a specific update on the protection of personal data is sent by the Data Protection Officer (DPO) to the Executive Committee of Crédit Mutuel Arkéa,
- an annual report on the AML-TF activity is presented to the RICC.

2.7.1.2.2 Group entity managers responsible for verifying compliance

A compliance officer is responsible for ensuring that each entity complies with the principles laid down by the group in terms of prevention and control of the risk of non-compliance.

As direct line managers, the managers of the subsidiaries propose the appointment of a compliance officer for their entity, subject to validation by the group's compliance officer under a "reinforced functional reporting line".

This officer identifies, assesses, and monitors the risk of non-compliance within the entity. He or she applies the compliance framework defined by the group to his entity and defines the compliance measures specific to his entity's activity. He or she advises and reports on the performance of the mission to the entity's executive officers and supervisory body.

The functional organisation thus set up within the group aims to strengthen business expertise as closely as possible to the activity and to give each entity manager a sense of responsibility.

The purpose of the risk management function is to ensure that the level of risks incurred is compatible with the guidelines set by Crédit Mutuel Arkéa's supervisory body, which has set the following priority objectives in this area:

- operate within limits consistent with its Purpose, overall performance strategy and objective, financial capabilities, and regulatory risk requirements;
- deliver high-quality, relevant, controlled information to the supervisory body and to the group's executive officers and supervisory authorities, with each group entity being responsible for managing its risks.

(1) Compliance and Permanent Control Committee.
(2) Risk and Internal Control Committee.

To this end, it relies on the following resources:

- a declaration and management of its risk appetite via a cross-analysis of its business model and risk mapping;
- governance of the risk management function clearly specifying the roles between the various component parts of the group;
- common methods, procedures, and tools to carry out risk analysis, particularly in the context of the launch of new products, new activities or the completion of exceptional transactions;
- an information system covering the management of each risk and each activity and allowing both "local" management by entity and consolidation at group level;
- a risk dashboard covering all group risks and entities.

Responsibility within Crédit Mutuel Arkéa is assigned to Crédit Mutuel Arkéa's Head of Risk Management, who is independent of the business lines and reports to the Deputy Chief Executive Officer in charge of the Development Support Division and the executive officer of Crédit Mutuel Arkéa. Ultimate responsibility for risk management at the operational level remains with the executive officers of each entity, whether or not its activities are outsourced.

The Head of the group's risk management function is responsible for organising the smooth operation of this function, ensuring that the executive officers and the group's supervisory body are properly informed, and ensuring and/or participating in the application of group procedures for his or her area of responsibility.

It intervenes upstream and downstream of operational risk management by the entities and provides consolidated risk monitoring at group level. The results are communicated, using appropriate channels and frequency, to the Risk Monitoring Committee and to the group's senior management, as well as to the Risk and Internal Control Committee and the Board of Directors of Crédit Mutuel Arkéa. The head of the group's "risk management function" relies for this purpose on the network of correspondents appointed in each group entity and on a consolidated information system.

The risk management function is organised functionally, in addition to the hierarchical organisation. Each institution in the group, whether a bank or not, appoints a manager for the "risk management function" for its scope, with one manager per type of risk.

Functional links are provided at three levels:

- between the head of the risk management function of the group and the Head of the risk management function of each entity;
- between the head of the "risk management function" of each entity and the designated managers for each type of risk within that entity;
- between the head of the group's risk management function and the group's risk managers by type of risk.

This organisation of the risk management function and the resources at its disposal contribute to the compliance of Crédit Mutuel Arkéa's risk exposure with the risk appetite framework and risk policy defined by its supervisory body. In this respect, all of the documents forming the risk appetite framework constitute the standard which contains the group's system of limits.

2.7.1.3 Permanent Control

The organisation of "permanent control" is based on the provisions of the group's internal control charter, which establishes two levels of permanent control within Crédit Mutuel Arkéa, implemented by the second lines of defence as follows:

■ **Permanent controls implemented by the first line of defence made up of operational staff.** This first level is divided into three categories:

- first-level permanent control (N 1.1) carried out by operational staff within processes (self-checks via a checklist, four-eye checks, consistency checks, including automated checks using tools);
- first-level permanent control (N 1.2) carried out a posteriori to the process, either by the hierarchical authority of the operational staff, or by peers or teams belonging to LoD1, independent of the operational staff and delegated with control, most often on the basis of a sample;
- first-level permanent control (N 1.3) carried out by teams independent of the structure that initiated the operational process, but involved in the operational process in particular to validate transactions and enable them to be settled.

■ **Permanent controls implemented by the second line of defence,** comprising the compliance function, the risk management function and the independent units dedicated to the second level of permanent control. These permanent controls are divided into three categories that respect the principle of independence of the units controlled:

- Second-level permanent control (N 2.1) "FGR": second-level permanent control carried out by a member of the risk management function;
- Second-level permanent control (N 2.2) "FVC": second-level permanent control carried out by a member of the compliance verification function;
- Second-level permanent control (N 2.3) "UICP": controls carried out by the permanent controllers of the Group's UICPs (RCP/CP).

With this distinction in mind, the organisation of permanent control and compliance monitoring at Crédit Mutuel Arkéa is based on the following principles:

- the organisation of permanent control covers all risks for all the group's business lines, regardless of the legal structure of the activities generating these risks;
- ultimate responsibility for compliance with regulatory requirements in terms of permanent control lies with the executive officers of each entity and Crédit Mutuel Arkéa for the consolidated view;
- each subsidiary entity, in accordance with the principles of proportionality and subsidiarity, organises the permanent control and compliance monitoring process within its own organisation and reports directly to Crédit Mutuel Arkéa;
- those in charge of the permanent second level control of a process do not intervene in the execution of this process in order to ensure a seal between permanent first level control and permanent second level control;
- the quality of permanent control is part of the assessment of the steering or management of an activity.

This organisation enables Crédit Mutuel Arkéa's decision-making bodies to guide risk-taking and control its potential effects with reasonable assurance.

Crédit Mutuel Arkéa's Compliance and Permanent Control Department (CPCD), which reports to the Deputy Chief Executive Officer in charge of the Development Support Division, is responsible for supervising the permanent control and compliance control managers of the group's subsidiaries for the permanent control and compliance of the structures within the global 15589 scope⁽¹⁾ for the permanent control and compliance control system at the consolidated level.

(1) See 6.2 / Aggregate financial statements

2.7.1.4 Accounting organisation

The group's accounting and financial information is prepared by the Finance and Overall Performance Department.

The organisation centralises the key activities that guarantee the quality of accounting information within the group's scope of consolidation. The Finance and Overall Performance - Accounting Department defines the accounting rules and methods, designs and maintains accounting systems (the validation of specificities related to insurance and leasing activities is delegated to dedicated business teams). The Finance and Overall Performance - Accounting Department determines and implements the control and analysis procedures necessary for the preparation and processing of accounting information for both Crédit Mutuel Arkéa and all delegating subsidiaries, including the financial statements justification process in relation to all entities contributing to the accounting data. The organisation of the production of accounting information is based on two activities: bookkeeping and group consolidation. The processing of accounting transactions and the preparation of accounting and financial data are part of a decentralised organisation whereby each contributing entity is responsible for the quality of the data it produces.

Bookkeeping (preparation of parent company financial statements and related consolidation packages) and the production and distribution of regulatory statements by group entities are carried out directly by the companies' Finance Departments or by Crédit Mutuel Arkéa's Finance and Overall Performance - Accounting Department under a formal delegation of authority. The Finance and Overall Performance - Accounting Department collects all accounting information and consolidates data.

The Finance and Overall Performance - Accounting Department has prepared an accounting control guide for all entities that contribute to the accounting information, listing the key controls intended to cover the accounting risk. It leads and coordinates the accounting control system and summarises the results.

Each entity contributing to the accounting information undertakes a quarterly certification sent to Crédit Mutuel Arkéa's Finance and Overall Performance - Accounting Department on:

- the quality of individual accounts;
- the respect for the group's principles;
- the conformity of accounting procedures.

This certification includes the results of all the major controls defined in the group's accounting control guide. All information providers contributing to the preparation of accounting and financial data formally certify to the Finance and Overall Performance - Accounting Department the implementation of the fundamental controls designed to ensure the reliability of the accounting and financial data under their responsibility.

This internal certification process is part of the group's overall risk management system and provides the Finance and Overall Performance - Accounting Department, as the department responsible for the preparation and quality of the group's consolidated financial statements, with assurance that there are no major anomalies that could call into question:

- the regularity and sincerity of the accounting information;
- the completeness, effectiveness, and relevance of the system;
- the security of the processes for preparing and processing accounting information.

The Finance and Overall Performance - Financial Steering Department coordinates the management control system of the various group entities, which contributes to the security of financial data, through the budget control and results analysis functions.

These processes are governed by procedures specific to the Finance and Overall Performance - Accounting Department and are controlled by the Statutory Auditors, in addition to the group's involvement.

A Financial Statements Committee completes the system. It assists Crédit Mutuel Arkéa's Board of Directors in assessing financial information and checking its reliability. It examines the group's financial statements and its components before their presentation to the Board of Directors and monitors the effectiveness of the internal control systems with regard to the procedures relating to the preparation and processing of accounting and financial information. The Financial Statements Committee met four times in 2024.

2.7.1.5 third line of defence: the internal audit function and periodic control

Periodic control is carried out by the General Inspection and Periodic Control Department (GIPCD), which is responsible for the internal audit function. The head of this function reports to the Chief Executive Officer of Crédit Mutuel Arkéa and functionally to the Chairperson of the latter. It carries out its activities across all the group's structures in accordance with the periodic control framework adopted and implemented within the group. It should be noted that, in the case of subsidiaries, the GIPCD acts within the framework of duly regulated agreements delegating the exercise of periodic control. Throughout the group, GIPCD thus exercises its control in accordance with the terms, conditions and procedures set out in the provisions of the Order of 3 November 2014 on the internal control of companies in the banking, payment services and investment services sector subject to the supervision of the French Prudential Supervisory and Resolution Authority (ACPR). GIPCD's mission is to provide independent and objective assurance on the compliance of the group's activities and to provide consulting services that contribute to creating added value and improving the degree of control over the group's operations. It helps the group to achieve its objectives by assessing, using a systematic and methodical approach, its risk management, control, and corporate governance processes to determine whether they are appropriate and operate in a manner to ensure that:

- risks are identified and managed appropriately;
- the interaction between the different players in corporate governance takes place as necessary;
- significant financial, management and operating information is accurate, reliable, and issued in a timely manner to the management and supervisory bodies;
- employee actions comply with the rules, standards, procedures, laws, and regulations in force;
- resources are acquired economically, used efficiently and adequately protected;
- programmes, plans, and objectives are achieved;
- the quality and continuous improvement of the organisation's internal control processes are encouraged;
- significant legislative and regulatory issues impacting the organisation are identified and dealt with appropriately.

To carry out its missions, GIPCD has developed a body of procedures, particularly in the areas of periodic control of business and network risks.

In addition, GIPCD is continuing the process of strengthening internal skills initiated within the Periodic Control Department for business risks and periodic control of the networks, in particular by means of formal qualifications. At the end of 2024, at the end of the training courses followed during the year, nine employees had obtained a certificate, including the "Certified Information Systems Auditor" (or CISA) certificate, the AMF certificate, or the certificate "Certified Internal Auditor" (or CIA). Two auditors are undergoing training to obtain the latter.

In order to carry out its missions, the GIPCD has developed its own risk mapping; this is one of the main sources, along with the multi-year periodic control plans, for drawing up the annual

periodic control plan, the themes of which are also determined on the basis of the following items:

- topics that the Head of the risk management function at Crédit Mutuel Arkéa and the Head of Compliance and Permanent Control, as well as the Head of second level permanent control at Crédit Mutuel Arkéa, consider desirable to audit;
- the subjects of the assignments provided for in the previous year's plan and arbitrated or postponed;
- taking into account the areas of control of the French ACPR, the Inspectorate General of the Banque de France, the European Central Bank, and the supervisory authorities involved in the scope of foreign subsidiaries and branches (National Bank of Belgium – NBB, and Financial Services and Market Authority – FSMA);
- the contribution of the members of the group Executive Committee and the managers of each of the group's reporting entities that have been formally requested by the GIPCD to contribute to the development of their entity's periodic control plan.

The principle of carrying out a post-acquisition review, within six months of being integrated into the group, of any significant acquisition is also implemented as part of the multi-year periodic control plan.

In order to coordinate the work of the various internal audit teams, the GIPCD and the CNCM Inspectorate regularly exchange information when drawing up their respective annual audit plans.

The Crédit Mutuel Arkéa group's periodic control plan distinguishes between a specific control programme applied to the networks of Crédit Mutuel's local mutuals and subsidiaries' branches, and a programme concerning the activities of the group's central management, companies, and subsidiaries. In order for the audit cycle to be defined according to an approach proportionate to the risks, this plan includes annual assignments covering the main risks relating in particular to the areas of credit, savings, capital markets and accounting processes, IT, liquidity, solvency and operational risks. The plan of periodic control assignments thus drawn up is validated by the Risk and Internal Control Committee, which is an offshoot of the supervisory body, and adopted by Crédit Mutuel Arkéa's Board of Directors. The preparation of the 2024 periodic control plan was part of this process. In addition, as part of the decision taken by the ACPR concerning the certification of the annual financial statements of the Crédit Mutuel local banks, the GIPCD carries out an annual audit of the financial statements of the Crédit Mutuel Arkéa local banks before they are presented to the General Meeting of members, in accordance with accounting auditing standards.

Furthermore, in terms of control, the GIPCD is specifically responsible for the detection and treatment of internal fraud. In this context, it is responsible for deploying a remote control system by sampling and, in general, contributing to the prevention and detection of internal fraud by appropriate means. In this area, the GIPCD audits employee accounts and ensuring that directors comply with their obligations, in accordance with applicable regulations and in compliance with the laws, standards and principles adopted by Crédit Mutuel Arkéa.

2.7.2 Governance of internal control

2.7.2.1 Role of the management body in its executive function

The executive officers of the group are responsible for effectively determining the direction of the business (Article L.511-13 of the French Monetary and Financial Code).

In particular, they implement the internal control systems, adapting them to the various risks to which the group is exposed.

They inform the group's supervisory body of the progress of this implementation and the status of the systems, as well as the degree of risk control they provide.

Specialised committees at executive level are also involved in the internal control system.

2.7.2.1.1 Group Compliance and Permanent Control Committee

The Compliance and Permanent Control Committee (CPCC) is chaired by Crédit Mutuel Arkéa's Deputy Chief Executive Officer in charge of the Development Support Division.

The group's Head of the Retail Customer Division, the Head of the BtoB and Specialised Services Division, the Director of the Innovation and Operations Division, the Director of Banking Products, and the group Head of Legal are also members.

The Head of Compliance and Permanent Control is secretary to the CPCC, and the Head of Risk Management and the Deputy Manager of General Inspection and Periodic Control are present as guests.

The mission of the CPCC is to:

- centrally ensure the quality of the permanent control system covering all risks related to the group's activities;
- ensure the quality of the group's compliance control systems in the following areas: financial security, including AML-TF, professional conduct and ethics, customer protection, including personal data protection, and fiscal transparency;

As such, the committee:

- analyses the main indicators and quarterly business items enabling it to assess the effectiveness of the systems;
- monitors any observed shortcomings and deficiencies in compliance, the indicators and alert thresholds defined in the group's risk appetite framework and, if they are exceeded, monitors the actions undertaken;
- ensures, for non-compliance or major regulatory changes requiring a cross-functional compliance project, that a structure is in charge of managing the project and, failing that, appoints this structure;
- validates the framework systems and requests exemptions applicable to all group entities in the areas of permanent control and compliance;
- approves the permanent control plans of the group's entities and any arbitration during the year;
- can request any additional analysis or action contributing to better risk management.

The committee ensures that it assesses the impact on customers of the decisions it is required to make. In the event of an impact, the committee organises feedback on the implementation.

The committee examines and approves any significant changes to the permanent control or compliance verification system, based on the work of the Crédit Mutuel Arkéa group Compliance and Permanent Control Department.

It met six times in 2024, on 13 February, 23 May, 17 June, 16 July, 19 September and 6 November 2024.

2.7.2.1.2 The Risk Monitoring Committee;

The group Risk Monitoring Committee ensures the consolidated governance and management of the group's risks under the risk management function.

The committee is composed of the Director of the Retail Customer Division, who is also Deputy Chief Executive Officer and an executive officer, who chairs it, the Director of the Innovation and Operations Division, the Director of the Corporate and Institutional Division, the Director of the Product Division, and the Director of Human Resources.

The committee's duties include:

- setting the main lines of the group's risk policy (principles, risk mapping and risk appetite framework, control systems and methods of implementation), ensuring that the regular update of this policy includes the ESG-climate criteria for the risks concerned, and issuing an opinion on the relevance of this policy before its presentation to the management body;
- examining the strategic changes planned at the level of the entities and likely to have an impact on their risk profile and their risk appetite framework, and the prior review of equity transactions falling under the responsibility of the Executive Management Committee;
- defining the system of limits and the delegations (overall and detailed) for the approval of the management body and ensuring regular monitoring of compliance with these limits;
- validating management policies for all types of risks such as credit risk, market risk, operational risk, environmental risk, etc. Risk management systems (procedures and tools, including the internal rating system and ESG), as well as the associated crisis management and business continuity systems;

2.7.2.1.3 The Periodic Control Committee;

Chaired by the Chief Executive Officer of Crédit Mutuel Arkéa, this committee is responsible for assessing the quality of periodic control, in particular the consistency of the systems for measuring, monitoring, and managing the risks incurred at the consolidated level, and for proposing additional actions as necessary. It is involved in defining the annual periodic control programme.

It takes note of the conclusions of the control and audit reports, reviews the recommendations contained in these reports and monitors their implementation.

The members of the committee are:

- the Chief Executive Officer of Crédit Mutuel Arkéa (Chairwoman);
- the Head of the Retail Customer Division;
- the Head of the Corporate and Institutional Division;
- the Head of the Product Offer Division

- monitoring the main risk areas across the group:
 - analysing and reviewing changes, particularly in scope, and their impact in terms of risk,
 - reviewing financial (results, capital, and capital requirements) or non-financial exposures and impacts,
 - consolidated risk review, including FGR risks not directly supervised by the RD or subject to dedicated committees (non-compliance risk, IT risk, interest rate and liquidity risk),
- validating and monitoring risk, preventive or curative action plans;
- proposing an analysis and monitoring of the impacts of regulatory changes in terms of risk;
- preparing and approving regulatory risk reports (ICAAP, PPR/PRC, Pillar 3, ORSA, etc.);
- providing the management body with an informed opinion on issues relating to emerging risks (including ESG risks).

The committee meets at least six times a year, or more if current events so require. In 2024, the Risk Monitoring Committee was called upon 13 times.

- the Head of the Innovation and Operations Division;
- the Head of the General Inspection and Periodic Control Department;
- the Deputy Head of the General Inspection and Periodic Control Department;
- the Director of Institutional Relations (position vacant on 31/12/2024).

The following are invited:

- the Head of the Group Risk Management Function;
- the head of the Group's Compliance function.

The Head of the business line Periodic Control Department acts as secretary for the meetings.

The frequency of meetings is set at a minimum of six times a year. The Periodic Control Committee met nine times in 2024.

2.7.2.1.4 Role of the management body in its supervisory function

The group's supervisory body periodically verifies the quality of the systems implemented and the degree of control of the risks to which the group is exposed, on the basis of the information provided to it by the Chairman of the group Risk and Internal Control Committee and the Head of the General Inspection and Periodic Control Department (in particular the information required for the annual report on internal control in accordance with the amended Order of 3 November 2014 on the internal control of banking, payment services and investment services companies subject to the supervision of the French Prudential Supervisory and Resolution Authority (ACPR).

The group's supervisory body is also informed on the basis of information provided by the group's Head of Compliance and Permanent Control, who presents the activity and results of permanent control and compliance monitoring to Crédit Mutuel Arkéa's Risk and Internal Control Committee on a quarterly basis, and provides a summary of compliance and permanent control work to Crédit Mutuel Arkéa's Board of Directors every six months.

The group's supervisory body is informed by Crédit Mutuel Arkéa's Head of the Risk Management Department of the measurement and monitoring of risks to which the group is exposed (in particular the information required for the annual

report on the measurement and monitoring of risks in accordance with the amended Order of 3 November 2014 on the internal control of banking, payment services and investment services companies subject to the supervision of the ACPR).

Specialised committees of the supervisory body are also involved in the internal control system, the Risk and Internal Control Committee and the Financial Statements Committee, as described in Section 2.2.4 "Specialised committees".

The mission of the group Risk and Internal Control Committee is to assist the supervisory body in its responsibility for risk control in accordance with the provisions of the Order of 3 November 2014 on the internal control of banking, payment services and investment services companies subject to the supervision of the ACPR.

With regard to the accounting treatment of transactions, the Financial Statements Committee analyses and controls the global and consolidated financial statements before they are presented to the Supervisory Board.

The supervisory body of each Crédit Mutuel Arkéa subsidiary validates the application of the charter's principles and their adaptation to the entity and entrusts their implementation to the executive officers.

2.8 Compensation of corporate officers

2.8.1 Compensation policy for corporate officers for the financial year 2025

2.8.1.1 General principles

The compensation policy for corporate officers, i.e. the Chairman of the Board of Directors, the Chief Executive Officer, the Deputy Chief Executive Officer, the salaried Deputy Chief Executive Officers and the members of the Board of Directors of Crédit Mutuel Arkéa, is defined by the Board of Directors on the basis of proposals from the Compensation Committee in accordance with the overall compensation policy of the Crédit Mutuel Arkéa group.

Designed to promote sound and effective risk management, Crédit Mutuel Arkéa's compensation policy is consistent with the group's economic strategy, objectives, values, and long-term interests, does not encourage risk-taking that exceeds the level of risk defined by the group and includes measures to avoid conflicts of interest.

The compensation of Crédit Mutuel Arkéa's executive corporate officers complies with:

- the regulatory framework set by the French Monetary and Financial Code (Articles L.511-71 et seq. and R.511-18 et seq.);
- the prudential provisions applicable to credit institutions and investment companies (CRD Package);
- the provisions of Law no. 47-1775 of 10 September 1947 on the status of cooperation;
- the provisions on public limited companies whose securities (other than shares) are admitted to trading on a regulated market of the French Commercial Code applicable to compensation;
- the confederal framework on compensation - Identified population of the Confédération de Crédit Mutuel.

The compensation of the executive corporate officers is decided annually by the Board of Directors, on the recommendation of the Compensation Committee.

The compensation policy for executive corporate officers takes into account the following objectives in its principles:

- alignment with the Raison d'être (Purpose) and commitments as a Company with a mission as defined by the Board of Directors of Crédit Mutuel Arkéa:
 - by being in line with the economic strategy, objectives, values, and interests of the Crédit Mutuel Arkéa group,
 - by integrating both financial and non-financial assessment factors, so that the compensation policy implemented strives to maintain consistency between the overall compensation of employees, the performance of Crédit Mutuel Arkéa group and the individual performance of employees;

- the need for the Crédit Mutuel Arkéa group to attract, motivate and retain profiles that are recognised as high performers and particularly competent in the group's fields of activity;
- consistency with the compensation and employment conditions of the Crédit Mutuel Arkéa group's employees (in particular the compensation structure, assessment criteria or changes in compensation) and market practices observed in companies in the same sector;
- while ensuring appropriate risk management and regulatory compliance, and ensuring that conflicts of interest are avoided and that decisions are made fairly.

The Chairman of the Board of Directors receives an indemnity to compensate for the time devoted to the administration of Crédit Mutuel Arkéa. He receives no variable compensation.

The compensation of the Chief Executive Officer, the Deputy Chief Executive Officer and the salaried Deputy Chief Executive Officers is structured as follows:

- fixed compensation (FC), which makes it possible to retain and motivate managers and which values the experience and responsibilities exercised. It represents a significant part of total compensation and is used as a basis for determining the ceilings for variable compensation;
- the annual variable compensation depends on the financial and non-financial performance of the year, and is part of a multi-year framework in line with the Crédit Mutuel Arkéa group strategy.

The payment of their variable compensation is not guaranteed and may not, in any event, have the effect of limiting the capacity of Crédit Mutuel Arkéa or the group to strengthen its equity capital. In addition, the Chief Executive Officer, the Deputy Chief Executive Officer and the salaried Deputy Chief Executive Officers are members of the regulated population and, as such, they are subject to the rules relating to the vesting and payment of a portion of their variable compensation. Thus, 75% of their variable compensation is subject to annual withholding and/or deferred payment over a total period of six years.

2.8.1.2 Fixed compensation

The Chairman of the Board of Directors receives an indemnity to compensate for the time devoted to the administration of Crédit Mutuel Arkéa.

The Chief Executive Officer and the Deputy Chief Executive Officers receive fixed compensation.

The amount of the fixed compensation, based on a study carried out by Willis Towers Watson, is determined by the Board of Directors on the proposal of the Compensation Committee taking into account:

- the experience and scope of responsibility of the executive corporate officers compared to a panel of executives in the banking and financial sector, as established by Willis Towers Watson;
- market practices and compensation observed for similar functions in comparable companies.

Chairman of the Board of Directors of Crédit Mutuel Arkéa

The compensation of the Chairman of the Board of Directors of Crédit Mutuel Arkéa is exclusively fixed and its amount, determined by the Board of Directors on the proposal of the Compensation Committee, takes into account:

- the professional experience required to act as Chairman of the supervisory function of a credit institution such as Crédit Mutuel Arkéa;
- the responsibilities for supervision, monitoring, and control, including risk management, associated with this function;
- the key role of the Chairman in initiating the Board of Directors' determination of the group's strategic direction;
- representing the company in its high-level relations with public authorities, banking supervisors and the company's strategic stakeholders;
- maintaining relations with the local member banks and federations making up the Crédit Mutuel Arkéa group;
- ensuring that the Board of Directors is balanced, in addition to its proper functioning;
- market practices and compensation observed for similar functions in companies in the same sector.

For the Chairman of the Board of Directors, the amount of annual compensation amounts to seven hundred and eighty thousand euros for the 2025 financial year.

Chief Executive Officer of Crédit Mutuel Arkéa

The Chief Executive Officer of Crédit Mutuel Arkéa receives a fixed compensation, the amount of which is determined by the Board of Directors on the recommendation of the Compensation Committee and takes into account:

- the experience and scope of responsibilities of the Chief Executive Officer compared to a panel of executives in the banking and financial sector;
- market practices and compensation observed for similar functions in comparable companies.

For Hélène Bernicot, Chief Executive Officer of Crédit Mutuel Arkéa, the annual fixed compensation for the 2025 financial year amounts to four hundred and eighty-seven thousand five hundred euros.

Deputy Chief Executive Officer of Crédit Mutuel Arkéa

The Deputy Chief Executive Officer of Crédit Mutuel Arkéa receives a fixed compensation, the amount of which is determined by the Board of Directors on the recommendation of the Compensation Committee and takes into account:

- the experience and scope of responsibilities of the Deputy Chief Executive Officer compared to a panel of executives in the banking and financial sector;
- market practices and compensation observed for similar functions in comparable companies.

For Anne Le Goff, Deputy Chief Executive Officer of Crédit Mutuel Arkéa, the annual fixed compensation for the 2025 financial year amounts to four hundred and seventy thousand euros.

Salaried Deputy Chief Executive Officers

The Deputy Chief Executive Officers of Crédit Mutuel Arkéa, employees of Arkéa SCD, receive a fixed compensation, approved by the Board of Directors after consultation with the Compensation Committee, the amount of which takes into account:

- the experience and scope of responsibilities of the Deputy Chief Executive Officers compared to a panel of executives in the banking and financial sector;
- market practices and compensation observed for similar functions in comparable companies.

For Bertrand Blanpain, Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Corporate, Institutional and Specialised Financing Division, the annual fixed compensation for the 2025 financial year amounts to three hundred and forty-five thousand euros.

For Elisabeth Quellec, Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Retail Banking Division since 26 February 2025, the annual fixed compensation for the 2025 financial year amounts to three hundred and ten thousand euros.

2.8.1.3 Annual variable compensation

The Chief Executive Officer, Deputy Chief Executive Officer and salaried Deputy Chief Executive Officers receive variable compensation according to the principles described below.

The Board of Directors, on the proposal of the Compensation Committee, sets the criteria for assessing the AVC for executive corporate officers each year. The AVC is intended to reflect sustainable performance in line with the risk appetite framework as well as, where appropriate, exceptional performance by executive corporate officers or their very strong involvement in the performance of the missions entrusted to them in view of the scope of their responsibilities.

For the Chief Executive Officer and the Deputy Chief Executive Officer, variable compensation may reach 100% of the amount of fixed compensation.

For the Deputy Chief Executive Officer in charge of the Corporate, Institutional and Specialised Financing division, the variable compensation can reach 80% (target level) of the fixed compensation in case of achievement of all the objectives and 100% (ceiling level) in case of exceptional performance.

For the Deputy Chief Executive Officer in charge of the Retail Banking Division, the variable compensation can reach 50% (target level) of the fixed compensation in case of achievement of all the objectives and 70% (ceiling level) in case of exceptional performance.

The AVC indicators, which are set by the Board of Directors in line with the group's multi-year plan, are established in accordance with Crédit Mutuel Arkéa group's risk appetite framework, which seeks to set them at a level that is

compatible with its overall performance objectives while ensuring that it is always able to control them. The levels of risk and risk control are criteria that are subject to great attention and are particularly selective in the direction of the group's development.

All of the principles applicable to members of the group's regulated population are applied to the executive corporate officers who are also members of the regulated population.

- Variable compensation is conditional on compliance with the thresholds defined in the group's risk appetite framework for the three indicators below:
 - the bank solvency ratio (CET1),
 - the commitment ratio,
 - the operating ratio;
- payment of a portion of their variable compensation, equal to 50%, deferred over five years;
- payment of a portion of the compensation in cash indexed to a composite indicator calculated on the basis of group consolidated criteria;
- the payment of deferred variable compensation is subject to compliance with the Crédit Mutuel Arkéa group's CET1 risk appetite threshold at each payment date;
- allocation, vesting and/or payment of variable compensation taking into account the risks taken, via ex-ante and ex-post risk adjustment mechanisms.

2.8.1.4 Financial and similar instruments

In accordance with regulatory obligations, the payment of variable compensation is made as follows, for the deferred and non-deferred portion:

- half in cash;
- half in cash indexed to a composite indicator calculated on the basis of consolidated group criteria and paid at the end of a 12-month retention period.

2.8.1.5 Benefits in kind

As a benefit in kind, the Chairman of the Board of Directors receives company housing and a company car.

Benefits in kind for the Chief Executive Officer, Deputy Chief Executive Officer and salaried Deputy Chief Executive Officers consist of a company car.

2.8.1.6 Employee savings

The salaried Deputy Chief Executive Officers benefit from an employee savings scheme.

2.8.1.7 Employment contract and corporate office

Chairman of the Board of Directors of Crédit Mutuel Arkéa

The Chairman of the Board of Directors of Crédit Mutuel Arkéa does not have an employment contract.

Chief Executive Officer of Crédit Mutuel Arkéa

The employment contract of the Chief Executive Officer of Crédit Mutuel Arkéa has been suspended since 13 February 2020 for the duration of her term of office, to be automatically resumed at the end of her term.

Deputy Chief Executive Officer of Crédit Mutuel Arkéa

The employment contract of the Deputy Chief Executive Officer of Crédit Mutuel Arkéa, has been suspended since 13 February 2020 and for the duration of her term of office, to be automatically resumed at its end.

Salaried Deputy Chief Executive Officers of Crédit Mutuel Arkéa

The salaried Deputy Chief Executive Officers in charge of the Corporate, Institutional and Specialised Financing Division and the Retail Banking Division have employment contracts.

The real nature of the contract is reflected in the subordination to the Chief Executive Officer and, in addition, the salaried Deputy Chief Executive Officers exercise full technical functions.

2.8.1.8 Severance payments

Chairman of the Board of Directors of Crédit Mutuel Arkéa

In the event of termination of his term of office as Chairman of the Board of Directors, for any reason whatsoever, the Chairman shall not receive any compensation in this respect.

Chief Executive Officer of Crédit Mutuel Arkéa

In the event of termination of her term of office as Chief Executive Officer by the company for any reason whatsoever excluding misconduct or failure as defined by applicable law and regulations, subject to having exercised the function of Chief Executive Officer for at least two years, the Chief Executive Officer will receive a maximum indemnity equal to two years' compensation (calculated on the basis of the fixed compensation received during the twelve months preceding the date of the termination of the term of office, to which is applied a multiplying factor i evaluated prorata temporis over the first 3 years of office and capped at 2 thereafter ($i = 1 + a/36$, a being the number of months spent, capped at 36)), and the benefits in kind constituted by the provision of a company car.

- If the variable rate is higher than 50% on average over the last three years of the term of office (or during the term of office if the term of office was shorter), the compensation will be paid in full;
- If at least 33% of an average variable rate is not obtained over this reference period, no compensation will be paid;
- Between 33% and 50%, the amount of the compensation is determined by applying this average level.

Its payment is subject to the recognition of a level of Tier 1 capital (CET1) of the Crédit Mutuel Arkéa group at least equal to the requirements of the supervisor (taking into account both the requirements of Pillar 1 and the global requirements for capital buffers, and Pillar 2 (P2R) capital requirements notified to the CMA group by the ECB.

In addition, in the event of dismissal notified to Hélène Bernicot or of contractual termination of the employment contract, within twelve months following the termination of her term of office, the amount of compensation for termination of her term of office as Chief Executive Officer of the company added to the amount of the statutory or contractual compensation for dismissal or contractual termination may in no case exceed the higher of (i) the compensation for termination of office and (ii) the statutory or contractual compensation for dismissal.

Deputy Chief Executive Officer of Crédit Mutuel Arkéa

In the event of termination of her term of office as Chief Executive Officer by the company for any reason whatsoever excluding misconduct or failure as defined by applicable law and regulations, subject to having exercised the function of Chief Executive Officer for at least two years, the Chief Executive Officer will receive a maximum indemnity equal to two years' compensation (calculated on the basis of the fixed compensation received during the twelve months preceding the date of the termination of the term of office, to which is applied a multiplying factor i evaluated prorata temporis over the first 3 years of office and capped at 2 thereafter ($i = 1 + a/36$, a being the number of months spent, capped at 36)), and the benefits in kind constituted by the provision of a company car.

- If the variable rate is higher than 50% on average over the last three years of the term of office (or during the term of office if the term of office was shorter), the compensation will be paid in full;
- If at least 33% of an average variable rate is not obtained over this reference period, no compensation will be paid;
- Between 33% and 50%, the amount of the compensation is determined by applying this average level.

Its payment is subject to the recognition of a level of Tier 1 capital (CET1) of the Crédit Mutuel Arkéa group at least equal to the requirements of the supervisor (taking into account both the requirements of Pillar 1 and the global requirements for capital buffers, and Pillar 2 (P2R) capital requirements notified to the CMA group by the ECB.

In addition, in the event of dismissal notified to Anne Le Goff or of contractual termination of the employment contract, within twelve months following the termination of her term of office, the amount of compensation for termination of her term of office as Deputy Chief Executive Officer of the company added to that of the legal or contractual compensation for dismissal or contractual termination may in no case exceed the higher of (i) the compensation for termination of office and (ii) the statutory or contractual compensation for dismissal.

2.8.1.9 Retirement

Chairman of the Board of Directors of Crédit Mutuel Arkéa

The Chairman of the Board of Directors benefits from a defined contribution pension plan.

Chief Executive Officer of Crédit Mutuel Arkéa

On retirement, and provided she has been with the group for at least five years, the Chief Executive Officer of Crédit Mutuel Arkéa receives a termination benefit equal to seven twelfths of her annual compensation.

The Chief Executive Officer benefits from a defined contribution pension plan.

Deputy Chief Executive Officer of Crédit Mutuel Arkéa

At the time of her retirement, and provided she has been with the group for at least five years, the Deputy Chief Executive

Officer of Crédit Mutuel Arkéa receives a termination benefit equal to seven twelfths of her annual compensation.

The Deputy Chief Executive Officer benefits from a defined contribution pension plan.

Salaried Deputy Chief Executive Officers of Crédit Mutuel Arkéa

On retirement, and provided they have been with the group for at least five years, Crédit Mutuel Arkéa's Deputy Chief Executive Officers receive a termination payment equal to seven twelfths of their annual compensation. The Deputy Chief Executive Officers also receive end-of-career leave calculated at twenty-three days for each year spent as an executive officer of the Crédit Mutuel Arkéa group.

The salaried Deputy Chief Executive Officers benefit from a defined contribution pension plan.

2.8.1.10 Loans, advances, and guarantees granted to executive corporate officers

Crédit Mutuel Arkéa's executive corporate officers may be granted loans.

These loans, which constitute current transactions, are granted under normal market conditions and are subject to appropriate documentation that can be made available to the banking supervisory authorities on request.

2.8.1.11 Compensation of the members of the Board of Directors

The rules for the allocation of compensatory allowances for time spent paid in respect of the duties performed by members of the Board of Directors of Crédit Mutuel Arkéa were adopted by the Board of Directors on 22 May 2015 on the advice of the Compensation Committee. They have been reviewed several times. On 2 June 2023, the Board of Directors approved the amendment to the Board of Directors' operating rules on the point relating to compensation (Article 11).

The rules are now as follows for directors and non-voting Board members from the cooperative movement:

- a fixed annual compensation for each elected director or non-voting Board member of ten thousand euros (gross);
- an additional fixed annual compensation for the Vice-Chairperson of seven thousand one hundred and fifty euros (gross);
- attendance compensation per meeting for each director or non-voting Board member present at a meeting of the Board of Directors of seven hundred and fifteen euros (gross) up to an annual maximum of sixteen thousand euros (gross), including fixed compensation;
- an annual limit of eighteen thousand euros gross (including fixed and variable compensation).

In addition, the Board of Directors adopted, by resolution of 2 June 2017, on the proposal of the Compensation Committee, the rules for the allocation of compensation paid to directors not from the cooperative movement: These rules were also adjusted by the amendment approved by the Board of Directors on 8 April 2022 and extended to non-voting Board members not from the cooperative movement: New changes were approved by the Board of Directors on 2 June 2023.

The rules are now as follows:

- a fixed annual compensation of ten thousand euros (gross);
- attendance compensation per meeting for each director or non-voting Board member not from the cooperative movement present at a meeting of the Board of Directors of one thousand nine hundred and thirty-five euros (gross);

- an annual limit of thirty-two thousand euros gross (including fixed compensation and compensation per meeting).

With regard to the specialised committees and commissions, since the deliberation of the Board of Directors on 2 June 2023, the same provisions apply to all directors, whether or not from the cooperative movement, and are as follows:

- a fixed annual compensation for each specialised committee Chairperson of three thousand five hundred and eighty euros (gross);
- attendance compensation of seven hundred and fifteen euros (gross) per specialised committee meeting;
- attendance compensation of three hundred euros (gross) per advisory committee meeting;
- an annual limit of fourteen thousand three hundred euros (gross), in respect of compensation per meeting, all committees combined.

In respect of their duties within Crédit Mutuel Arkéa's subsidiaries, the subsidiaries, the directors of Crédit Mutuel Arkéa also benefit from:

- a fixed annual compensation for each Chairperson of a subsidiary of three thousand nine hundred and twenty euros (gross);
- attendance fee per meeting for each Chairperson of four hundred and thirty euros (gross); and
- attendance fee per meeting for each director of three hundred and sixty euros (gross).

Lastly, in addition to the allocation rules set out above, it should be noted that the directors of Crédit Mutuel Arkéa may, in some cases, receive lump-sum compensation for their duties within federal bodies.

2.8.2 Fixed, variable, and exceptional components of total compensation and benefits of any kind paid during the 2024 financial year or granted in respect of the 2024 financial year

2.8.2.1 Chairman of the Board of Directors of Crédit Mutuel Arkéa

Fixed compensation

The annual compensatory allowance of Julien Carmona, in his capacity as Chairman of the Board of Directors of Crédit Mutuel Arkéa, was set at seven hundred and eighty thousand euros with effect from 1 May 2024. From 1 January to 30 April 2024, it was seven hundred thousand euros. In 2024, Julien Carmona received fixed compensation of seven hundred and fifty-five thousand three hundred and eighty-five euros.

Retirement

The annual individual supplementary pension rights of Julien Carmona at 31 December 2024 consisted of a supplementary defined-contribution life annuity, estimated at three thousand eight hundred and twenty-one euros (gross).

Benefits in kind

Julien Carmona, in his capacity as Chairman of the Board of Directors of Crédit Mutuel Arkéa, is provided with a company car and company housing.

These components constitute his compensation as Chairman for all the duties he performs within the Group. He does not receive any additional indemnities or directors' fees for his other positions within the group, nor any compensation for external positions held as the group's representative.

2.8.2.2 Chief Executive Officer of Crédit Mutuel Arkéa

Fixed compensation

The annual fixed compensation of Hélène Bernicot, in her capacity as Chief Executive Officer of Crédit Mutuel Arkéa, was set at four hundred and eighty-seven thousand euros for 2024.

Annual variable compensation

The conditions for the payment of variable compensation and the level of achievement of the individual objectives set for Hélène Bernicot, in her capacity as Chief Executive Officer of Crédit Mutuel Arkéa having been met, the Board of Directors approved the payment of annual variable compensation the amount of which represents 100% of the gross fixed annual compensation, i.e. four hundred and eighty seven thousand five hundred and fifty euros for 2024, it being specified that 50% of this compensation is deferred over six years and is subject to payment and vesting conditions and changes to a composite index.

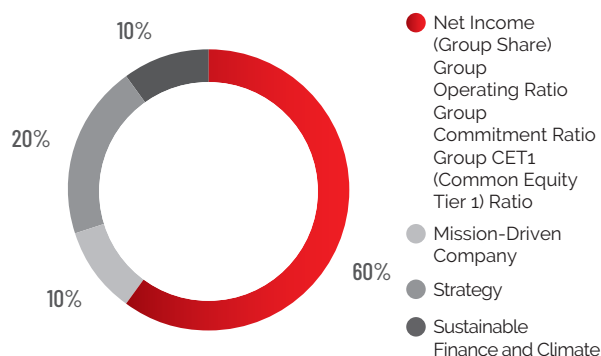
Retirement

At 31 December 2024, the estimated actuarial amount of the individual pension (Article 39) for the benefit of the Chief Executive Officer, crystallised at 31 December 2019, was, in accordance with Article D. 225-104-1 of the French Commercial Code, sixty-two thousand four hundred and fourteen euros.

Under the supplementary defined-contribution pension plan, the annual individual supplementary pension rights of Hélène Bernicot, at 31 December 2024, consisted of a life annuity, estimated at six thousand nine hundred and sixty-eight euros.

Benefits in kind

Hélène Bernicot, in her capacity as Chief Executive Officer, is provided with a company car.



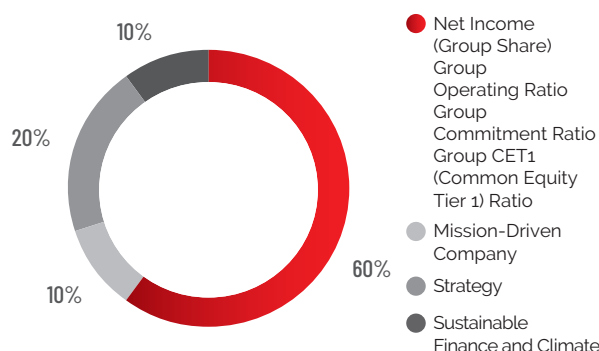
2.8.2.3 Deputy Chief Executive Officer of Crédit Mutuel Arkéa

Fixed compensation

The annual fixed compensation of Anne Le Goff, in her capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa, was set at four hundred and seventy thousand euros for 2024.

Annual variable compensation

The conditions for the payment of variable compensation and the level of achievement of the individual objectives set for Anne Le Goff, in her capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa having been met, the Board of Directors approved the payment of annual variable compensation, the amount of which represents 100% of the gross annual compensation, i.e. four hundred and seventy thousand euros for 2024, it being specified that 50% of this compensation is deferred over six years and is subject to payment and vesting conditions and changes to a composite index.



Retirement

At 31 December 2024, the estimated actuarial amount of the individual annuity (Article 39) for the Deputy Chief Executive Officer, crystallised at 31 December 2019, was established, in accordance with Article D.225-104-1 of the French Commercial Code, to eighty thousand five hundred and fifty-nine euros.

Under the supplementary defined-contribution pension plan, Anne Le Goff's annual individual and conditional supplementary pension rights at 31 December 2024, consisted of a life annuity, estimated at eight thousand six hundred and seventy-nine (gross).

Benefits in kind

Anne Le Goff, in her capacity as Deputy Chief Executive Officer, is provided with a company car.

2.8.2.4 Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Corporate and Institutional Banking Division

Fixed compensation

The annual fixed compensation of Bertrand Blanpain, in his capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Corporate and Institutional Banking Division, was set at three hundred and forty-five thousand euros for 2024.

Annual variable compensation

The conditions for the payment of variable compensation and the level of achievement of the individual objectives set for Bertrand Blanpain, in his capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Corporate and Institutional Banking Division, having been met, the Board of Directors approved the payment of an annual variable compensation, the amount of which represents 92.5% of the gross fixed annual compensation, i.e. three hundred and nineteen thousand one hundred and twenty-five euros (gross) for 2024, it being specified that 50% of this compensation is deferred over five years and is subject to payment and vesting conditions and changes to a composite index.

Retirement

At 31 December 2024, the estimated actuarial amount of the individual annuity (Article 39) for the Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Corporate and Institutional Banking Division at 31 December 2019, was, in accordance with Article D.225-104-1 of the French Commercial Code, ten thousand five hundred and one euros.

Under the supplementary defined-contribution pension plan, the annual individual supplementary pension rights of Bertrand Blanpain, at 31 December 2024, consisted of a life annuity, estimated at eight thousand five hundred and forty-two euros (gross).

Benefits in kind

Bertrand Blanpain, in his capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Corporate and Institutional Banking Division, is provided with a company car.

2.8.2.5 Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Retail Customer Division,

Fixed compensation

The annual fixed compensation of Frédéric Laurent, in his capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Retail Customer Division, was set at three hundred and five thousand euros for 2024.

Frédéric Laurent's term of office as Deputy Chief Executive Officer of Crédit Mutuel Arkéa ended on 1 March 2024.

Annual variable compensation

Frédéric Laurent did not receive any annual variable compensation for 2024.

Retirement

At 31 December 2024, the estimated actuarial amount of the individual annuity (Article 39) for the Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Retail Customer Division, crystallised as at 31 December 2019, was, in accordance with Article D.225-104-1 of the French Commercial Code, forty-six thousand, three hundred and thirty-eight euros.

Under the supplementary defined-contribution pension plan, Frédéric Laurent's annual individual supplementary pension rights, at 31 December 2024, consisted of a life annuity, estimated at twelve thousand one hundred and sixty-six euros (gross).

Benefits in kind

Frédéric Laurent, in his capacity as Deputy Chief Executive Officer of Crédit Mutuel Arkéa in charge of the Retail Customer Division, is provided with a company car.

2.8.2.6 Performance trends

Evolution of the compensation granted to each of the executive corporate officers compared to the group's performance over the last five financial years (data in € millions):

	2020	2021	2022	2023	2024
NBII	2,158	2,531	2,569	2,139	2,184
Net income, group share	356	574	551	416	395
Compensation granted to the Chairman of the Board of Directors ⁽¹⁾	0.541	0.847	0.711	0.732	0.786
Compensation granted to the Chief Executive Officer ⁽²⁾	0.565	0.940	0.943	0.986	0.986
Compensation granted to the Deputy Chief Executive Officer	0.395	0.887	0.885	0.947	0.945
Compensation granted to the Deputy Chief Executive Officer in charge of the PEI		0.622	0.682	0.700	0.696
Compensation granted to the Deputy Chief Executive Officer in charge of the PCR		0.572	0.640	0.696	0.306

(1) 2020: Jean-Pierre Denis, 2021: Jean-Pierre Denis and Julien Carmona, 2022 to 2024: Julien Carmona

(2) 2020: Ronan Le Moal and Hélène Bernicot, 2021 to 2024: Hélène Bernicot.

2.8.3 Table of individual compensation of executive corporate officers

The gross compensation awarded to Crédit Mutuel Arkéa's executive corporate officers is detailed in the tables below:

Julien Carmona, Chairman of the Board of Directors

Compensation components	2023		2024	
	Gross amounts allocated in respect of 2023	Comments	Gross amounts allocated in respect of 2024	Comments
fixed compensation	700,000	Gross compensatory allowance paid during the financial year	755,385	Gross compensatory allowance paid during the financial year
variable compensation	None	Julien Carmona does not receive variable compensation.	None	Julien Carmona does not receive variable compensation.
benefits in kind	32,118	Housing and a company car are allocated for the performance of his duties	31,400	Housing and a company car are allocated for the performance of his duties
Total	732,118		786,785	

Hélène Bernicot, Chief Executive Officer

Compensation components	2023		2024	
	Gross amounts allocated in respect of 2023	Comments	Gross amounts allocated in respect of 2024	Comments
fixed compensation	487,500	Gross fixed compensation paid during the financial year	487,500	Gross fixed compensation paid during the financial year
variable compensation	487,500	Variable compensation awarded in respect of 2023 and subject to vesting and payment conditions	487,500	Variable compensation awarded in respect of 2024 and subject to vesting and payment conditions
<i>of which paid in N+1</i>	<i>121,875</i>	<i>25% of the variable compensation awarded in respect of 2023 and paid in 2024, taking into account the level of variable compensation awarded below €500,000</i>	<i>121,875</i>	<i>25% of the variable compensation awarded in respect of 2024 and paid in 2025, taking into account the level of variable compensation awarded below €500,000</i>
<i>of which deferred over 6 years subject to conditions</i>	<i>365,625</i>	<i>75% of the variable compensation awarded in respect of 2023 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors</i>	<i>365,625</i>	<i>75% of the variable compensation awarded in respect of 2024 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors</i>
benefits in kind	11,499	A company car is allocated for the performance of her duties	11,499	A company car is allocated for the performance of her duties
Total	986,499		986,499	

Terms of vesting and payment of variable compensation in respect of 2024

In accordance with the compensation policy approved by the Board of Directors on 26 January 2024, payment of the variable compensation awarded is not guaranteed and may not, in any event, have the effect of limiting the capacity of Crédit Mutuel Arkéa or the group to strengthen their equity. In addition, as the Chief Executive Officer is a member of the regulated population, rules relating to the vesting and payment of a portion of her variable compensation are applied. Thus, 25% of the variable compensation awarded in respect of the 2024 financial year is paid in cash in 2025. The remaining 75% is subject to withholding and/or deferred payment subject to conditions, over a total period of six years.

In 2024, Anne Le Goff was paid three hundred and thirteen thousand five hundred and eighty-six euros in gross variable compensation for the years 2021, 2022 and 2023.

Anne Le Goff, Deputy Chief Executive Officer

Compensation components	2023		2024	
	Gross amounts allocated in respect of 2023	Comments	Gross amounts allocated in respect of 2023	Comments
fixed compensation	470,000	Gross fixed compensation paid during the financial year	470,000	Gross fixed compensation paid during the financial year
variable compensation	470,000	Variable compensation awarded in respect of 2023 and subject to vesting and payment conditions	470,000	Variable compensation awarded in respect of 2024 and subject to vesting and payment conditions
<i>of which paid in N+1</i>	117,500	<i>25% of the variable compensation awarded in respect of 2023 and paid in 2024, taking into account the level of variable compensation awarded below €500,000</i>	117,500	<i>25% of the variable compensation awarded in respect of 2024 and paid in 2025, taking into account the level of variable compensation awarded below €500,000</i>
<i>of which deferred over 6 years subject to conditions</i>	352,500	<i>75% of the variable compensation awarded in respect of 2023 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors</i>	352,500	<i>75% of the variable compensation awarded in respect of 2024 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors</i>
benefits in kind	7438	A company car is allocated for the performance of her duties	5,669	A company car is allocated for the performance of her duties
Total	947,438		945,669	

Terms of vesting and payment of variable compensation in respect of 2024

In accordance with the compensation policy approved by the Board of Directors on 26 January 2024, payment of the variable compensation awarded is not guaranteed and may not, in any event, have the effect of limiting the capacity of Crédit Mutuel Arkéa or the group to strengthen their equity. In addition, as the Deputy Chief Executive Officer is a member of the regulated population, rules relating to the vesting and payment of a portion of her variable compensation are applied. Thus, 25% of the variable compensation awarded in respect of the 2024 financial year is paid in cash in 2025. The remaining 75% is subject to withholding and/or deferred payment subject to conditions, over a total period of six years.

In 2024, Anne Le Goff was paid three hundred and seven thousand two hundred and ninety euros in gross variable compensation for the years 2021, 2022 and 2023.

Bertrand Blanpain, salaried Deputy Chief Executive Officer

Compensation components	2023		2024	
	Gross amounts allocated in respect of 2023	Comments	Gross amounts allocated in respect of 2024	Comments
fixed compensation	325,000	Gross fixed compensation paid during the financial year	345,000	Gross fixed compensation paid during the financial year
variable compensation	363,871	Variable compensation awarded in respect of 2023 and subject to vesting and payment conditions	319,125	Variable compensation awarded in respect of 2024 and subject to vesting and payment conditions
<i>of which paid in N+1</i>	126,215	<i>25% of the variable compensation awarded in respect of 2023 and paid in 2024, taking into account the level of variable compensation awarded below €500,000</i>	100,090	<i>25% of the variable compensation awarded in respect of 2024 and paid in 2025, taking into account the level of variable compensation awarded below €500,000</i>
<i>of which deferred over 6 years subject to conditions</i>	237,656	<i>75% of the variable compensation awarded in respect of 2023 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors</i>	239,344	<i>75% of the variable compensation awarded in respect of 2024 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors</i>
benefits in kind	11,228	A company car is allocated for the performance of her duties	11,856	A company car is allocated for the performance of her duties
Total	700,099		696,290	

Terms of vesting and payment of variable compensation in respect of 2024

In accordance with the compensation policy approved by the Board of Directors on 26 January 2024, payment of the variable compensation awarded is not guaranteed and may not, in any event, have the effect of limiting the capacity of Crédit Mutuel Arkéa or the group to strengthen their equity. In addition, as the salaried Deputy Chief Executive Officer is a member of the regulated population, rules relating to the vesting and payment of a portion of his variable compensation are applied. Thus, 25% of the variable compensation awarded in respect of the 2024 financial year is paid in cash in 2025. The remaining 75% is subject to withholding and/or deferred payment subject to conditions, over a total period of six years.

In 2024, Bertrand Blanpain was paid two hundred and thirty-eight thousand two hundred and fifty-three euros in gross variable compensation for the years 2021, 2022 and 2023.

Frédéric Laurent, salaried Deputy Chief Executive Officer

Frédéric Laurent's term of office as Deputy Chief Executive Officer of Crédit Mutuel Arkéa ended on 1 March 2024.

Compensation components	2023		2024	
	Gross amounts allocated in respect of 2023	Comments	Gross amounts allocated in respect of 2024	Comments
fixed compensation	305,000	Gross fixed compensation paid during the financial year	305,000	Gross fixed compensation paid during the financial year
variable compensation	378,611	Variable compensation awarded in respect of 2023 and subject to vesting and payment conditions	0	Variable compensation awarded in respect of 2024 and subject to vesting and payment conditions
of which paid in N+1	149,861	25% of the variable compensation awarded in respect of 2023 and paid in 2024, taking into account the level of variable compensation awarded below €500,000	0	25% of the variable compensation awarded in respect of 2024 and paid in 2025, taking into account the level of variable compensation awarded below €500,000
of which deferred over 6 years subject to conditions	228,750	75% of the variable compensation awarded in respect of 2023 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors	0	75% of the variable compensation awarded in respect of 2024 is deferred and/or withheld. Payment is subject to the fulfilment of the conditions specified in the compensation policy approved by the Board of Directors
benefits in kind	9,516	A company car is allocated for the performance of her duties	1,560	A company car is allocated for the performance of her duties
Total	693,127		306,560	

Terms of vesting and payment of variable compensation in respect of 2024

In accordance with the compensation policy approved by the Board of Directors on 26 January 2024, payment of the variable compensation awarded is not guaranteed and may not, in any event, have the effect of limiting the capacity of Crédit Mutuel Arkéa or the group to strengthen their equity. In addition, as the salaried Deputy Chief Executive Officer is a member of the regulated population, rules relating to the vesting and payment of a portion of his variable compensation are applied. Thus, 25% of the variable compensation awarded in respect of the 2024 financial year is paid in cash in 2025. The remaining 75% is subject to withholding and/or deferred payment subject to conditions, over a total period of six years.

In 2024, Frédéric Laurent was paid one hundred and ninety-five thousand, four hundred and eighty-four euros in gross variable compensation for 2021, 2022 and 2023.

2.8.4 Table of compensation of the members of the Board of Directors

In accordance with the law of 10 September 1947, the duties of a member of the Board of Directors entitle the holder to the reimbursement of expenses against receipts, as well as the payment of compensation for time spent on the administration of the cooperative.

Breakdown of fees	Total individual attendance fees paid in 2023	2024 fees			Total individual attendance fees paid in 2024
		In respect of the Board of Directors	In respect of the committees	Detail of other functions of corporate officers within the group	
Julien Carmona [*] Chairman of the Board of Directors					
Sophie Violleau Vice-Chairwoman	183,290	25,015	17,880	169,072	211,967
Valérie Barlois-Leroux Director not from the cooperative movement	38,585	29,350	5,720	1,960	37,030
Valérie Blanchet-Lecoq Director	33,045	17,865	13,590	5,760	37,215
Philippe Chupin Director	45,850	17,865	13,055	8,995	39,915
Stéphane Cloarec Director	20,730	17,865	10,010	1950	29,825
Yvon Erhel Director	N/A	9,290	3,575	22,258	35,123
Pascal Faugère Director	33,810	17,865	2,860	13,040	33,765
Monique Huet Director not from the cooperative movement	64,185	30,915	14,670	8,280	53,865
Sophie Langouet Prigent Director	24,765	17,865	8,050	3,855	29,770
Anne-Gaëlle Le Bail Director	67,679	17,865	6,450	44,116	68,431
Patrick Le Provost Director	84,768	17,865	13,585	46,938	78,388
Frédéric Lemoine Non-voting Board member	18,010	29,350	0	0	29,350
Jean Le Nir Salaried director	0	0	0	0	0
Isabelle Maury Non-voting Board member not from the cooperative movement	29,325	31,285	0	0	31,285
Erwan Meudec Director	26,940	17,865	7,150	4,395	29,410
Luc Moal Director	69,570	16,135	18,895	40,768	75,798
Valérie Moreau Director	41,385	17,865	6,735	23,240	47,840
Fabienne Richard-Velly Director	N/A	10,005	2,145	16,935	29,085
Colette Séné Director	70,134	17,865	14,300	37,696	69,861
Dominique Trubert Director	53,442	17,865	2,860	32,712	53,437
Marie Vignal-Renault Salaried director	0	0	0	0	0
Total	905,513	377,860	161,530	481,970	1,021,360
Total outgoing corporate officers**	110,398	15,720	10,855	32,370	58,945

(^{*}) Julien Carmona, as a corporate officer, receives compensation, the elements of which are detailed, for the 2024 financial year, in Section 2.8.2.1.

(^{**}) Compensation received in 2024 by Thierry Bougeard and Yves Mainguet whose terms of office on the Board of Directors of Crédit Mutuel Arkéa expired at the General Meeting of 22.05.2024.





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3.1 Recent trends and outlook

3.1.1 Economic and regulatory environment in 2024

By 2024, at just over 3%, global growth will be half a point below the average for the 2010-2019 decade. This downward trend reflects a number of factors: (i) a determination by the world's monetary authorities to curb inflation by maintaining a restrictive interest rate environment, (ii) geopolitical instability which is pushing up input and freight prices, eroding companies' capacity to invest, (iii) extreme weather phenomena, (iv) the structural slowdown in the Chinese economy and (v) the ageing of the population, combined for many economies, with the notable exception of the United States, with declining productivity. Having listed the main points of fragility, the resilience of world growth, at around 3%, should also be emphasised: in 2024, world GDP benefited in particular from the unexpected dynamism of the US economy.

Overall, the resilience of global growth in 2024 reflects a number of factors. On the whole, households and businesses benefited from exceptional assistance during the pandemic, enabling them to withstand the inflationary shock of 2022-2023 without any significant deterioration in their financial situation. What's more, the European public support measures designed to limit the surge in energy prices in 2022, although eased in 2023, have maintained sufficient confidence in the Eurozone. What's more, the labour market has shown tremendous resilience in the advanced economies. In the Eurozone and even in the United States, the unemployment rate remains close to historic lows. Lastly, India (the world's 5th largest economy, with growth of 6.8% in 2024) has become a driving force that means global growth is no longer solely dependent on the dynamic activity of a still convalescent China.

The historic (for 40 years) rise in key rates between 2022 and 2023 has spread more slowly than expected across the economies, due in particular to (i) high liquidity, which has enabled companies and households to invest cash and savings on advantageous terms, and (ii) mortgages taken out mainly at fixed rates since the global property crisis of 2008-2010 (60% of the global stock excluding the United States (95% of the current stock), compared with 49% at the start of 2011 according to the IMF). The rise in mortgage rates has therefore not resulted in an increase in interest costs for households. This is essential because housing is a key link in the transmission of monetary policy to individuals, with mortgages the main financial commitment of a large majority of households.

In 2024, the growth of the US economy reached 2.8%, which allows it to be at a level 12% higher than that prevailing before the pandemic crisis. In the eurozone, the weakness of activity (0.7% in 2024) once again contrasted with the dynamism of the US economy. However, the performance was mixed. Germany was a poor performer, ending the year

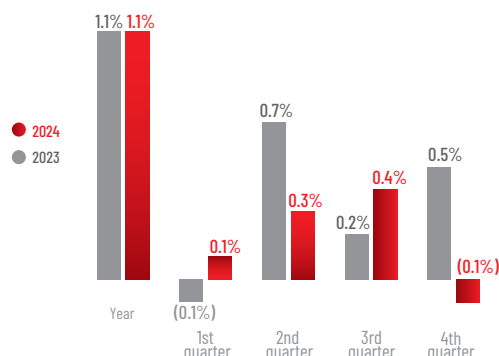
in a precarious position, with a decline of 0.2% over the year. Germany's level of GDP is virtually unchanged from its pre-crisis level (while it has grown by around 7% in Spain, 6% in Italy, 4% in France and 5% in the Eurozone as a whole).

Controlling inflation was once again the leitmotif of 2024. According to the IMF, headline inflation will fall from 6.7% in 2023 to 5.8% in 2024. While it is too early to claim victory for many central bankers (inflation in services remains high and geopolitical risks still threaten commodity markets), the disinflationary process appears to be well underway and has enabled the main central banks to begin normalising their monetary policies.

2024 was another volatile year on the bond markets. The gradual rise in rates seen in the first half of 2024 then gave way to a marked easing over the summer, against a backdrop of concerns about US employment. Subsequently, more reassuring US data and the election of Donald Trump caused bond yields to rise again at the end of the year. Investors believe that the President-elect's programme will be inflationary in particular, limiting the Federal Reserve's ability to lower its key rates further in 2025. Long-term yields in the Eurozone moved in tandem with those in the United States. In France, however, an additional premium was demanded from investors as a result of the high level of political uncertainty. As a result, the spread between the OAT and the Bund rose by an average of 26 basis points over the second half of the year.

The equity markets rose more than expected in 2024. In terms of sectors, the major US technology stocks once again outperformed, benefiting from the boom in artificial intelligence. All in all, the global equity market advanced thanks to the resilience of the US economy and emerging countries (excluding China). The year ended on a positive note for global equity markets, up by almost 17% (MSCI World Index, 72% of which is made up of US stocks). US equity indices, trading at all-time highs, benefited from the prospect of central bank rate cuts in the first half of the year, followed by tax cuts promised by President Trump, expectations of strong growth in 2025 and enthusiasm for US technology stocks. In Europe, markets were weighed down by political risks and the Chinese slowdown. The latter is also affecting the luxury goods sector, which is heavily represented in France's flagship CAC 40 index. In Japan, the Nikkei also posted rare growth of 19%, although this performance should be put into perspective in dollar terms (+7%). It is precisely the weakness of the yen that has fuelled the performance of Japanese export companies. In emerging markets, the MSCI Emerging Index gained 5.5%, penalised in particular by Chinese stocks.

Trend in French GDP in 2023 and 2024, quarterly and year-on-year



In France, growth slightly exceeded expectations in 2024 (+1.1%, after +1.1%), but this relative stability masks the sluggishness of domestic demand: the hoped-for upturn in activity has not materialised and the outlook is increasingly threatening, due to the strengthening of headwinds (political instability, tensions over public finances, weakness in the Eurozone, protectionist threats to international trade, etc.). In detail, French GDP benefited from an artificial improvement in the trade balance: this momentum was driven by a fall in imports, itself a reflection of depressed consumption and constantly postponed investment projects.

In 2024, French household confidence was still below its historical average. As a sign of fragility, 134,803 cases of overindebtedness were filed, an increase of 10.8% compared with 2023. Over the second half of 2024, the increase slowed (9.0% after 12.6% in the first half). The level of deposits in 2024 remains well below the pre-pandemic level (-6% compared with 2019) and the level ten years ago (-42% compared with 2014). This observation reflects the fact that the savings accumulated during the crisis still make it possible to absorb the inflationary shock. The savings rate in the third quarter of 2024 (18.2% of disposable income) was still slightly higher than its long-term average of 15%.

In 2024, business leaders also lost confidence in the direction of the French economy, according to INSEE surveys. In the end, corporate bankruptcies have risen sharply. At the end of December 2024, the cumulative number of insolvencies (provisional figures) was 65,764, 10.8% higher than the 2010-2019 average and 16.8% higher than in 2023.

The regulatory environment was marked by the publication, in spring 2024, of the European banking package, comprising the regulation and directive on prudential capital requirements CRR3 / CRD6 (*Capital Requirements Regulation 3/Capital Requirements Directive 6*) and transposing the Basel agreements (see "Basel III: finalising the post-crisis reforms" published in December 2017).

While the European Union is preparing to apply the new CRR3 prudential requirements from 1 January 2025, the United Kingdom, through its regulator, has postponed implementation until 1 January 2027, and the United States has indicated its wish to lighten the requirements. Under these conditions, in order to preserve the competitiveness of European banks, the European Commission has postponed the prudential requirements for market risk (*FRTB - Fundamental Review of Trading Book*) to 1 January 2026.

The new requirements introduce significant changes both to the approaches for calculating capital requirements and to the reporting and publication of prudential information, including:

- the capital floor, which limits the advantage that banks can derive from using internal models to calculate capital requirements, by setting a minimum threshold for requirements calculated using the standardised approaches imposed by the regulations.

As a mutualist group, the minimum capital requirement applies at the level of the Crédit Mutuel Group, i.e. at the highest level of consolidation, in accordance with the option provided for by CRR3 and confirmed by the order of the French Ministry of the Economy, Finance and Industry of 3 December 2024;

- the new rules for calculating capital requirements for credit and counterparty risk, credit valuation adjustment risk, market risk and operational risk.

As a banking and insurance company, the risk weighting of the Crédit Mutuel Arkéa group's investments in the insurance sector not deducted from prudential shareholders' equity is more favourable.

The CRD6 directive, which aims in particular to harmonise governance practices by strengthening the assessment of members of the management body and those responsible for key positions, will apply from 11 January 2026, with the exception of certain requirements concerning branches in third countries, which will apply from 11 January 2027.

The banking package also represents a major step forward in the management of Environmental, Social and Governance (ESG) risks. In addition to a common definition of the E, S and G factors, the new requirements are aimed at optimum long-term management of these risks, in particular by requiring institutions to implement prudential transition plans from 2026.

In July 2024, the European regulation on artificial intelligence (IA act - Artificial Intelligence Act) was published. This new regulation aims to support the development of trustworthy artificial intelligence throughout the European Union. To achieve this, the European legislator has adopted a risk-based methodology for the artificial intelligence models used. This regulation will be phased in from February 2025 until 2027.

The new requirements of the CSRD (Corporate Sustainability Reporting Directive) apply to the 2024 financial year. It aims to strengthen the rules on the publication of non-financial information and was transposed into French law by an order dated 6 December 2023.

The Single Resolution Board continued its work on the operationalisation of internal bail-in in the context of banking resolution, in particular by publishing a guide to the implementation of its internal bail-in decision. It sets out the roles and responsibilities of the parties involved, the collection of information and the steps involved in carrying out an internal bailout for major banking institutions. Following the example of the latter, the Autorité de contrôle prudentiel et de résolution (ACPR - French Prudential Supervisory and Resolution Authority), as the French national resolution authority, has detailed the approach it has adopted for the implementation of bail-in, incorporating the specific features of bail-in for mutualist groups.

The Single Resolution Board has not raised any contributions to the Single Resolution Fund, considering that the financial means available are sufficient to cover the losses, costs or other expenses related to the use of the fund for resolution actions.

At national level, the **Haut Conseil de Stabilité Financière (Financial Stability Board)** has left unchanged the rate of the **countercyclical capital buffer** set at 1% from 2 January 2024, in the absence of the materialisation of a systemic shock and taking into account the level of cyclical risks, which are decreasing but remain high.

3.1.2 Outlook for 2025

The majority of central banks' key rates should be close to their equilibrium level in 2025. Monetary "easing" does not mean accommodative policy. Indeed, as long as the central banks' real key rates remain above their equilibrium level, the economy is theoretically restrained in order to ensure that inflation remains around 2%. National budgetary dynamics, future policy choices and sector-specific factors will then determine the crossing point or reforecast of key rates in 2025. As a result, there could be major differences between the major central banks over the course of the year, particularly between the US Federal Reserve (Fed) and the European Central Bank (ECB). According to our scenario, the former would continue to seek to contain price trends, while the latter would seek to prevent inflation from falling below the 2% target, by slightly stimulating activity in the Eurozone. At the end of 2025, the ECB's deposit rate would thus reach 1.75% while the upper range for Fed funds would be 4%.

These moves towards normalisation linked to lower inflation are having a positive effect. In addition to capital income, which has tended to rise in 2024, they are accompanied by an increase in inflation-adjusted wages, which will enable purchasing power to be restored for all households. Overall, this momentum is having a positive effect on household confidence, which is recovering in many economies, even if political instability in the Eurozone is limiting this rebound. In Europe and the United States, the consumer should benefit from these effects by 2025, thereby contributing to business growth. In China, President Xi Jinping announced his intention to be proactive in 2025 and to support the internal driver of the economy through major fiscal and monetary stimulus plans.

In light of the international context, macroeconomic and financial projections are subject to significant uncertainties, mainly downward. In particular, political positions are significantly increasing uncertainties and the risks of a significant deterioration in activity.

The regulatory environment for international corporate taxation was marked by the implementation on 1 January 2024 of the **GloBE (Global anti-Base Erosion proposal)** adopted as part of the 2024 Finance Law. The purpose of these regulations is to guarantee an effective tax rate of 15%, assessed in each country of establishment, for groups of companies with revenues of at least €750 million.

At national level, for the first time in the Fifth Republic the **State budget for 2025 was not adopted by Parliament before the deadline of 31 December 2024**. In December 2024, pursuant to article 45 of the Organic Law on Finance Laws (LOLF), Parliament passed a special law to ensure the continuity of national life and the regular operation of public services, pending the adoption of the Finance Law for 2025.

Overall, we estimate that average annual growth in the United States should reach 2.1% in 2025 (after 2.8% in 2024) while that of the Eurozone (four main countries: Germany, France, Italy, Spain) should be 0.9% (after 0.7%). China is expected to grow by 4.75%, after 5% in 2024. In 2025, global growth is expected to be 3.3%, the same as in 2024. From 2000 to 2019, the average pace of global growth was 3.8%. The growth forecast for 2025 is therefore low.

In France, growth is expected to slow to 0.7% from 1.1%, under the weight of political and budgetary uncertainties under the weight of political and budgetary uncertainties, with the breakdown in confidence delaying the rebound in consumption and, above all, investment. Household fundamentals are likely to remain solid, despite a slight rise in unemployment (to around 8%), while falling inflation should boost purchasing power. Consumption would also benefit from an easing in the savings rate. On the business side, profit margins remain higher than in 2019 (32.4% in Q3 2024), as do cash levels (according to the BdF, 59% of VA by mid-2024), even though business leaders point to a marked deterioration in the latter. Business insolvencies are forecast to peak at around 66,500 at the beginning of 2025, but should remain higher than expected in the second half of the year, with the persistent weakness of the economy limiting their decline.

For the 2025, **french inflation (CPI) is expected to remain below the 2% threshold**, mainly due to strong base effects on energy prices and weak industrial prices. In detail: the fall in electricity prices on 1 February 2025 (-15%) would help to drive down energy inflation (-2.5% in 2025), while sluggish global activity in industry would weigh on the prices of manufactured goods, which would not rise in 2025 for the second year running. Food prices (+0.9%) are set to slow further, as suggested by the current tensions surrounding trade negotiations, which will come to an end on 1 March. Conversely, service prices (over 50% of the CPI) are expected to continue to rise at a strong pace (+2.2%), driven by buoyant wages (+3.0% according to the Banque de France).

The rebuilding of household purchasing power provides hope for a more dynamic second half of the year. The slow recovery in confidence came to a halt in September 2024, brought to a halt by political uncertainty. Over and above these issues, confidence is being affected by a lacklustre international environment (trade war) and an unfavourable economic climate: the approach of the anticipated peak in business failures is fuelling fears of unemployment, fuelled by repeated announcements of redundancy plans. Nevertheless, moderating inflation is giving households back their purchasing power. In the second half of the year, widespread rate cuts combined with a rebound in purchasing power should once again boost French consumption.

In 2025, the real estate market is expected to stabilise at a low point, with the ability of the sector's sub-segments to recover varying widely. In the 4th quarter of 2024, transaction volumes for existing properties stabilised below the 800,000 mark (cumulative 12 months) and appear set to recover thanks to: (i) the accustoming of players to a new normality (average interest rate at 3.3% in December 2024 according to Obs. crédit logement / CSA) (This trend is particularly noticeable via the clear rebound in purchase intentions (INSEE)); (ii) the partial recovery in property purchasing power under the effect of rising incomes, lower interest rates and the fall in property prices in existing properties (-6% since the peak at the end of 2022). **The outlook remains more difficult in the new-build sector, which is suffering in particular from (i) high acquisition costs, (ii) the government's withdrawal from the rental sector and (iii) a relatively long lead time, at a time when the market has been seized up for more than two years and the solvency of construction companies is a cause for concern.** The approach of the municipal elections (May 2026) could also disrupt the recovery phase in construction.

Bond yields will remain relatively high in the United States, as in the Eurozone, despite the fall in short-term rates. This new balance reflects: (i) persistently higher inflation, (ii) long-term stabilisation of the deposit rate at around 2%, (iii) a less favourable supply-demand balance on the debt market, with the ECB no longer buying sovereign debt and government borrowing requirements reaching record levels. The ECB's balance sheet will continue to shrink in 2025, when it will have stopped all reinvestments of maturing securities acquired under the APP programme in July 2023, and those acquired under the PEPP programme in December 2024. The balance sheet is expected to decrease by €40bn per month on average in 2025. The ECB's cut in short-term rates will allow the yield curve to steepen again from 2025. Investor concerns about France's fiscal sustainability led to an increase in the spread between French 10-year sovereign yields and those of Germany. We expect this spread to remain at 90 basis points (compared with 50 basis points before the dissolution of the National Assembly).

In terms of supervision and resolution, institutions will have to meet the new requirements and projects initiated in 2024 by the European and French authorities, while taking account of the new European Commission's ambitions in terms of competitiveness, green transition and regulatory simplification.

The new requirements of the European CRR3 regulation (Capital Requirements Regulation 3) concerning the prudential requirements applicable to credit institutions and investment firms, have been effective since 1 January 2025, with the exception of the requirements relating to market risk, which have been postponed until 1 January 2026. **The European Banking Authority, responsible for implementing these requirements, will continue to issue regulatory and enforcement technical standards, guidance and reports over the next four years.**

The new requirements stemming from the European regulation on crypto-asset markets (MiCAR - Markets in Crypto-Assets Regulation) have been applicable since 30 December 2024, with the exception of the provisions relating to stablecoins, which came into force on 30 June 2024. This new body of regulation governs the public offering and admission to trading of tokens, the provision of crypto-asset services by service providers and the prevention of market abuse of crypto-assets. From now on, crypto-asset service providers supplying their services in the European Union will be subject to a prior authorisation procedure.

The regulation on digital operational resilience in the financial sector (DORA - Digital Operational Resilience Act) and the associated technical standards have been applicable since 17 January 2025. This new regulation establishes a common set of requirements for managing the risks associated with information and communication technologies (ICTs), and for the first time creates a supervisory framework for critical third-party providers of ICT services. It is all the more important for credit institutions as digital operational resilience is a supervisory priority for the European Central Bank for the period 2025-2027.

At the end of February 2025, the European Commission will present a **so-called Omnibus Directive**, which will amend the CSRD (Corporate Sustainability Reporting Directive), the CS3D (Corporate Sustainability Due Diligence Directive) and the Taxonomy Regulation, with the aim of simplifying and reducing the administrative burden on businesses. As a result, the sustainability reporting obligations imposed on credit institutions could be reviewed.

Under its **supervisory priorities 2025-2027**, the Supervisory Board of the European Central Bank sets three priorities. The first concerns remedying shortcomings in the risk management framework, in particular early detection of deterioration in asset quality and the implementation of prudent provisioning levels. The second concerns the improvement of the operational resilience framework, in line with the entry into force of the DORA regulation (Digital Operational Resilience Act). **The third involves stepping up efforts by institutions to quickly and effectively remedy the significant shortcomings that persist**, particularly with regard to the aggregation of risk data and risk reporting, for which it has published a guide detailing the main areas for progress.

The three European supervisory authorities (the European Banking Authority, the European Insurance and Occupational Pensions Authority and the AMF) **have continued their work on the European Single Access Point (ESAP)**, which will provide centralised electronic access to financial and non-financial information published by European companies from 2027.

The European Central Bank has announced the postponement of IReF reporting (Integrated Reporting Framework), scheduled for 2027, to the 4th quarter of 2029, given the complexity of this integrated reporting project, which aims to consolidate and standardise the reporting system for banks. However, it is expected to publish a detailed implementation plan at the end of 2025.

Following the publication of the positions of the European Council and the European Parliament during 2024 **on the Crisis Management and Deposit Insurance (CMDI) framework**, one of the main objectives of which is to facilitate the resolution of failing banks in the European Union, thereby minimising the risks of contagion or repercussions on the real economy, **inter-institutional negotiations have begun, with a view to reaching a final agreement during 2025.**

In June 2023, **the European Commission proposed a legislative package to promote open finance in the European Union.** The package consists of three separate proposals: a Payment Services Regulation (PSR), a Payment Services Directive (PSD3) and a Financial Data Access Regulation (FiDA). The ambition of the European legislator is to bring the financial sector into the digital age by defining a new framework for secure and open access to customer data across a wider range of financial services. **Negotiations between the European institutions on these various texts will continue throughout 2025.**

The Single Resolution Board has published its priorities for 2025, including the implementation of a comprehensive testing framework to ensure effective resolution and the adoption of new measures to simplify the resolution planning cycle. It is also expected to adopt new guidelines on how banks can self-assess their resolvability.

At the national level, **the Haut Conseil de stabilité financière (High Council for Financial Stability) will study the possible renewal of the application of the 3% cushion for sectoral systemic risk** aimed at limiting the exposure of systemic banks to highly indebted French non-financial companies, adopted on 1 August 2023.

The regulatory environment for corporate taxation is likely to remain characterised by considerable uncertainty. The adoption of a Finance Act for 2025, which could include some of the provisions of the draft budget presented in September 2024, could take place by the end of April 2025. If this were the case, an exceptional levy on the profits of large companies could apply to the 2025 and 2026 financial years.

3.1.3 Events after the reporting period

The Finance Act for 2025 was passed on 14 February 2025.

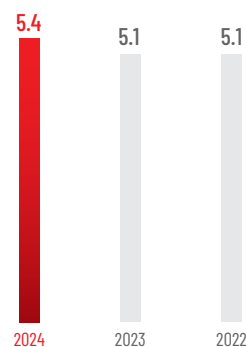
In early April 2025, the historic tariff hike severely shook financial markets, triggering a sharp correction in stock indices and volatility in bond markets. These recent developments could exacerbate the risks of acute financial stress and economic shocks.

3.2 Activity

3.2.1 Clients

The customer portfolio increased by 5.6% in 2024, adding almost 287,000 customers, mainly through online banking (+195,000 customers) and retail banking (+39,000 customers).

Customer portfolio (in millions)

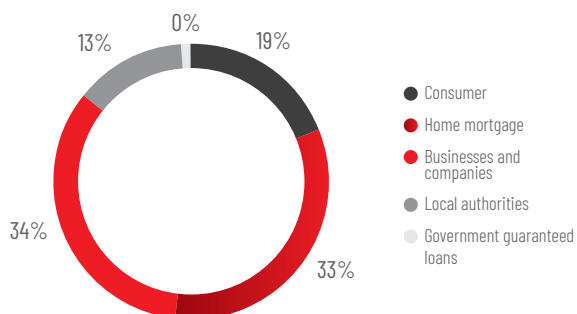


3.2.2 Loans

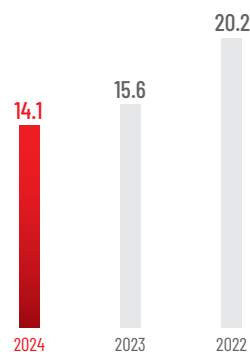
Outstanding loans⁽¹⁾ rose by 4.1% to €91.1 billion.

Loan production reached €14.1 billion in 2024, down 9%.

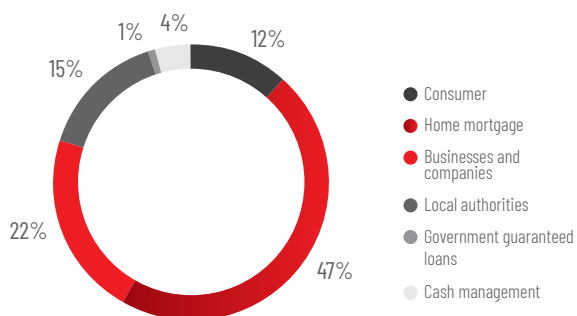
Loan production by loan type in 2024



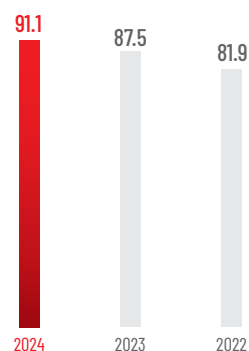
Loan production (in € billions)



Loans outstanding by loan type in 2024



Loans outstanding (in € billions)

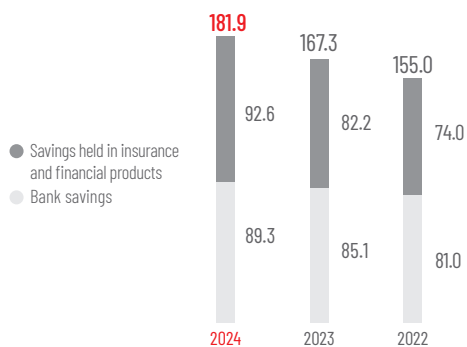


(1) Outstanding loans excluding related receivables and provisions.

3.2.3 Savings

Total outstanding savings reached €181.9 billion, up 8.7% compared to the end of 2023.

Outstanding savings (in € billions)

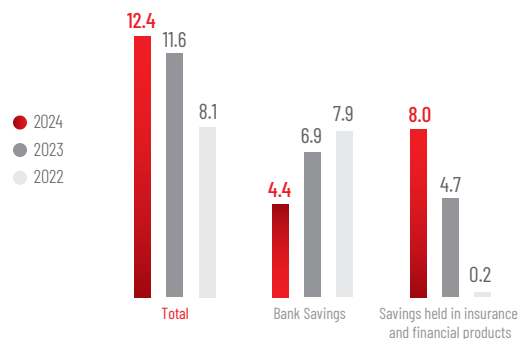


Net savings inflows in 2024 reached €12.4 billion, a record level, up 7.0% on 2023.

- net inflows in interest-bearing bank savings of €4.4 billion, down €2.5 billion on 2023;
- net inflows into insurance savings plans of €1.5 billion, up €0.7 billion;
- net inflows in financial savings of €6.5 billion, up €2.6 billion.

In addition, outstanding current accounts in credit fell by €1.2 billion to €17.8 billion

Net inflows of savings (in € billions)



3.2.4 Shares

Outstanding shares were up 5.2% to €3.0 billion.

3.2.5 Business to-business (BtoB) services

Assets under custody rose by 21.7% to €72.8 billion in 2024.

The group processed a volume of 12.1 million stock market orders, up 19.3% on 2023.

The BtoB customer portfolio (managed by Procapital Securities Services, Monext, Nextalk, Arkéa Banking Services) was up by 4.8% year-on-year, reaching 2,084 customers.

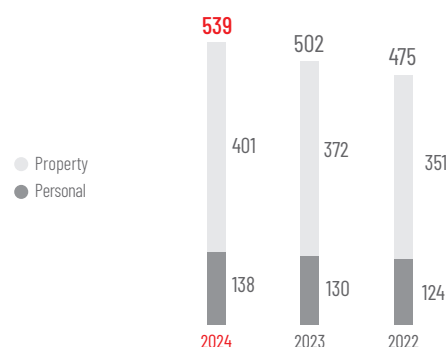
3.2.6 Non-life insurance

Non-life insurance contracts are distributed through the group's own networks and through networks outside Crédit Mutuel Arkéa group.

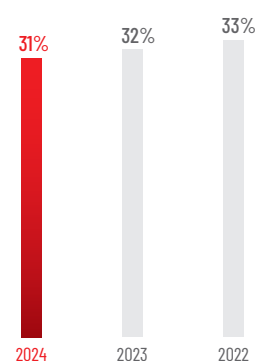
Premiums earned in the portfolio increased by 7.4% compared to 2023, reaching €539 million. At the end of 2024, 31% of these contributions were made by external networks.

New business premiums were 10.7% higher than in 2023 at €69 million. 50% of these contributions were made by external networks.

**Earned premiums on the non-life insurance portfolio
(in € millions)**



**Weight of external networks in earned premiums in
the portfolio**



3.3 Financial results

In 2024, the Crédit Mutuel Arkéa group generated net income attributable to equity holders of the parent of €395 million, down 5.2% compared to 2023.

The cost/income ratio⁽¹⁾ fell by 3 points to 68.8%.

	2024	2023	Change 2024/2023	
(in € millions)			change	%
Revenues	2,184	2,140	44	2.0%
Operating expenses	(1,502)	(1,537)	36	(2.3%)
Gross operating income	682	602	80	13.2%
Cost of risk	(180)	(94)	(86)	90.7%
Pre-tax income	500	542	(42)	(7.8%)
Income tax	(100)	(124)	23	(18.8%)
Net income attributable to equity holders of the parent	395	417	(22)	(5.2%)
Operating ratio	68.8%	71.8%	3 pts	

3.3.1 Revenues⁽²⁾

Revenues were 2.0% higher than in 2023, at €2,184 million (+€44 million).

The analysis of revenues is based on the sectoral breakdown presented in the financial statements.

3.3.1.1 Banking sector

The banking sector comprises retail banking for individual customers (including Crédit Mutuel's local banks, Arkéa Direct Bank (which includes Fortuneo and Keytrade), Arkéa Financements & Services and CFCAL), corporate banking (Arkéa Banque Entreprises et Institutionnels, Arkéa Crédit Bail, Arkéa Capital Investissement and Partenaire) and BPO (Business Process Outsourcing) subsidiaries (Monext, Nextalk, Arkéa Banking Services and ProCapital Securities Services).

Banking sector revenues increased by €39 million compared with 2023, to €1,632 million.

On a like-for-like basis⁽³⁾, revenues rose by €23 million to €1,617 million:

- the financial margin fell by €58 million (-7.3%) to €734 million, reflecting the continuing rise in the cost of customer deposits;
- net commission income rose by €92 million (+16.1%) to €665 million, driven by white-label banking services.

3.3.1.2 Insurance and asset management sector

The insurance and asset management sector includes life insurance (Suravenir), non-life insurance (Suravenir Assurances) and asset management companies (Federal Finance, Arkéa Asset Management, Arkéa Real Estate, Arkéa REIM, Arkéa Capital Gestion and Swen Capital Partners).

Revenues from insurance and asset management were stable at €552 million.

On a like-for-like basis⁽⁴⁾, revenues increased by €19 million to €552 million, mainly due to the good performance of asset management activities.

3.3.2 Operating expenses

Operating expenses fell by €36 million (-2.3%) to €1,502 million.

On a like-for-like basis, operating expenses fell by €24 million to €1,500 million.

- Employee benefits expenses rose by €45 million to €849 million, driven by salary reviews and growth in the Group's headcount;

- Other expenses fell by €25 million to €543 million, due to the absence of any contribution to the Single Resolution Fund in 2024, and to controlled growth in operating expenses in order to finance rate increases and support the Group's development;
- Depreciation, amortisation, impairment and provisions fell by €40 million to €85 million.

(1) Operating expense ratio (general operating expenses plus depreciation, amortisation and impairment of intangible assets and property, plant and equipment) to revenue.

(2) Revenues correspond to Net Banking Income (NBI) including gains or losses on disposals – dilution of companies accounted for by the equity method.

(3) Excluding changes in scope of consolidation 2024 (deconsolidation of Yomoni)

(4) Excluding changes in scope of consolidation 2023 (disposal of Novélia)

3.3.3 Cost of risk

The cost of risk rose by €86 million to €180 million:

- The cost of risk on performing loans was a charge of €3 million in 2024 compared with a reversal of €16 million in 2023;
- The cost of risk on doubtful and disputed customer loans increased by €66 million to €177 million.

The cost of risk represented 0.20 % of outstandings on the balance sheet of customer commitments.

3.3.4 Asset returns

The return on assets, corresponding to the net accounting income in relation to the total assets on a consolidated basis, stood at 0.20% in 2024.

3.3.5 Regulatory capital and ratios

3.3.5.1 Internal capital adequacy assessment process

Crédit Mutuel Arkéa group is subject to the prudential regulations applicable to credit institutions, insurance companies and financial conglomerates:

- the regulations applicable to credit institutions result from the transposition into French law of the Capital Requirement Directive (CRD) and the Capital Requirement Regulation (CRR), these texts corresponding to the roll-out of the so-called Basel III proposals. The regulations are supplemented by the transposition into French law of the *Bank Recovery and Resolution Directive* (BRRD). Following the implementation of Basel III, several texts published in 2019 and making up what is called the "banking package" have supplemented or amended the regulations in force. These new CRD 5, CRR 2 and BRRD 2 texts came into force gradually from 2019 to June 2021;

- since 2016, the regulations applicable to insurance companies have been derived from the transposition of the Solvency 2/Omnibus 2 directives into French law;

- the regulations applicable to financial conglomerates result from the transposition of the Financial Conglomerates Directive into French laws. The purpose of this regulation is to ensure that all of the conglomerate's risks (aggregating banking and insurance activities) are covered by the group's consolidated shareholders' equity.

The solvency ratios for banks and financial conglomerates are calculated in accordance with the standards in force at the closing date by Crédit Mutuel Arkéa's Accounting Department, based on the level of weighted risk calculated by the Risk Department.

At the end of 2023, the European Central Bank (ECB) notified Crédit Mutuel Arkéa of a Pillar 2 (P2R – Pillar 2 mandatory) requirement of 2.50% applicable for the year 2024 from 1 January. This requirement is to be constituted in the form of at least 56.25% of CET1 capital and 75% of Tier 1 capital.

Throughout 2024, the Crédit Mutuel Arkéa Group met its minimum ratio requirements. Each quarter, the ratios are calculated on the basis of the accounts closing and then compared with the minimum requirements set by the supervisor for each ratio.

Insurance solvency ratios are calculated and monitored by the group's insurance companies.

The Crédit Mutuel Arkéa group's asset-liability management department is responsible for monitoring all these ratios and steering the solvency of the banks and the financial conglomerate.

On the basis of regulatory statements, assumptions about the development of the group's business and appropriate capital requirement forecasts, the Balance Sheet Management Department makes projections of ratios over the coming years (minimum 3 years). These projections are presented regularly to Executive Management, notably at meetings of the Capital Management and ALM Committee, and are supplemented with crisis scenarios. The objective is to anticipate the group's capital requirements and propose optimisation measures to ensure long-term compliance with internal and regulatory requirements.

3.3.5.2 Solvency ratios

3.3.5.2.1 Regulatory capital

Common Equity Tier 1 (CET 1) capital amounted to €8.6 billion and represented 86% of total regulatory capital. They increased by €0.15 billion in 2024, mainly due to the inclusion of the estimated net income from interest on members' shares for the financial year and the net inflows of members' shares during the year, offset by lower valuations of equities and government securities.

Tier 2 capital decreased by €0.18 billion in 2024 due to the gradual downgrading of subordinated debt as an equity instrument. The early redemption authorised by the ECB of an issue during the 4th quarter 2024 was fully offset by a new issue carried out earlier in the second quarter.

Total regulatory capital reached €9.9 billion at the end of 2024.

(in € millions)	31.12.2024	31.12.2023
Tier 1 capital net of deductions	8,551	8,400
of which <i>Common Equity Tier 1</i> (CET 1)	8,551	8,400
Tier 2 capital net of deductions	1,391	1,566
Total capital for the calculation of the solvency ratio	9,942	9,966

3.3.5.2.2 Risk-weighted assets

Risk-Weighted Assets (RWA) are calculated on the basis of on- and off-balance sheet exposures. They are calculated and broken down by type of risk and are used in the calculation of solvency ratios.

At the end of 2024, risk-weighted assets stood at €50.9 billion, compared with €49.7 billion at 31/12/2023. This change is mainly due to the overall increase in outstanding loans, partly offset by changes in regulatory weightings (local authority weighting at 0%). 93% of risk-weighted assets were composed of credit risk.

(in € millions)	31.12.2024	31.12.2023
Credit risk	47,532	46,571
Market risk and CVA (standardised approach)	66	78
Operational risk (almost exclusively advanced measurement approach)	3,273	3,087
Total risk-weighted assets	50,871	49,736

3.3.5.2.3 Solvency ratios

The CET 1 ratio was stable at 16.8% at end-2024, compared with 16.9% at end-2023.

The overall solvency ratio decreased by 0.5 points to 19.5% at the end of 2024; this decrease was mainly due to the decrease in T2 capital in 2024.

	31.12.2024	31.12.2023
CET 1 ratio	16.8%	16.9%
Tier 1 ratio	16.8%	16.9%
Overall ratio	19.5%	20%

3.3.5.3 Other solvency ratios monitored

3.3.5.3.1 Leverage ratio

The Basel III texts defined a ratio aimed at capping the leverage effect. The leverage ratio is intended both to calibrate the amount of *Tier 1* capital (numerator of the ratio) and to control the group's leverage exposure (denominator of the ratio) in order to achieve the ratio level targets set by the group.

At 31 December 2024, the leverage ratio stood at 6.4%, compared with 6.5% at 31 December 2023. This slight decline was mainly due to the increase in exposure on the refinancing and commercial portfolios, mitigated by the repayment of the ECB refinancing programme (TLTRO) in the first quarter of 2024.

3.3.5.3.2 Financial conglomerate ratio

The financial conglomerate ratio makes it possible to verify the coverage by "financial conglomerate capital" of solvency requirements relating to banking and insurance activities. The minimum level required is 100%.

At 31 December 2024, the conglomerate's consolidated equity stood at €11.7 billion and the requirements at €7.4 billion, representing a decrease in the ratio to 158% compared to 170% at 31 December 2023.

3.3.5.3.3 Ratio derived from the Bank Recovery and Resolution Directive

The Banking Recovery and Resolution Directive establishes a European framework for the recovery and resolution of credit institutions. The aim is to reduce the impact of a bank failure on the financial system and avoid burdening the taxpayer.

It provides for the introduction of ratios - Minimum Requirement for own funds and Eligible Liabilities (MREL) - expressed in risk-weighted assets (RWA) or total exposure according to the leverage ratio methodology (LRE). Regulatory capital equity, subordinated securities, non-preferred senior debt and certain preferred senior debt with a residual maturity of more than one year are eligible for the numerator of the MREL ratios.

The Confédération Nationale du Crédit Mutuel (CNCM) obtained from the Single Resolution Board (SRB) a cooperative *waiver* allowing a single external MREL requirement at the level of the entry point into resolution extended beyond the central institution to all its affiliates. The consequence is the exemption from internal MREL of all affiliates of the central institution. As a result, the SRB has not notified the Crédit Mutuel Arkéa group of a minimum regulatory capital requirement and eligible liabilities (MREL ratio).

Despite the absence of requirements on an individual basis, the Crédit Mutuel Arkéa group monitors MREL and subordinated MREL indicators in addition to the risk appetite framework (excluding senior preferential debt from the numerator). At the end of 2024, the Crédit Mutuel Arkéa group complied with the thresholds set internally.

3.3.5.4 Solvency of the group's insurance companies

Since 1 January 2016, European insurers must comply with the Solvency 2 framework.

In this framework, the Solvency 2 capital consists of the entities' hard capital (capital fixed by Crédit Mutuel Arkéa: share capital and issue premiums), surplus funds for Suravenir (economic valuation of the provision for eligible profit-sharing to cover the Solvency Capital Requirement and the Minimum Capital Requirement), the reconciliation reserve (Solvency 2 net assets less the capitalised capital of Crédit Mutuel Arkéa, and any surplus funds) as well as subordinated liabilities subscribed by Crédit Mutuel Arkéa.

In addition, the Solvency Capital Requirement (SCR) of the group's insurance companies is calculated by applying the standard formula set out in the Solvency 2 regulation.

Since 31 December 2019, Suravenir has applied the transitional measure on technical provisions provided for in the Solvency 2 regulation. It should be noted that given the level of rates, this transitional measure had no effect in 2024 due to the cap on the deduction on technical provisions. No other transitional measures provided for by European legislation have been applied by the group's insurance subsidiaries. Insurance companies' own funds and regulatory capital requirements are reported quarterly and discussed with the group.

At the end of 2024, Suravenir and Suravenir Assurances complied with regulatory requirements.

With regard to governance, Suravenir and Suravenir Assurances have the four key functions required by regulations, as well as internal control and risk management systems. Each year, the insurance subsidiaries produce an ORSA (Own Risk and Solvency Assessment) report that assesses the overall solvency requirement, identifies any deviation of each company's risk profile from the assumptions of the standard formula and ensures ongoing compliance with regulatory requirements. Suravenir prepares its Recovery Plan (PPR) every two years, which aims to assess Suravenir's ability to maintain its commitments, as well as to restore its viability and financial position in the event of a crisis and provides for a range of measures that would make it possible, depending on the context encountered, to ensure its recovery in terms of solvency, liquidity or profitability.

Finally, Suravenir and Suravenir Assurances publish their Solvency and Financial Conditions Report (SFCR) and implement the Regular Supervisory Report (RSR) and the various quarterly and annual quantitative reporting templates (QRTs) for the supervisory authorities.

3.4 Measuring non-financial impacts

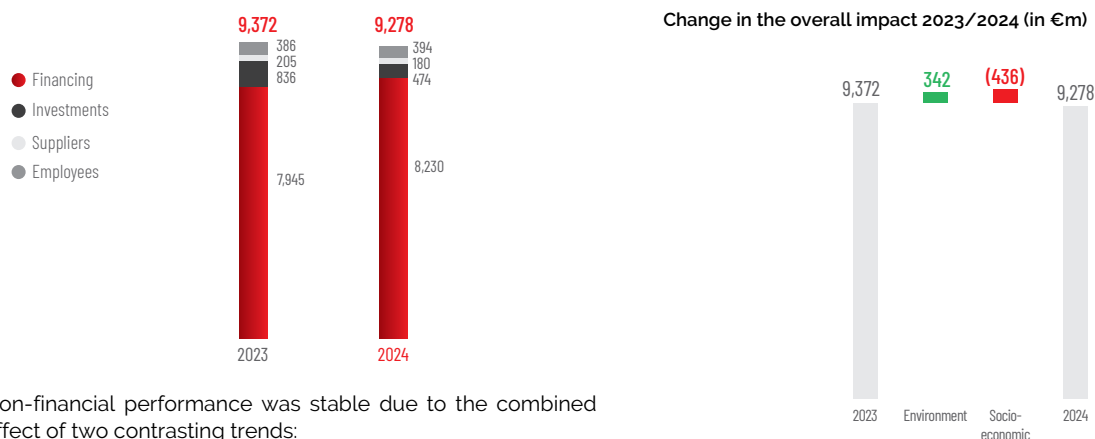
3.4.1 Enhancing non-financial measurement

Continuous improvement is at the heart of Crédit Mutuel Arkéa's approach, whether by extending the scope of non-financial measurement, developing new indicators deemed relevant, automating the tool or improving the reliability of the model's source data.

CSRD ALIGNMENT	NEW INDICATOR	COLLECTION OF GRANULAR DATA
Measure 2024 is evolving by changing certain external databases to bring them into line with the main principles of the CSRD, the new regulations governing sustainability reports In terms of the environment, our assumptions for the 2020-2023 financial years were on the whole more penalising than those used as financial market benchmarks for the CSRD	The measurement consists of estimating the contribution to French food sovereignty of the farmers supported by Crédit Mutuel Arkéa. The focus is on the notion of self-sufficiency, i.e. the proportion of French consumption covered by the production of different agricultural sectors in France.	The reliability of non-financial performance measurement continues to be improved with the collection of granular data from counterparties. This year, within the financing scope, detailed data on GHG emissions were used to measure a subsidiary's motorbike loans, based on vehicle engines, for an outstanding amount of €2.1 billion.

3.4.2 2024 non-financial result

Crédit Mutuel Arkéa's non-financial performance amounted to €9.3 billion in 2024, stable compared with 2023.



Non-financial performance was stable due to the combined effect of two contrasting trends:

- An improvement in environmental indicators, mainly due to the change in data sources used as part of the convergence with market practices.
- A deterioration in socio-economic indicators reflecting companies' difficulties at national level in a sluggish economic climate.

3.4.3 Analysis of 2023-2024 changes

3.4.3.1 Financing

The impact of socio-economic indicators remains broadly at the same level as in 2023, despite a significant deterioration in jobs supported by companies, while the negative impact of environmental indicators remains contained.

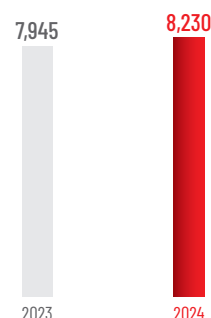
Covered outstandings also increased (81% of financing in 2024 vs. 78% in 2023), while improving the reliability of customer and non-financial data needed to measure the various scopes.

€1m in financing granted by CMA generates on average:

- -€15,500 in environmental impacts
- +€132,000 in socio-economic impacts.

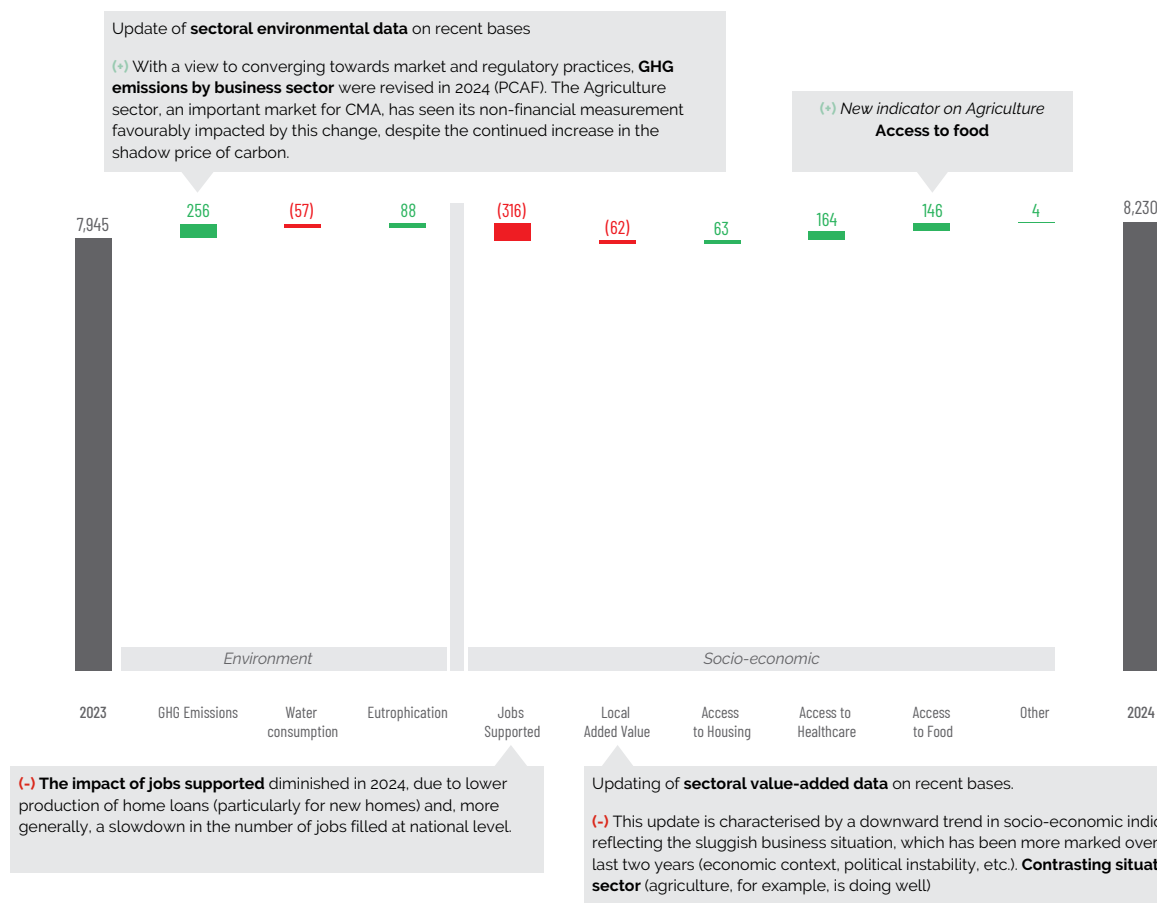
⇒ An overall impact of €116,500, down slightly from 2023 (€123,000).

Changes in impact and outstandings on financing (in €m)



In €bn	2023	2024
Outstandings	68	71

Changes in financing 2023-2024 (in €m)



3.4.3.2 Investments

The non-financial performance of CM Arkéa's investments amounted to €474 million for the 2024 financial year.

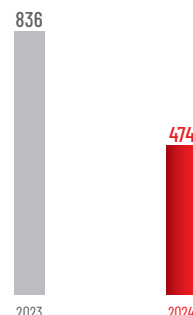
€1m in investments by CM Arkéa generate on average:

- €94,000 in negative environmental impacts
- €144,000 in positive socio-economic impacts.

⇒ An overall impact of €50,000, down from 2023 (€81,000).

The measurement of non-financial performance includes granular non-financial data for indicators of GHG emissions, water consumption, waste production and jobs supported.

Change in impact and outstandings on investments (in €m)

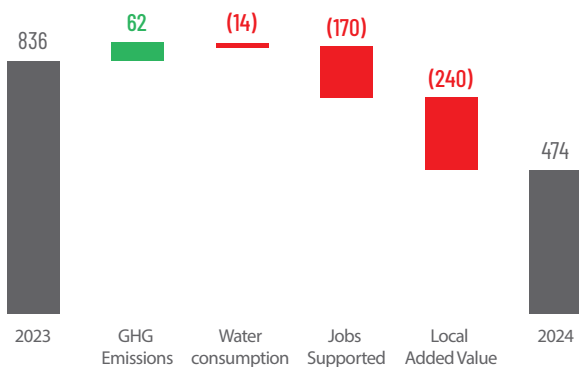


In €bn	2023	2024
Outstandings	10.4	9.4

In 2024, the non-financial impact on investments deteriorated significantly due to the fall in socio-economic indicators.

Conversely, on the environmental side, the results were rather positive.

Changes in investments change 2023-2024 (in €m)



The improvement in **GHG emissions** indicator is mainly due to the **decrease in outstandings (-€300 m)** for the **refining industry**, in line with Arkéa Asset Management's "Oil and Gas" policy.

This decrease is weighted by the increase in the shadow price of carbon.



The decline in the **jobs supported** indicator is linked partly to the discrepancy between sector data and actual data, but also to **Arkéa's lower proportion overall** in 2024.



Two main factors explain the fall in the **value added** indicator in the regions.

- The first concerns the **updating of value-added ratios**, which significantly reduces the impact of the "Energy production" sector (**-€75m**)
- The second is explained by the **decrease in the commitment to the "Manufacturing Industries" sector** (in line with the "Oil and Gas" policy), resulting in a decrease of **-€65m**

The remaining difference is distributed among the other 16 business sectors studied.

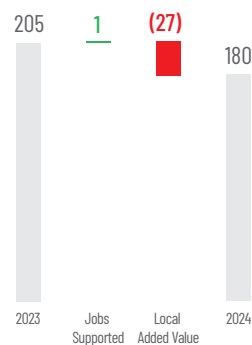
3.4.3.3 Suppliers

The amount of external purchases covered by the non-financial performance measurement was up slightly (+4%) at €561 million.

The GHG emissions associated with these purchases are directly included in the Group's carbon footprint.

The "Information and Communication" sector is an important sector in CM Arkéa's purchasing policy. Sector data (VA/€ of revenues generated) for this sector were less favourable in 2024, which reduced the non-financial impact on the Value Added indicator in the regions

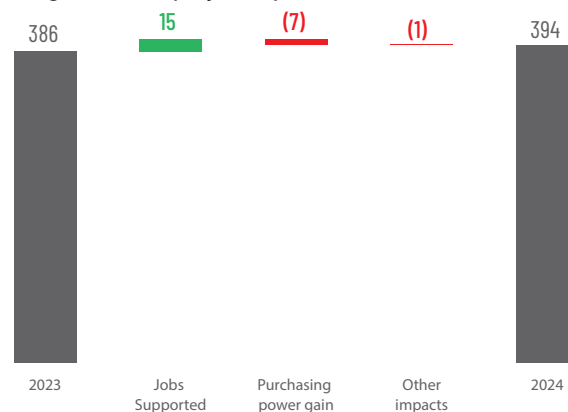
Change in the supplier impact 2023/2024 (in €m)



3.4.3.4 Direct footprint (employees)

An increase in FTEs and in average net compensation (which varies from one entity to another) contributed to the slight rise in direct non-financial impacts (+2%).

Change in the employee impact 2023/2024 (in €m)





SUSTAINABILITY REPORT

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4.1 General information (ESRS 2)

4.1.1 Basis for preparation of the declaration

4.1.1.1 Information relating to the preparation of the sustainability report (BP-1)

For this first financial year, Crédit Mutuel Arkéa is the only Group entity subject to sustainability reporting requirements. The scope of the sustainability report includes all Group entities that are fully consolidated in the consolidated financial statements; it also includes non-consolidated companies whose activities have a material impact ⁽¹⁾ at Group level.

The information included in the sustainability report concerns the activities of Crédit Mutuel Arkéa, its subsidiaries and the local member banks of the Crédit Mutuel de Bretagne

federation (the 'Crédit Mutuel de Bretagne federation') and the Crédit Mutuel du Sud-Ouest federation (the 'Crédit Mutuel du Sud-Ouest federation') and the various upstream and downstream value chains. This information covers subjects identified as material for Crédit Mutuel Arkéa.

Crédit Mutuel Arkéa does not make use of the option that allows it to omit particular information relating to intellectual property, know-how or the results of innovations or the option of exemption from publication of information relating to imminent developments or business under negotiation.

4.1.1.2 Disclosures in relation to specific circumstances (BP-2)

Time horizons

The Crédit Mutuel Arkéa Group has chosen time horizons that are consistent with its strategy, business model and risk profile:

- the short-term horizon, of less than three years - this time horizon differs from the ESRS 1 standard but is consistent with the Group's business model and risk profile. The three-year period corresponds to the time horizon selected:
 - as part of the internal capital adequacy assessment process: on the basis of regulatory declarations, assumptions about the development of the Group's business and forecasts of the appropriate capital requirements, ratios are projected over at least three years;
 - as part of the risk appetite policy: defined by the desired and bearable levels of each type of risk, in both normal and adverse economic and financial conditions, in application of a development strategy over a forecast horizon of at least three years as part of the capital adequacy assessment process (ICAAP) and risk mapping;
 - in the context of commercial challenges and financial objectives.
- the medium-term horizon, greater than or equal to three years and less than ten years, includes the duration of Crédit Mutuel Arkéa's medium-term strategic plan and meets the Group's tactical challenges;
- the long-term horizon, defined as more than ten years, corresponds to the strategic commitments set out in Crédit Mutuel Arkéa's Purpose, which is to support its customers over the long term in the face of change, particularly climate change and the preservation of natural capital.

These horizons were considered to be the most relevant from the point of view of sustainability issues, in order to reconcile the long time horizon of certain associated risks (including climate risks) and the shorter-term vision of other financial risks.

Sources of estimation and outcome uncertainty

The sustainability information has been prepared in the context of the first application of the legal and regulatory requirements resulting from the transposition of the European Corporate Sustainability Reporting Directive ("CSRD"). This first year of application of the directive and of the dual materiality analyses it requires is characterised by uncertainties about the interpretation and application of the texts, by the absence of established practices or comparative data, and by difficulties in collecting data, particularly within the value chain.

In this context, the Crédit Mutuel Arkéa Group has endeavoured to implement the normative requirements set by the ESRS, as applicable on the date the sustainability report was drawn up, with regard to the specific features of the financing and investment activities and on the basis of the information available within the timeframe for its preparation and validation.

1. With regard to the analysis of dual materiality and, in particular, that relating to its value chain, the Group had to deal with limitations relating to the data available, the maturity of the evaluation methodologies and their suitability for the requirements of the directive. It has therefore made a number of structuring assumptions, which are detailed in the relevant sections of this report. The result of the dual materiality analysis will be reassessed in future financial years in the light of the data available and its quality, market methodologies and practices and, where applicable, industry standards, in line with the Group's strategy and business model.

(1) These entities are Armorique Habitat and Arkéa Assistance/Arkéa Sécurité.

2. With regard to the transition plan, financial institutions should distinguish between the transition plan for their own activities and the transition plans for the "downstream" value chain, in particular the financing and investment portfolios. With regard to the latter, in the banking sector, the transition plan approach is built around sectoral climate trajectories, based on a chosen reference scenario. Consequently, the notion of transition plan used in this report refers to a set of transition plans by business (asset management and life insurance) or by sector (banking). These transition plans are based on recognised scientific trajectories and reference scenarios (see dedicated section). These trajectories may be updated in the years to come, in the light of geopolitical, technological and regulatory developments, etc. Finally, the Group draws attention to the fact that quantifying the levers of decarbonisation and their contribution to achieving climate targets is a complex exercise for financial institutions, depending in particular on the publication of the transition plans of the players financed and their implementation. It was therefore not possible to carry out this exercise for this first reporting. These transition plans are intended to provide an understanding of the past, current and future mitigation efforts of certain Group activities and sector portfolios. The aim is to provide visibility on the contribution of the Group's strategy and business model to the transition to a more sustainable energy future

a more sustainable economy, and the resources deployed to support these ambitions. The Group's activities and sectors covered by these transition plans are as follows:

- financing activities and cash investments: non-financial companies covering the oil and gas, coal, steel, cement, maritime transport, air transport and power generation sectors;
- financing activities for individuals: home loans;
- asset management activities: for corporate investments in equities and bonds held directly and indirectly via transparent listed funds;
- life insurance business: companies' investments in equities and bonds held directly and indirectly via transparent listed funds;
- the assumptions associated with these transition plans are presented later in this report.

With regard to the measurement of financed emissions (scope 3 - category 15), the uncertainties associated with carbon emissions data are described in section 4.2.2.4 The Group's carbon footprint.

Major events and particular circumstances

Merger - Arkéa Asset Management: *this report* takes into account the merger between Federal Finance Gestion and Schelcher Prince Gestion. Since 31 December 2024, the new entity resulting from the merger has been Arkéa Asset Management.

4.1.2 Crédit Mutuel Arkéa Group sustainability model

4.1.2.1 Strategy, business model and value chain (SBM-1)

The Crédit Mutuel Arkéa Group's business model

The Crédit Mutuel Arkéa Group offers a balanced and diversified range of products and services covering a large part of the financial sphere.

These different business lines, products and services, their associated customer targets and the main changes that occurred during the 2024 financial year are described in chapter 1 of the URD.

To ensure the smooth running of all these activities, the Group relies mainly on:

- rigorous and dynamic management of its financial resources (customer deposits, shares, cash and refinancing). To this end, it works closely with the supervisory authorities, investors and financial and non-financial rating agencies (see. 4.1.2.4 Interests and views of stakeholder);
- its human capital, made up of its employees and directors. All the actions taken to develop the Group's human capital and cooperative strength are described in chapters ESRS S1 and G1;
- the management of its purchases of goods and services, in particular through the deployment of a responsible purchasing policy.

Crédit Mutuel Arkéa is particularly committed to maintaining decision-making centres and job pools in the regions, as a guarantee of proximity to the needs of its customers and their

economic, social and environmental challenges. Anchored in the real economy, it has no Corporate and Investment Banking (CIB) subsidiaries, no subsidiaries outside the euro zone and does not offer offshore banking services to its customers and members, nor does it operate in countries on the European Union's black list of non-cooperative countries and regions. By deploying its cooperative and collaborative model of financial services from its regional bases, the Group now covers the whole of France and Europe, particularly through business-to-business services.

Sustainability at the heart of the strategy

As a cooperative banking Group, Crédit Mutuel Arkéa is committed to a sustainable economy and finance, serving the real economy. Crédit Mutuel Arkéa is not a listed company. It belongs to its members, who are also its customers. At every level of decision-making, they steer the Group's strategy within a democratic framework based on the principle of 'one person, one vote'.

In line with its regional roots, Corporate Social Responsibility (CSR) is a key part of the Group's development strategy. In 2020, as part of the new framework provided by the Pacte Act, Crédit Mutuel Arkéa became the first French bank to adopt a Purpose, affirming its role as a 'financial partner for transitions'. This role was confirmed when, in May 2022, it adopted the status of a Company with a Mission⁽¹⁾ and five statutory commitments. The mission is organised around five commitments that form the basis of the long-term strategy.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2023-11/cma-devient-officiellement-entreprise-a-mission_cp_11052022.pdf

The Company with a Mission 2024-2027 roadmap

The Mission Committee has adopted a roadmap linking targets and measurement indicators to each of the five commitments, which are subject to regular monitoring. This roadmap constitutes a structuring policy for managing the material impacts, risks and opportunities of several topical ESRS.

In December 2024, Crédit Mutuel Arkéa's Mission Committee validated the targets relating to certain material impacts, risks or opportunities as part of its new Company with a Mission roadmap to 2027. The definition of these targets was initiated during the first half of 2024, in close collaboration with:

- the dual materiality analysis and interviews with external experts met as part of this exercise (see 4.1.3.2.1 Description of the process to identify and assess material impacts, risks and opportunities (IRO-1)). Some of these external experts are directly involved in structures that can be considered trusted intermediaries in issues of inclusion and solidarity and in knowledge of the societal challenges facing territories;
- work on the Group's new strategic plan for 2030.

The business lines leading on these issues proposed their ambitions to the Mission Committee during 2024, before final approval of the roadmap in December 2024. Because of its cooperative and mutualist model and its status as a Company with a Mission, the directors of Crédit Mutuel Arkéa, who are also customer-members, were directly involved in the process of defining and monitoring the targets. Employees are also involved in this process through their representatives on the Mission Committee and the Board of Directors.

The Sustainable Finance 2019-2024 roadmap

For its financing, investment and asset management business lines, in 2019 Crédit Mutuel Arkéa drew up its first Sustainable Finance Roadmap to 2024, which contributes to the United Nations' Sustainable Development Goals (SDGs). In particular, this roadmap aimed to integrate criteria linked to sustainability matters, known as ESG, into its activities and to develop new sustainable offers or systems to support transitions.

In particular, it has been implemented through:

- sectoral and topical⁽¹⁾ policies aimed at improving the environmental and social impact of the Group's activities by sector and/or by sustainability issue:
 - These policies are intended to be incentive-based, even selective, and are revised regularly to take account of scientific, regulatory, technological and regional developments, etc.;
 - some of these have resulted in the Group's decision not to support certain practices or sectors through financing and/or capital investment (or even to enter into any relationship at all):
 - in contradiction with climate objectives, generating negative impacts and carrying transition risks:
 - fossil fuels: oil and gas and coal;
 - business and private aviation;
 - palm oil production;
 - in contradiction with social and ethical issues:
 - tobacco-related activities (production and wholesale distribution);
 - players involved in certain weapons
 - players with practices contrary to the United Nations Global Compact.
 - The Group is not directly involved in the fossil fuel sector, the production of chemical products, controversial weapons or the cultivation and production of tobacco.
- services developed to focus financial flows more closely on sustainability matters and to support stakeholders in their transition, described later in this report.

The Group is also involved in collective initiatives to promote greater sustainability in the economic and financial world. Through its support for these initiatives, Crédit Mutuel Arkéa encourages all companies to be more transparent about the actions taken.

(1) https://www.cm-arkea.com/arkea/banque/assurances/pa_26040/fr/politiques-sectorielles-et-thematiques

MARKET COMMITMENTS AND INITIATIVES JOINED

Crédit Mutuel ARKEA

DE NOUVEAUX LIENS POUR CHANGER DEMAIN



Since 2015, Crédit Mutuel Arkéa has been involved in the United Nations Global Compact social responsibility initiative and its 10 principles on human rights, labour standards, the environment and the fight against corruption.



SUBSIDIARIES



- Principles for Responsible Investment



- Membership of the FAIR association
- Principles for Responsible Investment
- CDP - formerly Carbon Disclosure Project
- Signing of the Paris Appeal
- Signing of the UNEPFI "Global Investor Statement on Climate Change".
- Climate Action 100+
- Finance for Biodiversity Pledge



- Manifesto of the International Climate Initiative (2019)
- Principles for Responsible Investment
- France Invest Gender Parity Charter
- France Invest Value Sharing Charter

A committed player in its regions, Crédit Mutuel Arkéa is also involved in regional and local sustainability initiatives (Dirigeants Responsables de l'Ouest, Communauté des Entreprises à Mission Ouest, etc.).

Sustainable finance strategy 2025-2030

As part of its strategic plan to 2030, Crédit Mutuel Arkéa defined its new sustainable finance strategy at the end of 2024. It sets out the priority sustainability matters, some of which were identified during the dual materiality analysis in 2024, that will collectively mobilise the Group by 2030, while fitting into a longer-term vision of the world, namely:

- climate change mitigation and adaptation;
- biodiversity and natural capital;
- water.

The deployment of policies and actions in favour of these issues will be systematically adapted in the light of two important dimensions for the Group:

- the impact on the sovereignty of regions, whether in terms of food sovereignty, defence, transport, energy, reindustrialisation, etc;
- just transition, to take account of equity, social justice and inclusion in decision-making.

These priority sustainability matters will be supported by action plans tailored to each activity and target. Key actions include

Climate change mitigation and adaptation:

- for corporate financing activities:
 - the definition of new climate targets⁽¹⁾ for the banking book in sectors where the climate issue is material, including: agricultural sectors, commercial real estate and motor construction
 - the continuation of actions to implement the targets and pathways already defined (described in chapter ESRS E1);
- for financing activities for companies and individuals:
 - support for "solutions" to decarbonising the economy and the carbon tax;
 - financing adaptation solutions and supporting customers in adapting to the effects of climate change, particularly for customers operating in the sectors most affected by climate change (agriculture and agri-food, real estate, energy/water/waste, transport, local authorities) and individual customers;
- for asset management activities: a target of a 50% reduction in carbon intensity by 2030⁽²⁾ for the corporate and financial portfolio managed by Arkéa Asset Management, including the scope of the mandate entrusted by Suravenir⁽³⁾;
- for the savings business: the deployment of savings funds and products (financial, life insurance and banking) with themes or impact in favour of the environmental and climate change transition is being pursued.

Biodiversity and natural capital :

- for financing and investment activities:
 - the adoption of a Group biodiversity strategy by the end of 2025;
 - defining topical policies for preserving and/or restoring natural resources;
 - taking account of biodiversity criteria in sectoral policies;
 - individual or collective engagement initiatives;
- for private equity activities: the deployment of an investment strategy in life sciences.

Water:

For financing activities:

- defining a group policy to protect water resources;
- support for actions aimed at avoiding, reducing and facilitating the recovery and restoration of water resources.

This strategy is implemented via the Sustainable Finance function, which is made up of the Sustainable Finance managers of the Group's entities (subsidiaries and/or divisions, Crédit Mutuel de Bretagne et du Sud-Ouest, central service departments) and a central team, the Sustainable Finance Department. This sector enables knowledge of the issues to be shared to improve the design or adaptation of the solutions proposed, to encourage synergies between entities, and to provide common frameworks for building new offerings based on shared reference systems.

A Sustainable Finance Coordination Committee was created in early 2021. It brings together the sustainable finance managers of the entities, the Sustainable Finance Department and certain central departments such as the Risk Department, the Compliance and Permanent Control Department, the Finance and Global Performance Department, and the Legal Department. The purpose of this committee is to monitor the Sustainable Finance roadmap.

The sustainable finance managers of the entities steer the deployment of their entity's action plans, mobilising the various functions within the company and providing regular information to corporate governance.

(1) These targets could take the form of carbon intensity targets to be achieved by 2030 for these portfolios and/or the resources deployed to decarbonise these sectors.

(2) 31 December 2029 compared with the end of 2019. In GHG scopes 1 and 2 per million euros invested.

(3) Target of 60% reduction in this sub-scope. Scopes 1&2, carbon footprint.

4.1.2.2 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3).

Details of each impact, risk or opportunity are presented in the dedicated section of the topical ESRS. For impacts, this information specifies how they affect, or are likely to affect, the population and the environment, as well as the links with the Group's strategy and business model.

Details of each risk are presented in the dedicated section of the topical ESRS. These risks may arise from negative impacts, dependencies or exogenous factors.

Details of each opportunity are given in the dedicated section of the topical ESRS. These opportunities may arise from negative or positive impacts, dependencies or exogenous factors.

List of material negative impacts for Crédit Mutuel Arkéa in 2024

ESRS	Sub-topic	Nomenclature	Impact, risk or opportunity considered material	Character	Position in the value chain ⁽¹⁾	Branch in the value chain	Time horizons
E1	Climate change mitigation	ESRS E1_IN1	Greenhouse gas emissions (GHG) linked to real estate financing granted to members and individual customers and to financing for professional customers, companies, agri/viti and local authorities.	Potential	CDV	Banking	ST, MT, LT
		ESRS E1_IN2	GHG emissions linked to investments in companies in the asset management and life insurance portfolio	Potential	CDV	Asset management	ST, MT, LT
		ESRS E1_IN3	GHG emissions linked to the Group's direct operations (heating, commuting, etc.)	Actual	OP		ST, MT, LT
	Energy	ESRS E1_IN4	Energy consumption linked to real estate financing granted to members and individual customers and to professional customers, companies, agri/viti and local authorities	Potential	CDV	Banking	ST, MT, LT
		ESRS E1_IN5	Energy consumption linked to investments in companies in the asset management portfolio	Potential	CDV	Asset management	ST, MT, LT
		ESRS E1_IN6	Energy consumption linked to the Group's direct operations (running of offices, IT, etc.)	Actual	OP		ST, MT, LT
E3	Water	ESRS E3_IN1	Significant water consumption or withdrawal by professionals, companies and farmers financed by the Group	Potential	CDV	Banking	ST, MT, LT
E4	Biodiversity	ESRS E4_IN1	Indirect impact on biodiversity linked to the activities of companies financed by the Group	Potential	CDV	Banking	ST, MT, LT
		ESRS E4_IN2	Indirect impact on biodiversity of the activities of companies in the asset management portfolio	Potential	CDV	Asset management	ST, MT, LT
S1	Working conditions	ESRS S1_IN1	Negative impact on employees due to a working environment that generates physical and psychosocial risks	Actual	OP		ST, MT, LT
S4	Privacy	ESRS S4_IN1	Impact on the privacy of the Group's customers through lack of protection or inappropriate use of data	Potential	OP		ST, MT, LT
	Information-related impacts for consumers and/or end-users	ESRS S4_IN2	Impact on customers through failure to provide access to quality information and responsible marketing practices	Potential	OP		ST, MT, LT
	Social inclusion of consumers and/or end-users	ESRS S4_IN3	Negative impact related to the exclusion of customers from banking and insurance services as a result of the structuring of products and services or commercial policies	Potential	OP		ST, MT, LT
G1	Protection of whistleblowers	ESRS G1_IN1	Impact of inadequate or faulty company organisation on the effective level of protection for internal or external whistleblowers	Potential	OP		ST, MT, LT
		ESRS G1_IN2	Negative impact due to financing or investments in entities whose organisation and level of effective protection for internal or external whistleblowers are potentially insufficient or deficient	Potential	CDV	Banking/Asset management	ST, MT, LT
	Corruption and bribery	ESRS G1_IN3	Negative impact of inadequate or poor practices with regard to corruption and bribe payments	Potential	OP		ST, MT, LT
		ESRS G1_IN4	Negative impact due to financing or investments in entities particularly exposed to the risk of corruption	Potential	CDV	Banking/Asset management	ST, MT, LT

(1) CDV = Value chain; OP = Own operations.

List of material positive impacts for Crédit Mutuel Arkéa in 2024

ESRS	Sub-topic	Nomenclature	Impact, risk or opportunity considered material	Character	Position in the value chain ⁽¹⁾	Branch in the value chain	Time horizons
E1	Climate change mitigation	ESRS E1_IP1	Reducing greenhouse gas emissions and improving energy efficiency through credit production and the services provided to members and customers in support of the environmental transition	Potential	CDV	Banking	ST, MT, LT
S1	Own workforce	ESRS S1_IP1	Individual development and employee well-being	Potential	OP		ST, MT, LT
S1	Own workforce	ESRS S1_IP2	Creating quality jobs and contributing to local training	Actual	OP		ST, MT, LT
S4	Social inclusion of consumers and/or end-users	ESRS S4_IP1	Support for the most vulnerable customers and members	Actual	OP/CDV	Banking	ST, MT, LT
S4	Social inclusion of consumers and/or end-users	ESRS S4_IP2	Supporting access to housing through financing, investment and social landlord activities	Actual	CDV	Banking/Asset management/Social leasing	ST, MT, LT
G1	Corporate culture	ESRS G1_IP1	Involving members in corporate governance	Actual	OP		ST, MT, LT

(1) CDV = Value chain; OP = Own operations.

List of material risks for Crédit Mutuel Arkéa in 2024

ESRS	Sub-topic	Nomenclature	Impact, risk or opportunity considered material	Position in the value chain ⁽¹⁾	Branch in the value chain	Time horizons
E1	Climate change mitigation	ESRS E1_R1	Strategic and business risks related to transition regulations	CDV and OP	All	MT, LT
E1	Climate change mitigation	ESRS E1_R2	Credit risk linked to the potential default of companies with the highest GHG emissions subject to transition risk	CDV	Banking	MT
E1	Climate change adaptation	ESRS E1_R3	Credit risk linked to the fall in value of the assets financed/pledged as collateral and to the potential default of companies heavily impacted by the physical effects of climate change	CDV	Banking	LT
E1	Climate change adaptation	ESRS E1_R4	Physical risk on Crédit Mutuel Arkéa's operating real estate	OP		LT
E3	Water	ESRS E3_R1	Credit risk linked to the potential default of companies that are highly dependent on water and to the potential impairment of real estate assets that are highly exposed to water stress.	CDV	Banking	LT
E4	Direct impact drivers of biodiversity loss	ESRS E4_R1	Credit risk related to potential defaults of companies subject to biodiversity loss transition risk	CDV	Banking	MT
E4	Direct impact drivers of biodiversity loss	ESRS E4_R2	Strategic and business risk related to the transition risk of biodiversity loss	CDV and OP	All	MT, LT
S1	Working conditions	ESRS S1_R1	Operational risk linked to physical and psychosocial risks	OP		ST, MT, LT
S1	Adequate wages	ESRS S1_R2	Operational risk linked to an insufficiently attractive compensation policy	OP		ST, MT, LT
S1	Social dialogue	ESRS S1_R3	Operational risk linked to insufficient social dialogue	OP		ST, MT, LT
S1	Gender equality and equal pay for equal work	ESRS S1_R4	Operational risk linked to an inadequate policy on equal treatment and inclusion (gender equality, compensation, disability, etc.)	OP		ST, MT, LT
S1	Recruiting and retaining people with disabilities					
S1	Inclusion and equal opportunities (Diversity)					
S1	Training and skills development	ESRS S1_R5	Operational risk linked to inadequate or inappropriate employee training	OP		ST, MT, LT
S1	Measures against violence and harassment	ESRS S1_R6	Risks linked to a failure to detect or manage an incident of harassment	OP		ST, MT, LT
S4	Privacy	ESRS S4_R1	Risks relating to insufficient or inadequate protection of the personal data of the Group's customers	OP		ST, MT, LT
G1	Protection of whistleblowers	ESRS G1_R1	Risks associated with inadequate or deficient protection for whistleblowers	OP		ST, MT, LT
G1	Corruption and bribery	ESRS G1_R2	Risks associated with an inadequate or deficient organisation for preventing corruption	OP		ST, MT, LT

(1) CDV = Value chain; OP = Own operations.

List of material risks for Crédit Mutuel Arkéa in 2024

ESRS	Sub-topic	Nomenclature	Impact, risk or opportunity considered material	Position in the value chain ⁽¹⁾	Branch in the value chain	Time horizons
E1	Climate change mitigation	ESRS E1_O1	Opportunities offered by financing the climate transition and developing savings products to support the climate transition	CDV	Banking/Asset management	ST, MT
E1	Climate change adaptation	ESRS E1_O2	Opportunities offered by financing climate change adaptation	CDV	Banking	MT, LT
E3	Water consumption	ESRS E3_O1	Opportunities linked to the financing of projects by the Bank's corporate customers to reduce their water consumption or by institutional investors in water distribution.	CDV	Banking	MT, LT
E4	Biodiversity	ESRS E4_O1	Opportunities linked to the development of new products and services to help customers reduce pressure on biodiversity.	CDV	Banking/Asset management	MT, LT
S1	Own workforce	ESRS S1_O1	Opportunity linked to the development of human capital	OP		ST, MT, LT
S4	Social inclusion of consumers and/or end-users	ESRS S4_O1	Development of products and services to support major social and societal issues in the regions	OP		ST, MT, LT

(1) CDV = Value chain; OP = Own operations.

The Group's impacts, risks and opportunities (IROs) are closely linked to its business model, strategy and regional roots. In accordance with the CSRD, these IROs are assessed before the Group implements its various policies and actions (raw view).

Overall description of the impact on Crédit Mutuel Arkéa

In the short, medium and long term, Crédit Mutuel Arkéa's main negative material impacts on the environment come from its economic and regional financing activities (banking, asset management). The Group is particularly active in sectors with high environmental challenges, such as real estate, agriculture and agri-food, which have an impact on environmental issues such as climate change, energy consumption, water and biodiversity.

As part of its exemplary approach, each year Crédit Mutuel Arkéa measures its financed emissions in order to identify and understand the sources of greenhouse gas (GHG) emissions and their levels from the Group's own operations. These are therefore also identified as having a negative impact on climate change and energy consumption.

The dual materiality analysis also shows a positive impact resulting from actions to finance the transition. This area is a source of opportunities for the Crédit Mutuel Arkéa Group in the medium and long term.

On the social front, Crédit Mutuel Arkéa's activities are likely to generate potential negative impacts on all its customers and consumers through its marketing practices. These impacts are either inherent in the bank's business model, or are specific to the structuring of certain products or services. Crédit Mutuel Arkéa is strongly committed to supporting its customers and can generate positive impacts and opportunities through the development of products and services in support of the social and societal challenges of the regions (demographic rise, ageing population, etc.) and the provision of customer protection measures (financially fragile people, potentially vulnerable elderly people). The protection of the personal data of the Group's customers and the accessibility of financial products and services (websites, mobile applications, ATMs, etc.) are also major challenges. Crédit Mutuel Arkéa also supports access to home ownership for its customers through its financing activities, investments and as a social landlord.

Crédit Mutuel Arkéa is a major employer in Brittany, particularly in the Brest area, and in the Nouvelle-Aquitaine region, which generates positive impacts and opportunities for these regions. As well as creating jobs, it contributes to training in these same regions, in particular through partnerships with educational establishments. All of the Group's activities are also likely to generate physical and psychosocial risks for its employees. All Group employees are affected by material impacts, risks or opportunities.

In terms of governance, Crédit Mutuel Arkéa's cooperative and mutualist model helps to generate a positive impact through the involvement of members in corporate governance. As a player in the financial sector, business ethics is a key issue, particularly in terms of anti-corruption and whistleblower protection.

Overall description of risks for Crédit Mutuel Arkéa

In the short, medium and long term, Crédit Mutuel Arkéa's material environmental risks stem mainly from its financing activities. This is because there is a credit risk associated with the potential failure of companies that are heavily impacted by physical and transitional risks. There are also material risks associated with its business model and strategy, and with adapting these to the regulations associated with the transition. Finally, its own activities are also directly exposed to physical risks on operating real estate.

On the social front, the risks associated with social issues for stakeholders (employees, customers, suppliers, etc.) can generate financial risks for Crédit Mutuel Arkéa. According to the financial materiality analysis, material risks are mainly concentrated on Crédit Mutuel Arkéa's own staff and consequently have an impact on operational risks. They are linked to the physical and psycho-social risks affecting the workforce, but also to the inadequacies or failings of internal policies (in terms of compensation, social dialogue, discrimination, training, etc.). With regard to risks concentrated in the value chain, i.e. customers, a risk relating to the potential inadequate or faulty protection of the personal data of the Group's customers has been identified.

In terms of governance, the material risks are linked to a potentially inadequate or deficient organisation for the protection of whistleblowers and corruption.

Overall description of opportunities for Crédit Mutuel Arkéa

The material opportunities for Crédit Mutuel Arkéa arise primarily from its ability to promote the reduction of negative impacts and the development of positive impacts in its downstream value chain.

The opportunities associated with the development of products and services, in particular financing to support the transition, have been identified and assessed in terms of the sustainability topics of climate change mitigation and adaptation, reducing pressure on biodiversity and reducing water consumption, as well as in terms of meeting the social and societal challenges facing our regions (ageing population, demographic growth, etc.).

An internal opportunity has been identified and evaluated as being material in relation to the commitment of employees through the range of support measures offered to them and the associated gain in reputation (employer brand).

Current and expected effects of impacts, risks and opportunities

The material impacts, risks and opportunities identified generate the following current effects

- the changes already made to the strategy and Business Model in the light of societal and environmental developments, and increasing standards and regulations, are explained in section 4.1.2.1 Strategy, business model and value chain (SBM-1);
- changes in governance are explained in section 4.1.2.3.1 The role of the administrative, management and supervisory bodies (GOV-1);
- The analyses and actions implemented are detailed in the sections concerning the policies, actions and targets of the topical ESRSs (E1, E3, E4, S1, S4, G1);
- to take account of the risks, a sectoral provision of €20.7 million was recognised at 31 December 2024 (see section 5.4 Credit and counterparty risk) with the aim of covering climate risks not captured by the models currently used, reflecting the current financial impact of environmental risks on Crédit Mutuel Arkéa's financial position.

With regard to the expected medium- and long-term effects, the adaptation of the strategy and business model will have to continue, in particular by redirecting financial flows towards virtuous environmental or social practices and towards less risky players or projects:

- companies in the value chain could face financing difficulties and increasing compliance costs;
- the decision-making process is also being reviewed with immediate effect, by adapting the committee structure and the credit granting process to take account of these sustainability risks.

With regard to direct risks, an interruption of economic activity can also be anticipated in the case of physical risks to operating real estate.

However, no quantitative assessment has been made of the financial impact of these opportunities, either now or in the future. To date, it has not been identified that material opportunities will generate potentially material adjustments to the financial statements for the next annual reporting period.

The Group has carried out climate stress tests, helping to assess the resilience of its strategy and business model in terms of its ability to cope with material climate risks (see the focus on climate risks in ESRS E1).

Policies, actions, targets and indicators for managing material issues

In order to manage its material impacts, risks and opportunities, the Crédit Mutuel Arkéa Group has deployed several policies, defined targets and implemented actions, the effectiveness of which is measured by means of indicators. Most of these targets are derived from Crédit Mutuel Arkéa's commitments as a Company with a Mission (see section 4.1.2.1 Strategy, business model and value chain). In addition, for several topical ESRSs, these commitments constitute policies.

In this sustainability report, the policies, actions, targets and indicators are presented in summary form at the beginning of each material topical ESRS, linked to the material impacts, risks and opportunities (see paragraphs entitled "Impacts, risks and opportunities" for each ESRS) and then detailed. The relevant information is also specified. Sectoral and topical policies aimed at supporting sectors in their transitions and improving the environmental and social impact of the Group's activities are validated by the Board of Directors of Crédit Mutuel Arkéa and are subject to an annual review to decide whether they should be revised. In addition, certain commitments in the exclusion policies are governed and monitored by Crédit Mutuel Arkéa's risk appetite framework through indicators. They have intermediate milestones, set annually, to ensure that commitments are met.

In addition, where applicable, Crédit Mutuel Arkéa specifies in particular:

- where it has not adopted policies and/or measures targeting the sustainability issue in question and indicates the reasons for this;
- the time horizons associated with the key actions (particularly in the case of time-limited actions);
- operating and/or capital expenditure, if significant.

The scope of the policies is defined at Group level, unless otherwise specified in this Sustainability Report.

4.1.2.3 Governance

4.1.2.3.1 Role of the administrative, management and supervisory bodies GOV-1

Composition of the supervisory body

The members of Crédit Mutuel Arkéa's supervisory board are listed in section 2.2.1 of this document.

Role of the supervisory body with regard to sustainability

Crédit Mutuel Arkéa's Board of Directors approves the Group's strategic orientations. It then ensures their implementation through the executive bodies and carries out regular monitoring.

The Board of Directors has internal operating rules and regulations. These rules confirm the essential missions of Crédit Mutuel Arkéa's Board of Directors, set out the operating procedures of the body and set out the rights and obligations of each director and non-voting Board member. These operating rules also formalise the Board's responsibilities in terms of sustainability. They reflect the fact that the Board of Directors takes account of environmental, social and governance (ESG) issues when approving strategic guidelines, policies and significant operations. They also define the associated risk appetite.

The operating rules are supplemented by the Crédit Mutuel Arkéa Directors' Charter, which sets out the duties of the Board's 22 members. This charter lists the individual skills of the members of the Board of Directors in order to guarantee a collective skillset suited to the exercise of sound and effective governance of the Company.

Crédit Mutuel Arkéa's Directors' Charter was amended in 2021 to reflect the need to manage the company's environmental, social and governance issues in terms of impacts, opportunities and risks. This commitment is designed to ensure that these issues are taken into account in all the work carried out and decisions made by the Board of Directors.

The Board of Directors also has a major role to play in managing sustainability risks. In 2022, it endorsed and in 2023 confirmed the following principles of appetite relating to sustainability risks

- ensuring that risk-taking is in line with the commitments made in the context of the Group's Purpose, its status as a Company with a Mission and its climate strategy;
- gradually integrating ESG risks and their transmission mechanisms to other types of risk;
- taking into account the impact of climate risks, in particular by monitoring exposures by ESG rating, by sector (according to their sensitivity to physical risk and transition risk) and by geographic location;
- controlling the carbon footprint generated by the conglomerate's activities.

In terms of business conduct, Crédit Mutuel Arkéa's Board of Directors validates the Group's compliance charter, which defines the fundamental principles, responsibilities and roles in terms of compliance control. This charter details the measures to be put in place to prevent and control the risk of non-compliance and provides a framework for their implementation. The activities and results of the Compliance Department are presented to the Board of Directors every six months on the basis of information provided by the Group's Head of Compliance and Permanent Control. Every quarter, the Board receives information on the indicators and alert thresholds that have been defined, and on any major shortcomings or failures in terms of compliance risk.

To validate the Group's strategic orientations, the main action plans, and to ensure its risk monitoring role, the Board of Directors relies on the informed opinions of specialised committees, including the Strategy and Societal Responsibility Committee, the Risk and Internal Control Committee and the Financial Statements Committee.

It also relies on the Compensation Committee and the Appointments and Governance Committee for advice on the Group's compensation policy and on good governance practices, particularly with regard to our cooperative model.

The charter of each committee formalises the need to take ESG issues into account.

In addition, two lead directors for ESG-Climate issues have been appointed Monique Huet for the Risk and Internal Control Committee and Valérie Moreau for the Strategy and Societal Responsibility Committee.

Composition and role of the governing body with regard to sustainability

The composition and role of Crédit Mutuel Arkéa's Management are defined in chapter 2.3 of the URD.

In terms of sustainability, Crédit Mutuel Arkéa's Executive Management Committee is responsible for steering the Group's strategy and developing its financial and non-financial performance, in line with Crédit Mutuel Arkéa's Purpose and values. In addition to the Chief Executive Officer and the two Deputy Chief Executive Officers, it comprises five other members, who are Directors of the various strategic business units. Its role is defined in chapter 2.4 of the URD. At 31 December 2024, 50% of the Executive Committee was made up of women, taking into account an interim position at the end of the year.

The role of Crédit Mutuel Arkéa's Management Committee is to assist the Group's Executive Management and Executive Committee in managing the Group's activities and ensuring that they run smoothly, in particular by contributing to, sharing and disseminating strategic thinking. It is made up of members of the Executive Committee, the Chief Executive Officers of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and the heads of certain central departments. Its members are also divided into a number of cross-functional committees, the Executive Management Committees, which deal with specific topics and, at their level, integrate sustainability matters into decision-making.

The Executive Management Committee deals with the following matters:

- the strategic plan;
- synergies;
- reflections on the distribution model;
- cross-functional HR issues or those impacting the Arkade ESU collective bargaining agreement⁽¹⁾;
- sustainable finance;
- risk management issues: ICAAP, ILAAP, Pillar 3 reports, risk appetite framework, Emergency and Business Continuity Plans (EBCP), Group risk mapping, climate and environmental risks, etc.

In terms of business conduct and internal control, the role of the executive officers is described in chapter 2.7.2 Governance of internal control of the URD.

Directors' sustainability knowledge and skills

Training directors in sustainability issues is one of the key commitments of Crédit Mutuel Arkéa's sustainable finance roadmap. This commitment is reflected in a dedicated action plan, which began in 2020. Prior to the adoption of the Climate Strategy, all members of Crédit Mutuel Arkéa's Board of Directors and Executive Committee received training on climate issues for the financial sector from a consultancy specialising in strategy and the environment. Since then, various training and awareness-raising modules have been regularly offered to Crédit Mutuel Arkéa's directors, both via e-learning and in face-to-face sessions. From 2022 onwards, they will also be learning about different frescoes (climate, biodiversity or oceans).

To help build a shared culture of compliance, Crédit Mutuel Arkéa's directors, and more generally all directors sitting on the boards of subsidiaries, receive regular training in compliance and ethics. For members of Crédit Mutuel Arkéa's Board of Directors, the Appointments and Governance Committee closely monitors completion of the ethics course.

(1) Arkade ESU: federations of Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest, Crédit Mutuel Arkéa, Caisse Régionale du CMSO, Caisse de Bretagne de Crédit Mutuel Agricole, Arkéa Banque Entreprises et Institutionnels, Arkéa Crédit Bail, Arkéa Capital, Federal Finance. Until 31 December 2024: Federal Finance Gestion was included in the Arkade ESU scope.

The following training courses were attended by members of Crédit Mutuel Arkéa's Board of Directors in financial year 2024

Month	Method	Training	Material impacts, risks and opportunities
January	On-site	Directors' seminar: presentation of sectoral policies and issues at stake	ESRS E1_IN1 ESRS E1_IN2 ESRS E1_IP1 ESRS E1_R1 ESRS E1_R2 ESRS E1_O1
	E-learning	Aviation sector policy	
March	E-learning	Human rights sector policy	ESRS S1_IP1 ESRS S1_IN1 ESRS S1_R1
April	On-site	CSRD	All
September- November	E-learning	Detecting and preventing corruption risks	ESRS G1_IN1 ESRS G1_IN2 ESRS G1_IN3 ESRS G1_IN4 ESRS G1_R1 ESRS G1_R2
		Preventing and managing conflicts of interest	ESRS G1_IN3 ESRS G1_IN4 ESRS G1_R2
		Preventing the risk of market abuse	
September	E-learning	Responsible purchasing policy	ESRS E1_IN3 ESRS G1_IN1 ESRS G1_R1
	On-site (CRCI)	Whistleblowing system	ESRS G1_IN3 ESRS G1_R2
October	On-site	External fraud	ESRS S4_R1 ESRS S4_IN1
November	On-site	Basel 4	/
December	On-site	Diversity and inclusion	ESRS S1_IP1 ESRS S1_IN1 ESRS S1_R1 ESRS S1_R4

The training plan is approved annually by the Board of Directors. The topics selected cover strategic, regulatory and operational aspects, as well as topical issues requiring particular attention. The specialist committees also receive training tailored to their areas of expertise.

The two ESG-climate lead directors also receive regular training from the Sustainable Finance department.

Board members can also express their individual or collective needs during the annual Board evaluation. While training is mainly provided by the operational departments, the use of external service providers may be considered.

The Appointments and Governance Committee ensures the quality of the profiles likely to join Crédit Mutuel Arkéa's Board of Directors, in terms of both experience and skills.

To this end, it takes into account the requirements set by the European Banking Authority, the business plan and the Group's ambitions and strategy in terms of environmental, climate, social and governance issues.

In addition to individual skills, the Appointments and Governance Committee also attaches great importance to the collective skills of the Board, ensuring that it covers all regulatory and strategic topics, including sustainability matters. It also supervises the training policy for directors and delegates to the General Secretariat and Corporate Communication Department the task of implementing appropriate training modules with the business lines.

Summary of sustainability issues and impacts, risks and opportunities covered by skills

Areas of expertise	Number of members with expertise	Sustainability issues and material impacts, risks and opportunities
Human Resources	17	Working conditions, equal treatment and equal opportunities for all: ESRS S1_IP1, ESRS S1_O1, ESRS S1_IN1 ESRS S1_R1, ESRS S1_R2, ESRS S1_R3, ESRS S1_R4, ESRS S1_R5, ESRS S1_R6
Business management/strategy	12	
Risks	4	Climate change: ESRS E1_R1, ESRS E1_R2, ESRS E1_R3, ESRS E1_R4
Compliance/Governance	6	Business conduct ESRS G1_IN1, ESRS G1_IN3 ESRS G1_R1, ESRS G1_R2
Information systems/IT/Cybersecurity	11	Information-related impacts for consumers and/or end-users ESRS S4_IN1 ESRS S4_R1
Insurance (property, people, life)	7	Climate change: ESRS E1_R4
Agriculture/Food	3	Water and marine resources: ESRS E3_IN1 ESRS E3_O1
ESG	8	Climate change, biodiversity, social inclusion of consumers and/or end users: ESRS E4_IN1, ESRS E4_IN2, ESRS E4_R1, ESRS E4_R2 ESRS E4_O1, ESRS S4_O1,
Real estate	1	Climate change: ESRS E1_IN1 ESRS E1_R4
Inclusion/solidarity	16	Social inclusion of consumers and/or end-users: ESRS S4_IP1, ESRS S4_IP2
Cooperative governance	16	Business conduct ESRS S4_IP1, ESRS S4_IP2 ESRS G1_IP1

4.1.2.3.2 Information provided to the administrative, management and supervisory bodies and the sustainability matters dealt with by these bodies (GOV-2)

Information provided to the Board of Directors of Crédit Mutuel Arkéa

As part of its duties, the Board of Directors discusses the Group's main sustainability policy guidelines each year, focusing on the impacts, risks and opportunities related to sustainability issues. It is involved in defining and reviewing the sectoral and topics policies that stem from the Group's sustainability strategy and aim to reduce negative impacts and increase positive impacts and opportunities.

To carry out its duties, the Board of Directors relies on the expert advice of its specialist committees.

These committees are informed on a regular basis by the central departments responsible for the Group policies or systems concerned:

- The General Secretariat and Corporate Communications Department regularly presents the **Strategy and Societal Responsibility Committee (SSRC)** with progress reports on the strategic project and the Sustainable Finance roadmaps, dealing with environmental or social issues in the value chain. The duty of care plan is also presented annually to this Committee (see section 4.6.1 Report on the duty of care plan). Any new sectoral policy or topical commitment is also presented to the Strategy and Corporate Social Responsibility Committee, before being approved by Crédit Mutuel Arkéa's Board of Directors;
- Risk Management regularly presents information to the **Risk and Internal Control Committee (RICC)** on the integration of sustainability risks into risk management systems. As the guarantor of the formulation of the Group's risk appetite framework and the monitoring of its compliance, this Committee issues an opinion on the integration of ESG risks into this framework, for validation by the Board of Directors. It is also informed, before the Board of Directors, of the monitoring and management of operational risk, in particular with regard to data protection issues;

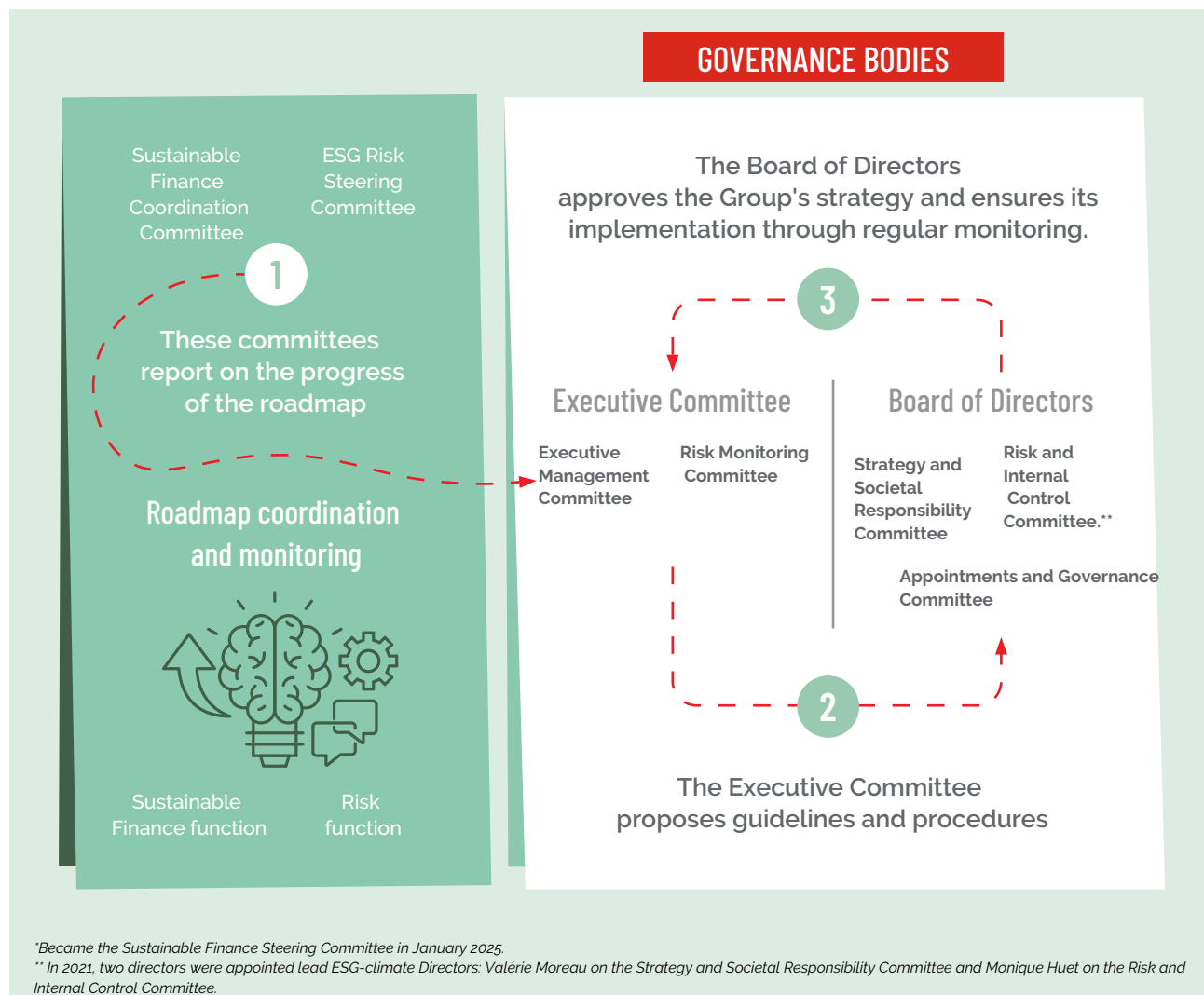
- the Dynamics and Human Relations Department presents the Group's compensation policy to the **Compensation Committee**, as well as the social panorama. The Compensation Committee ensures that the Group's compensation policy, in terms of principles, budgets and individual allocations, is consistent with the objectives of the sustainable finance roadmap, the criteria associated with the Group's risk appetite framework and the Group's long-term interests.

The Strategy and Societal Responsibility Committee and the Risk and Internal Control Committee are also consulted, prior to the Board meeting, when Crédit Mutuel Arkéa acquires investments or carries out external growth operations directly. An ESG opinion is systematically issued at this stage, complementing the risk analyses carried out as part of the prior approval process. This opinion thus forms an integral part of the decision-making document presented to the governance bodies. The ESG opinion is based on an analysis of sustainability factors that are relevant to the target's business, and systematically focuses on greenhouse gas emissions and biodiversity.

The lead directors on these two committees pay particular attention to ESG aspects and ensure that the project is consistent with the principles upheld by the Group.

At the end of the meetings, the committees in turn send a detailed opinion setting out their findings and observations, any points to watch out for and their final positions on the subject in question. Each committee chairman also reads out a summary of his committee's work at each Board meeting.

Information provided to the executive body of Crédit Mutuel Arkéa



At management body level, certain committees of the Executive Committee are also informed of sustainability matters and incorporate them into their decision-making. These committees act under the authority granted by the executive management and within the limits set, where applicable, by the Board of Directors of Crédit Mutuel Arkéa:

- Since 2023, the Executive Management Committee has included sustainable finance matters on its agenda. It proposes strategic guidelines and commitments in terms of sustainable finance, in line with Crédit Mutuel Arkéa's Purpose, as well as the related framework measures to the Board of Directors. It insures they are implemented and reports on progress to the Board of Directors or the Strategy and Societal Responsibility Committee. The Sustainable Finance Department coordinates the information on sustainability matters that is provided to the Executive Management Committee, supported by the various departments or entities involved in the projects concerned. In 2024, five sessions were devoted to sustainability matters;
- the Risk Monitoring Committee contributes to the governance and consolidated management of the Group's risks, including ESG risks, under the Risk Management function. In 2024, the committee met ten times. Sustainability risks are fully integrated into this committee and are discussed at every meeting;
- The Group Counterparties Committee includes in its work ESG and sustainability risk analysis of market issuers submitted for approval, thus complementing the traditional credit risk analysis;
- The Purchasing Committee is responsible for optimising and securing the financial products and services purchasing policy practised by Crédit Mutuel Arkéa as a whole (on its own behalf and on behalf of third parties). Since the entry into force of the Disclosure Regulation (SFDR), this committee has introduced a process designed to take into account, in its listing decision, the level of maturity of the management company under review in terms of sustainability risk assessment;
- the Group Credit Committee decides on customer loan applications whose amounts or characteristics exceed the powers granted to the lower-level committees. In view of the challenges posed by sustainability risks, the Group Credit Committee is gradually incorporating an analysis of sustainability risks into the decision-making process for granting loans;
- The IT Risk Governance Committee and the Compliance and Permanent Control Committee respectively insure the governance of cyber risk and compliance issues relating to sustainability, including data protection.

Details of information provided to the executive and supervisory bodies of Crédit Mutuel Arkéa

The management bodies have been informed of sustainability matters as detailed in the table below:

Subject presented (directorates concerned)	Material impacts, risks and opportunities	Administrative, management, supervisory bodies and executive management and relevant date
Results of the dual materiality analysis (General Secretariat and Institutional Communication Department)	All	Strategy and Societal Responsibility Committee Risk and Internal Control Committee Financial Statements Committee - joint session for information on 2 July 2024
Maritime transport policy⁽³⁾ and climate commitment (General secretariat and Corporate Communication Department)	ESRS E1_IN1 ESRS E1_IP1 ESRS E1_O1	Crédit Mutuel Arkéa Board of Directors - 5 July 2024 - for decision Strategy and Societal Responsibility Committee - 2 July 2024 - for opinion Executive Management Committee - 8 April and 27 May 2024 - for decision
Human rights policy⁽²⁾ (General Secretariat and Corporate Communications Department)	ESRS S4_IN1 ESRS S4_IN2 ESRS S4_IN3 ESRS S4_IP1 ESRS S4_IP2 ESRS S1_IN1 ESRS S1_R1 ESRS S1_R3 ESRS S1_R4 ESRS S1_R6	Board of Directors of Crédit Mutuel Arkéa - 26 January 2024 - for decision Strategy and Societal Responsibility Committee - 24 January 2024 - for opinion
Duty of care plan (General Secretariat and Corporate Communication Department)	ESRS E1_IN1 ESRS E1_IN2 ESRS E1_IN3 ESRS E4_IN1 ESRS E1_IN2 ESRS S1_IN1 ESRS S4_IN1 ESRS E1_IN3	Strategy and Societal Responsibility Committee - 24 January 2024 - for information
Campaign to promote membership	ESRS G1_IP1	Executive Committee - 22 January 2024 - validation of the campaign launch
Solidarity budget	ESRS S4_IP1	Crédit Mutuel Arkéa Board of Directors - 26 January 2024 - for decision Executive Committee - 22 January 2024 - information on the 2023 solidarity report
Compensation policy (Dynamics and Human Relations Department)	ESRS S1_R2	Board of Directors of Crédit Mutuel Arkéa - 26 January 2024 - for decision Compensation Committee - 16 January 2024 - for opinion Risk and Internal Control Committee - 16 January 2024 - for opinion Executive Committee - 8 January 2024 - for opinion
Climate scenarios (Risk Department)	ESRS E1_IN1 ESRS E1_R1 ESRS E1_R2 ESRS E1_R3	
Validation of the Group's 1st biodiversity report⁽¹⁾ (General Secretariat and Corporate Communication Department)	ESRS E4_IN1 ESRS E4_IN2 ESRS E4_R1 ESRS E4_R2 ESRS E4_O1	Executive Management Committee - 26 February 2024 - for decision
Group carbon footprint (Organisation and Resources Department)	ESRS E1_IN3 ESRS E1_IN6	
Crédit Mutuel Arkéa's position in housing projects launched by companies for their employees Corporate and Institutional Banking Division	ESRS S4_IP2	Executive Committee - 5 February 2024 - for approval
Permanent control and compliance activity and results for the second half of 2023: - update of the internal control charter - update of the Group compliance charter - update of the system for preventing and managing conflicts of interest - update of the whistleblowing system (Compliance and Permanent Control Department)	ESRS G1_IN1 ESRS G1_R1 ESRS G1_IN3 ESRS G1_R2	Board of Directors of Crédit Mutuel Arkéa - 28 February 2024 - for decision Risk and Internal Control Committee - 20 February 2024 - for information
Strategy and inclusion (Dynamics and Human Relations Department)	ESRS S1_IP1 ESRS S1_IN1 ESRS S1_R1 ESRS S1_R4	Board of Directors of Crédit Mutuel Arkéa - 15 March 2024 - for information Executive Committee - 15 January 2024 - for information
Cooperative audit report (General Secretariat and Corporate Communications Department)	ESRS G1_IP1	Crédit Mutuel Arkéa Board of Directors - 5 April 2024 - for information Appointments and Governance Committee - 4 April 2024 - for information Executive Committee - 2 April 2024 - for information
Social overview and social report (Dynamics and Human Relations Department)	ESRS S1_IP1 ESRS S1_O1 ESRS S1_IN1 ESRS S1_R1 ESRS S1_R2 ESRS S1_R3 ESRS S1_R4 ESRS S1_R5 ESRS S1_R6	Board of Directors of Crédit Mutuel Arkéa - 5 April 2024 - for decision Executive Committee - 18 March 2024 - for information

- (1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-07/politique-transport-maritime-credit-mutuel-arkea_finance-durable_csr_2024.pdf
- (2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-02/politique-droits-humains_credit-mutuel-arkea_finance-durable_csr_2024.pdf
- (3) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-03/rapport-biodiversite-capital-naturel-2023_finance-durable_csr_2024.pdf

Subject presented (directorates concerned)	Material impacts, risks and opportunities	Administrative, management, supervisory bodies and executive management and relevant date
Levers for improving the Green Asset Ratio (EU Taxonomy) (Accounting Department)	ESRS E1_O1	
Carbon contributions (General Secretariat and Corporate Communications Department)	ESRS E1_O1	Executive Management Committee - 8 April 2024 - for decision
Environmental transition savings range (Arkéa Asset Management)		
Risk dashboard (Risk Department)	ESRS E1_R2 ESRS E1_R3 ESRS E1_R4 ESRS E4_R1 ESRS S1_R4	Crédit Mutuel Arkéa Board of Directors - 19 December 2024 - for approval Executive Committee - 26 February, 3 June, 2 September, 18 November 2024 - for approval Risk and Internal Control Committee - 20 February, 4 June, 4 September, 19 November, 4 December 2024 - for approval Risk Monitoring Committee - sustainability risks discussed at each meeting - for approval
Risk appetite framework (Risk Department)		
ECB thematic review (Guide to climate and environmental risks) (Risk Department)	ESRS E1_R1 ESRS E1_R2 ESRS E1_R3 ESRS E1_R4 ESRS E4_R1 ESRS E4_R2	Risk Monitoring Committee - 19 January, 21 March, 27 June 2024 - for information Risk and Internal Control Committee - 22 January 2024 - for information
Net zero banking alliance (NZBA): trajectory on electricity production (General Secretariat and Corporate Communication Department)	ESRS E1_IN1	Crédit Mutuel Arkéa Board of Directors - 5 July 2024 - for decision Strategy and Social Responsibility Committee - 4 July 2024 - for opinion
Presentation of the diversity diagnosis (Dynamics and Human Relations Department)	ESRS S1_IP1 ESRS S1_O1 ESRS S1_IN1 ESRS S1_R4	Crédit Mutuel Arkéa Board of Directors - 11 October 2024 - for information Strategy and Societal Responsibility Committee - 8 October 2024 - for information Executive Committee - 2 September 2024 - for information
Remuneration policy governance charter (Dynamics and Human Relations Department)	ESRS S1_R2 ESRS S1_R4	Executive Committee - 23 September 2024 - for decision Crédit Mutuel Arkéa Board of Directors - 11 October 2024 - for approval
The company's social policy on equal pay and equal opportunities (Dynamics and Human Relations Department)	ESRS S1_R2 ESRS S1_R4	Board of Directors of Crédit Mutuel Arkéa - 22 November 2024 - for approval
CSRD update (General Secretariat and Corporate Communication Department)	All	Board of Directors of Crédit Mutuel Arkéa - 22 November 2024 - for approval
Company with a Mission roadmap	Main IROs: ESRS E1_IN1 ESRS E1_IN2 ESRS E1_IN3 ESRS E1_IP1 ESRS E1_O1 ESRS E1_O2 ESRS E3_IN1 ESRS E3_O1 ESRS E4_IN1 ESRS E4_IN2 ESRS E4_O1 ESRS S1_IP1 ESRS S1_O1 ESRS S4_IN3 ESRS S4_IP1 ESRS S4_O1 ESRS G1_IP1	
Sustainable finance roadmap		
Aviation policy review		
Review of oil/gas and coal policies		
Controversial weapons policy review and defence support (General Secretariat and Corporate Communication Department)		Board of Directors of Crédit Mutuel Arkéa - 19 December 2024 - for approval Strategy and Societal Responsibility Committee - 17 December 2024 - for opinion

4.1.2.3.3 Integration of sustainability-related performance in incentive schemes (GOV3)

Because of the company's cooperative status, in accordance with the law of 10 September 1947 and the company's 2024 compensation policy, the members of Crédit Mutuel Arkéa's Board of Directors do not benefit from an incentive scheme, but are entitled to reimbursement of expenses based on receipts, as well as to indemnities to compensate for time spent on the administration of the cooperative company.

The total amount of these allowances is set by the General Meeting.

Crédit Mutuel Arkéa has defined a Group compensation policy, adopted by the Board of Directors of Crédit Mutuel Arkéa, which acts in its supervisory function, on the recommendation of its Compensation Committee with the support of central management in its development and implementation. In particular, this policy sets the compensation framework for the Chief Executive Officer and the Group's Deputy Chief Executive Officers. It also aims to ensure sound and effective management of risks, whatever their nature (financial risks, operational risks, sustainability risks, etc.), in particular by providing that a significant proportion of the variable compensation of employees whose activities have a significant impact on the company's risk profile should be flexible, deferred and adjustable.

The variable annual compensation package defined for the management body is linked to the year's financial and non-financial performance, which forms part of a multi-year framework in line with the Crédit Mutuel Arkéa Group's strategy. Variable compensation is intended to reflect sustainable performance in line with the risk appetite framework as well as, where appropriate, exceptional performance by executive corporate officers or their very strong involvement in the performance of the missions entrusted to them in view of the scope of their responsibilities.

The criteria for determining the individual variable compensation of executive corporate officers are set by the Board of Directors of Crédit Mutuel Arkéa on the recommendation of the Compensation Committee. They include a balance of financial and non-financial criteria, including sustainability matters which refer to environmental, social or governance issues for the Crédit Mutuel Arkéa Group and to the roadmap of the Company with a Mission. The level of variable compensation depends on performance and individual assessments of the achievement of targets.

For the 2024 financial year, the variable compensation of the non-salaried executive corporate officers, i.e. the Chief Executive Officer and the Deputy Chief Executive Officer, is linked in part to climate and sustainability indicators, which together account for 20% of their variable compensation. They relate to the objectives of the Company with a Mission 2022/2024 and Sustainable Finance roadmaps, including the pursuit of the pathway for reducing the Group's carbon footprint and climate impact.

For the Chief Executive Officer, an indicator linked to the objectives of the Company with a Mission roadmap has also been included in the variable compensation criteria. This indicator represents 20% of his variable compensation. The indicator selected concerns the development of a medium-term plan for the Corporate and Institutional Banking Division in line with Crédit Mutuel Arkéa's Company with a Mission, ESG risk and regional impact objectives. One of the objectives of the Company with a Mission roadmap is to reduce GHG emissions in Scopes 1 and 2.

For the Group's main executives, the inclusion in their variable compensation criteria of an indicator linked to the objectives of the Company with a Mission 2022/2024 roadmap and an indicator relating to ESG risks has been approved by the Group's Executive Committee. These indicators are adapted to employees depending on the entity to which they belong, in order to define relevant objectives.

4.1.2.4 Interests and views of stakeholders (SBM-2)

Changes to the Crédit Mutuel Arkéa Group's strategy and/or business model

The Crédit Mutuel Arkéa Group takes the expectations of its main stakeholders into account in its strategy and business model on two levels:

- strategy: stakeholder expectations can be incorporated into the Company with a Mission roadmap and Crédit Mutuel Arkéa's strategic plan;
- the business model: creating or updating policies or making commitments on a particular issue.

The measures taken by Crédit Mutuel Arkéa are regularly adapted to take account of the main expectations and interests of its stakeholders. Where appropriate, the Group will examine the need to take additional measures in line with its sustainability matters.

Understanding of the interests and views of key stakeholders in relation to the strategy and its business model

- As part of the management of non-financial ratings, the Group's assessments are analysed, highlighting the major expectations of the rating agencies, customers and investors. The ratings and/or questionnaires focus on similar topics, determined by the main material issues in the banking sector (climate and environmental strategy, compliance and corporate governance issues);
- The interviews carried out as part of the dual materiality analysis process also revealed that the interests and viewpoints of the main parties affected and interested focus on Crédit Mutuel Arkéa's responses to the main environmental and societal issues affecting its historical regions: food safety and the transition of the agri-food sector, transport, access to home, including healthcare, banking inclusion, support for job creation, etc.

The table below shows the main stakeholders affected or interested by the Crédit Mutuel Arkéa Group's activities:

Stakeholders affected

Key stakeholders	Main ways of organising dialogue	Purpose for Crédit Mutuel Arkéa	Purpose for stakeholders	How results are taken into account in the development of strategy and the business model	Information on the governance system
Individual customers and members, including local bank directors	Surveys, round tables, barometers, member panels, collaboration and co-construction events with members	Gaining insight into expectations and satisfaction levels	Expressing their concerns and level of satisfaction	Taking account of expectations in defining and updating the Group's policies and actions	Mediation review
	Digital: collection of customer opinions within digital interfaces as part of a continuous improvement approach, co-constructed paths with a panel of customers and prospects Satisfaction measurements (satisfaction, promotion, effort, other measurements)	Gaining an insight into the importance attached to CSR issues by suppliers and corporate and institutional customers	Guiding the bank's support capacity		
	Boards of Directors, General Meetings, Federal Commissions and specialist committees	Identifying new offers and services to launch	Taking ESG performance criteria into account		
	Surveys of local bank chairmen and directors	Communicating the company's impact to all interested parties			
Professional customers, companies and institutions, including local authorities	Boards of Directors, General Meetings, Federal Commissions and specialist committees	Giving customers access to information about their bank and limiting attrition		Taking account of expectations and lessons learned in human resources policies and actions	Employee experience survey
	Bilateral meetings and exchanges				
	Measures of satisfaction (surveys, promotion, effort, other measures)				
Employees	Employee representative bodies			Taking these lessons into account as part of the responsible purchasing policy	-
	Relations with management including annual missions meetings				
	Discussions with human resources managers				
	Polls and surveys				
Suppliers	Internal communication			Taking these lessons into account as part of the responsible purchasing policy	-
	Active listening system				
	■ exchanges with the Purchasing Department (responses to invitations to tender, contracts, questionnaires assessing the risks of non-compliance and CSR policies, etc.) ;				
	■ annual reviews;				
	■ supplier survey;				
	■ dispute resolution and mediation				

Whistleblowing systems are in place for all affected stakeholders to report incidents. Reference should be made to the relevant section of ESRS G1 Business conduct and to the development in 4.3.1.3 "Whistleblowing, a key element in the protection of human rights".

Key stakeholders who use our ESG information

Key stakeholders	Main ways of organising dialogue	Purpose for Crédit Mutuel Arkéa	Purpose for stakeholders	How results are taken into account in the development of strategy and the business model	Information on the governance system
Professional customers, companies and institutions, including business to business	Responding to ESG questionnaires as part of certain customers' relations with their banking institutions	Giving customers access to good knowledge of their banking institutions and limiting attrition	Taking ESG performance criteria into account to improve the comparability of financial institutions	Taking expectations into account in the definition of the policies and actions of the Crédit Mutuel Arkéa Group	Executive Management Committee - customer expectations (if significant)
Investors	Discussions with the Investor Relations team and during roadshows Investors' area on the corporate website Market press releases Presentation of annual and half-year results Answers to specific questions relating to sustainability and dedicated interviews	Secure the refinancing of the Group from investors committed to ESG	Taking sustainability criteria into account when making investment decisions Better assessing the company's value by taking into account the risks and opportunities associated with sustainability issues		Executive Management Committee - investor expectations (if significant)
Financial and non-financial rating agencies	Answers to specific questions related to sustainability as part of their non-financial rating process	Promoting a good understanding and evaluation of the Group's model and practices	Carry out a non-financial rating of the Crédit Mutuel Arkéa Group		Executive Management Committee - as part of the management of ratings for non-financial aspects
Non-governmental organisations	Reading public documents (reports, policies) and responding to requests for information		Taking action with the banking sector or the Group specifically		Executive Management Committee
Supervisory authorities	Regular meetings and exchanges between Crédit Mutuel Arkéa departments and the supervisory authorities (ECB, ACPR, Banque de France, CRU, AMF, CSSF, BNB, FSMA).	Communicating the measures and actions taken by Crédit Mutuel Arkéa and its constituent entities	Monitoring and controlling the Group's activities		Executive Management Committee Compliance and Permanent Control Committee Risk Monitoring Committee Periodic Control Committee Risk and Internal Control Committee Board of Directors
Members of the Mission Committee	Mission Committee meetings and seminars	Ensuring a clear understanding of the mission	Ensuring a proper assessment of the mission		Opinion of the Mission Committee

4.1.3 Systems for assessing activities and the internal control framework for sustainability information

4.1.3.1 Statement on due diligence (GOV-4)

Disclosure of the mapping of the information provided in the sustainability report on the due diligence process

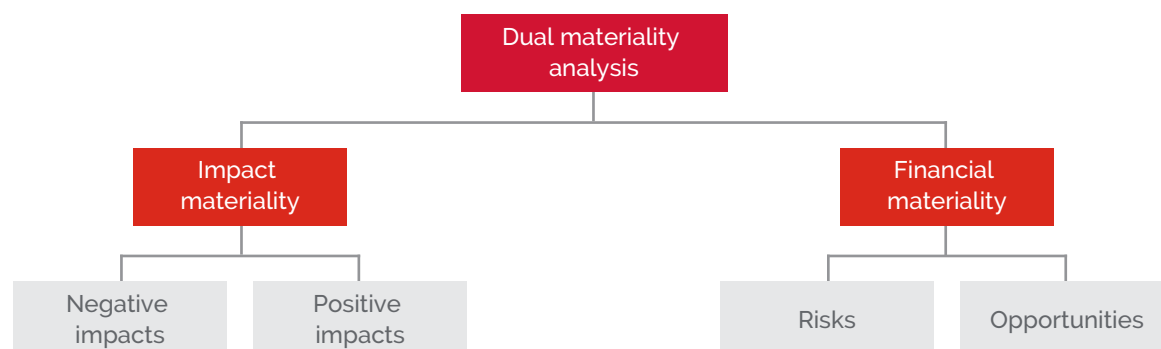
Core elements of due diligence	Sustainability report paragraphs
Embedding due diligence in governance, strategy and business model	4.1.2.3.1 Role of the administrative, management and supervisory bodies (GOV-1)
	4.1.2.1 Strategy, business model and value chain (SBM-1)
Dialogue with affected stakeholders at all stages of the due diligence process	4.1.2.4 Interests and views of stakeholders (SBM-2)
Identifying and assessing adverse impacts	4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Taking actions to address those adverse impacts	4.2.2.1 Impacts, risks and opportunities related to climate change
	4.2.3.2 Impacts, risks and opportunities related to biodiversity
	4.2.4.2 Water-related impacts, risks and opportunities
	4.3.2.1 Impacts, risks and opportunities related to our employees
	4.3.3.2 Impacts, risks and opportunities related to consumers and/or end-users.
Tracking the effectiveness of these efforts and communicating	4.4.1 Impacts, risks and opportunities related to business conduct

4.1.3.2 Disclosures on the materiality assessment process

4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

General approach to the dual materiality analysis

The aim of the dual materiality analysis process was to identify the positive and negative impacts, actual or potential, as well as the material risks and opportunities, in 2024, for the Crédit Mutuel Arkéa Group in terms of sustainability.



This approach was based on an analysis of the Group's various activities as developed in chapter 1 of the URD, using as the main frame of reference for analysis the themes, sub-themes and sub-sub-themes detailed in Application Requirement 16 of ESRS 1 of Delegated Regulation (EU) 2023/2772. The Group also looked at issues specific to its activities and business model.

The dual materiality analysis was carried out by the CSRD project management team in conjunction with the departments concerned. This assessment made it possible to determine the material stakes on the basis of the IROs whose assessment was higher than the predefined thresholds.

The Crédit Mutuel Arkéa Group's dual materiality analysis covered all the entities over which it has financial control:

- all fully consolidated entities and
- entities that are not consolidated in the financial statements but in which it has a stake of more than 50%.

This analysis is carried out both on their own operations and on their business relationships in the various value chains. Crédit Mutuel Arkéa does not exercise operational control over companies accounted for by the equity method. In the dual materiality analysis, they are covered as entities in Crédit Mutuel Arkéa's value chain.

Step 1: understanding the context and identifying potential material issues

Understanding the context

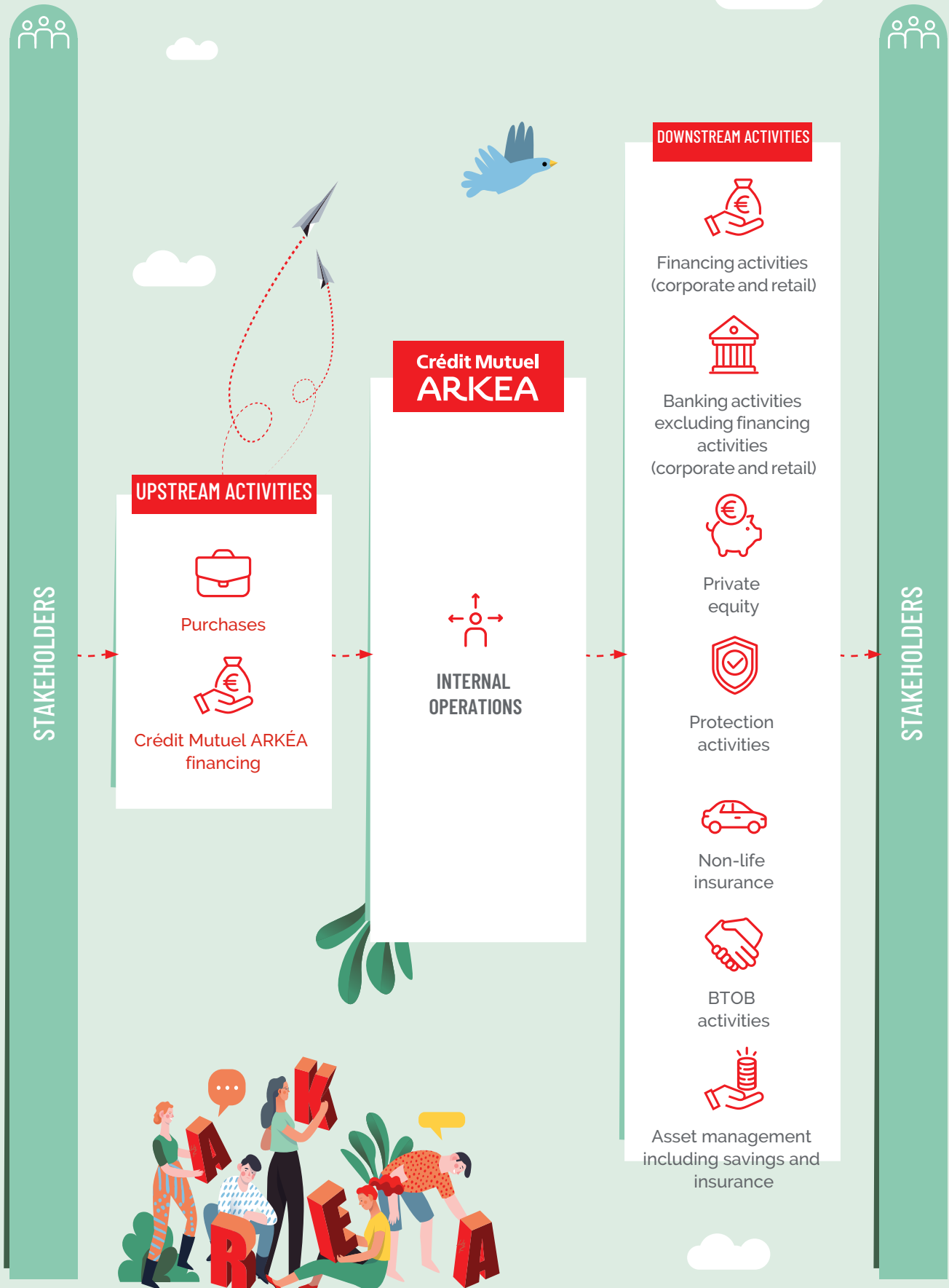
The first step was to understand the context of the impacts, risks and opportunities to which the Crédit Mutuel Arkéa Group is exposed as a result of its business model, including its activities, business relationships and stakeholders. This phase includes an analysis of the Crédit Mutuel Arkéa Group's value chains.

A common methodology was applied to these analyses:

- step 1: understanding the context and identifying potential material issues;
- step 2: analysis and assessment of potential material issues.

Crédit Mutuel Arkéa's activities are mainly concentrated in France and, for retail banking, in Brittany and Nouvelle-Aquitaine. The dual materiality analysis has taken account of this specific geographical scope. Only investments made through the asset management business have been analysed on an international basis.

Value chain



For each of these activities, the value chains were identified and represented with different internal experts belonging to these business lines. This made it possible to identify the nature of the interactions, the products and services, the first-tier stakeholders and, as far as possible, the second-tier stakeholders.

Identification of potential material issues

On the basis of the information obtained from understanding the context, Crédit Mutuel Arkéa has taken the following steps to identify potential material impacts, risks and opportunities:

- identifying a list of theoretical impacts/risks/opportunities by structuring matrices that cross-reference the list of sustainability matters (*Application Requirement* of ESRS 1) with the Group's activities or general typologies of risks or opportunities;
- the initial exclusion of theoretical impacts according to criteria of logic (e.g. the ESRS S1 Company staff only concerns own operations, the ESRS S2 Workers in the value chain only concerns the value chain) or evidence (e.g. the topic of "animal welfare" does not apply to own operations in the financial sector);
- identifying additional sustainability matters by taking into account studies and policies internal to the Group. The negative impact part is based on the company's due diligence process;
- analysis of the links between impacts, risks and opportunities and their consistency. Positive impacts can generate opportunities for the Group (and vice versa) and negative impacts can generate financial risks for the Group. Policies or action plans implemented to manage one impact, risk or opportunity can potentially generate others.

From these steps, a list of potentially material impacts, risks and opportunities has been defined. The in-house teams drew on a range of existing studies considered to be relevant to the analysis of double materiality (in particular, work resulting from the duty of care, risk matrices, strategic studies and Group publications).

The Group's regional influence has not been limited to a single impact, but runs across and underlies all the impacts, risks and opportunities, in line with its strategy and its model rooted in the regions.

Step 2: - analysis and assessment of potential material issues

Summary approach to assessing impacts, risks and opportunities

The second step involved rating all the impacts, risks and opportunities identified. This analysis was made possible by the existence of recognised databases and by the use of internal and external expertise. However, Crédit Mutuel Arkéa is aware that these initial analyses will need to be refined and confirmed in subsequent years.

Consultation with interested or affected stakeholders provides an opportunity to strengthen the analysis by adopting a more objective approach: interviews and workshops with external experts focusing on sustainability matters have helped to supplement and contextualise the analyses carried out internally with regard to the specific characteristics of the regions concerned, and to make them more objective. Crédit Mutuel Arkéa used existing consultations and supplemented them with specific interviews. In particular, this has enabled the Group to gain an insight into the potential impact on affected communities, such as local residents, of certain financed activities.

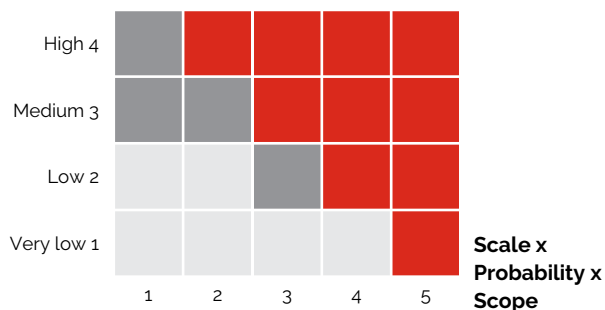
ESRS topics	Type of consultation
Environment	Consultation of four external experts (water, biodiversity, waste and circular economy)
Social - own workforce	Single professional risk assessment document and Experience Survey
Social - workers in the value chain, affected communities, consumers and end users	Consultation with three external experts specialising in social issues
Governance and business conduct	Involvement of directors throughout the process

Given Crédit Mutuel Arkéa's specific business model, three additional interviews were conducted on the agricultural and wine-growing sectors, as well as an interview with two representatives of a regional authority on the cross-cutting topic of regions.

Based on this expertise, Crédit Mutuel Arkéa has validated the rating of all the impacts, risks and opportunities, the dimensions of which are presented in the detailed approach. To determine whether an impact, risk or opportunity is material, Crédit Mutuel Arkéa has designed materiality matrices combining all the relevant dimensions.

Materiality matrix - Negative impact

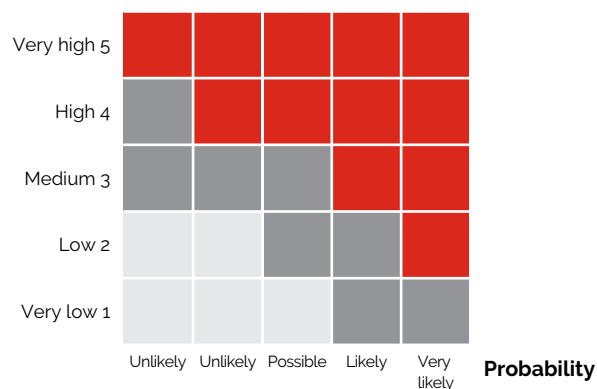
Irremediability



■ Negative impact identified as material

Materiality matrix - Risks

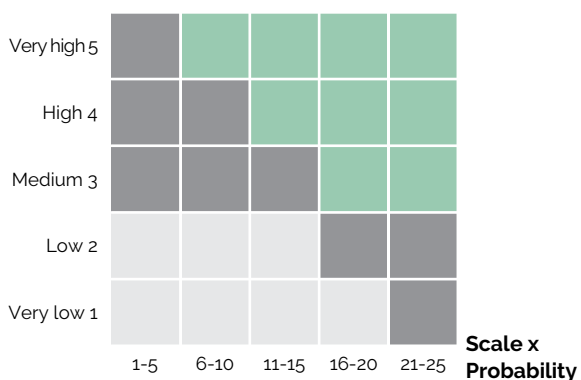
Severity



■ Major risk ■ Moderate risk ■ Minor risk

Materiality matrix - Positive impact

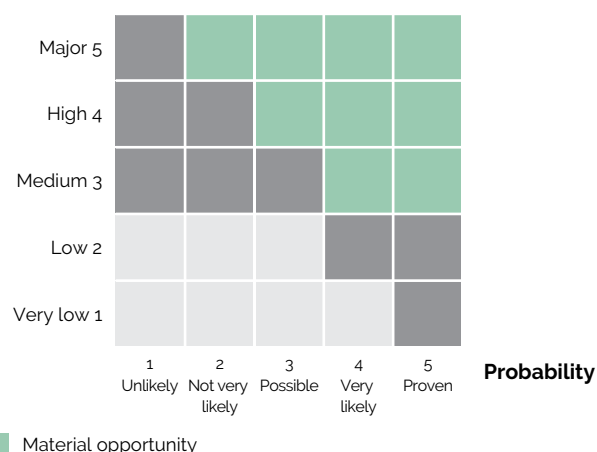
Scope



■ Material impact

Materiality matrix - Opportunities

Scale



■ Material opportunity

The methodology and the consolidated results were presented to the Board of Directors of Crédit Mutuel Arkéa for approval: Strategy and Societal Responsibility Committee, Risk and Internal Control Committee and Financial Statements Committee. The Mission Committee was also informed of the methodology and results.

The methodological approach is intended to form part of the Group's internal control system as explained in section 4.1.3.3 Risk management and internal controls over sustainability reporting (GOV-5).

Detailed approach to assessing impacts, risks and opportunities

Impact materiality

The impact materiality assessment was carried out on the basis of a matrix combining up to four dimensions:

- Negative impacts are assessed on four dimensions: scale, scope, irremediability and, where appropriate, probability;
- positive impacts are assessed on three dimensions: scale, scope and, where appropriate, probability.

Scale - Crédit Mutuel Arkéa has adopted the ESRS 1 definition of scale as the level 'which indicates "the extent to which the impact is negative, or on the contrary beneficial, for the population or the environment". A scale of 1 (low) to 5 (high) has been established for this purpose.

Scope - to characterise the impact of one of the Group's activities on a sustainability topic across its value chain, Crédit Mutuel Arkéa uses as its scope the aggregate amount of the portfolios of that activity which has a strong impact on that sustainability issue.

Irremediability (specific to negative impacts) - to determine irremediability, Crédit Mutuel Arkéa has defined a scale starting from 0 to qualify an impact that can be remedied immediately to 4 (irremediable negative impact or only in the very long term and requiring major efforts).

Probability (specific to potential impacts) is defined as the number of times an event can occur in a given time. Probability is defined on a scale of 1 (unlikely) to 5 (very likely or even certain). For analyses of negative impact on the value chain (upstream and downstream), the probability is intrinsically taken into account in the underlying databases (the impact is probable or not).

The impact ranking matrices used by the Crédit Mutuel Arkéa Group and the associated scales are defined above in the General approach to dual materiality analysis section. These matrices can be used to define, classify and prioritise impacts.

Methodology for identifying and assessing the negative impacts of own operations

For the materiality analysis of the impacts of its own operations, the work and conclusions drawn in the context of the duty of care plan (see 4.6 Duty of care plan) have been taken into account in both the environmental and social aspects. Each topic of the *Application Requirement 16* has been reconciled with those analysed during the due duty of care process:

- in the event of a link, the conclusions of the duty of care analyses are used to assess the impact. Qualitative analyses have enabled us to associate coherent ratings with the four dimensions presented above. For example: the conclusions on physical and psychosocial risks for Crédit Mutuel Arkéa employees have been included in full:
 - Each year Crédit Mutuel Arkéa measures its financed emissions in order to identify and understand the sources of greenhouse gas (GHG) emissions and their levels from the Group's own operations.
 - these measurements and analyses enable the Group to identify assets and economic activities that are difficult to reconcile with a transition to a climate-neutral economy, and to take action to limit the emissions that are locked in.
- where it is not possible to establish a link, ad hoc analyses are carried out to assess the impact;
- on the basis of existing or additional analyses, an expert assessment was carried out to match the methodology requested by the CSRD;
- These new potential negative impacts will now be included in the duty of care plan 2024: they will have to be the subject of a formalisation of existing mitigation measures, monitoring of appropriate indicators and associated action plans. The mitigation plans drawn up for the duty of care are intended to feed into the publication requirements for the policies, actions and targets requested by the CSRD standard.

Methodology for identifying and assessing the negative impacts of own operations

Approach

For the materiality analysis of the impacts arising from its purchases, on the upstream part, and from counterparties and financed customers, on the downstream part, Crédit Mutuel Arkéa has analysed its purchasing, credit, asset management and private equity portfolios to identify the sectors of activity, with a high potential impact on sustainability matters, in which the Group has the majority of its exposure. This analysis has been substantiated by the use of international reference databases to identify potential negative impacts by sector, produced through the Group's value chains:

- the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) database promoted by the United Nations (UNEP-WCMC) on climate and environmental issues. For the biodiversity section, a "biodiversity impact score" was constructed using the approach adopted by Maha Czielski et al. (2024), based on the "direct impact drivers of biodiversity loss";
- the Sustainability Accounting Standards Board (SASB) materiality standards on social and governance issues.

For this first financial year of the sustainability report, the focus of the impact analysis has been on the main value chains (purchasing, financing activities, asset management including life insurance and private equity) insofar as they represent the bulk of the Group's activities and the Group has the ability to influence practices in these value chains. The "real estate value chain" was also partially covered (financing, investment). Non-financing banking activities and B2B activities have no value chain beyond tier 1. For both the protection and non-life insurance businesses, further work is required in the future.

Limits to the use of databases

The use of these databases has enabled us to obtain a potential view of the negative impacts of Crédit Mutuel Arkéa's counterparties and customers, as they reflect a consolidated sectoral view of its portfolio rather than an actual one. The data reflects an average potential impact worldwide. They can therefore mask a wide variety of practices in a given sector. In particular, they make no distinction between the maturity of the practices of companies in the same sector. However, these databases make up for the lack of real data on all financing and enable a granular approach to be adopted by sector. Compared with the activities of the Crédit Mutuel Arkéa Group, however, these bases have an international bias for activities that are essentially national within the Group.

The databases are not exhaustive in relation to the NACE sector nomenclature used by Crédit Mutuel Arkéa. With this in mind, logical reconciliations have been carried out on sectors that are important for the Group and when data is available on another class close to the one for which data is missing. For example, the NAF distinguishes between "01.41 Raising of dairy cattle" and "01.42 Raising of other cattle and buffaloes", whereas the UNEP-WCMC makes no such distinction. Line 01.41 is empty and the materiality data for NACE code 01.42 have been applied to NACE code 01.41.

The transition from a lower to a higher level of aggregation has been achieved by averaging the materiality levels of the sub-sectors. This can lead to biases in the analysis if the degree of heterogeneity of the sub-sectors thus combined is significant. The most significant examples are:

- 1) the NACE sector "D35.1 Electric power generation, transmission and distribution", which covers all forms of electricity generation;
- 2) The UNEP-WCMC database provides information on impacts for classes "70.10 Activities of head offices" and "64.20 Activities of holding companies". As this classification can conceal very different realities and a wide disparity of activities within the groups concerned, the decision was made to remove the data from these lines.

Coverage of outstandings

The databases do not cover certain important business sectors for Crédit Mutuel Arkéa. For example, the agricultural sector, the public sector and the financial sector are not represented in SASB. Additional work will be carried out over the next few years to complete the databases and increase the coverage rate of outstandings.

Crédit Mutuel Arkéa's activities	SASB cover rate - social and governance issues	ENCORE cover rate - environmental issues
Purchases	97%	83.24% (excluding IT consulting services)
Home loans	N/A	100% - climate change only
Loans to financial institutions	89% (excluding Other monetary intermediation, Other credit distribution, Other financial services activities, excluding insurance and pension funds)	98%
Loans to sovereigns and local authorities	72% (excluding General public administration)	97%
Loans to companies	80%	70%
Private equity	91%	68%
Asset management	83% (excluding GICS - Public Sector)	76 % (excluding GICS - Public Sector)
Insurance premiums	N/A	100% - climate change only

Data at 31 December 2023 - this data was analysed during 2024 and accurately reflects the Group's situation at 31 December 2024 in the absence of any major event.

Specific dimension of value chain negative impact analysis

A specific scale has been established as part of the analysis of negative impact on the value chain: it depends on the level of assets held in sectors with a strong potential negative impact on a sustainability issue.

Cumulative amount outstanding in a sector with a high impact on a sustainability issue	Scope rating
€0-3bn	1
€3-10bn	2
€10-15bn	3
€15-20bn	4
More than €20bn	5

By definition, these ratings, based on the level of outstandings, exclude certain Group activities, such as purchasing and private equity, from the materiality of the impact.

Methodology for identifying and assessing positive impacts

The positive impacts of the Group's activities have been identified and assessed through:

- analysis of Company with a Mission objectives;
- an internal qualitative analysis of the identified and potentially material impacts.

A consistency analysis was carried out with the results of the non-financial performance measurement. Company with a Mission objectives or non-financial performance measurement indicators that relate to the mitigation of potential negative impact have been excluded from the identification and analysis process.

Financial materiality

The impact materiality assessment was based on a risk/opportunity matrix combining two dimensions:

- the probability of occurrence of the risk or opportunity (frequency);
- the severity of the risk or the scale of the opportunity (potential scale on the financial effects).

Probability is defined as the likelihood of the risk occurring in the short, medium and long term. It is based on a 5-level rating scale (unlikely, not very likely, possible, likely, very likely) which takes qualitative account of short, medium and long-term time horizons.

The severity of the risk or the scale of the opportunity corresponds to the estimated impact on the company's financial position, financial performance, cash flows, access to financing or cost of capital in the short, medium or long term. It is based on a 5-level scale that incorporates ranges of quantitative financial effects.

The probability and severity/magnitude ratings are based on a series of quantitative and qualitative studies for environmental issues, and on expert qualitative justification for social and governance issues.

Risk identification and assessment methodology

The process of identifying and assessing sustainability risks is based on an in-depth analysis of the risks, resulting from negative impacts and dependencies, and their propagation to the main banking and financial risks via transmission channels. These analyses were carried out on the basis of workshops that concluded with expert assessments of probability and severity. The financial materiality thresholds are based on thresholds that already exist in the Group's risk methodologies.

The nature of the effects of risks can be assessed according to two broad categories:

- direct financial effects, such as penalties and fines linked to non-compliance with various regulations, losses linked to the interruption of economic activity or investment in technological upgrades;
- indirect financial effects via the value chain, which is also impacted by the various sustainability risks that can affect the ability to repay a loan, for the downstream value chain, or to provide a service, for the upstream value chain.

By analysing the transmission of these risks, we can identify and assess risks throughout the value chain:

- on own operations via operational risk, strategic risk and insurance risk;
- on the upstream value chain via operational risk;
- on the downstream value chain via credit risk and insurance risk.

The risk hierarchy matrix used by the Cr dit Mutuel Ark a Group and the associated probability and severity scales are defined above in the section entitled "Summary approach to the assessment of impacts, risks and opportunities". These matrices can be used to rank and prioritise sustainability risks.

The risk identification and assessment procedure is integrated into the company's overall risk management process and has fed into the various sustainability risk management systems within the Group.

Firstly, with regard to environmental risks, the various materiality matrices (climate risks, risks of biodiversity loss, risks associated with aquatic and marine resources, pollution risks, risks associated with the use of resources and the circular economy) and the associated probability and severity ratings are incorporated into the environmental risk management policy, which complements the pre-existing internal policies for each type of risk. Policies for other types of risk are also gradually being enriched with issues relating to environmental risks.

These measurements and analyses enable the Group to identify assets and economic activities that are difficult to reconcile with a transition to a climate-neutral economy, and to take action to limit the emissions that are locked in. Dependence on customers' natural resources has been taken into account in the analysis of physical risks in relation to the sectoral dependence and impact factors in the ENCORE database.

Secondly, with regard to social risks, the results of the identification of risks and the assessment of their financial materiality have also been integrated into the social risk management policy, initiated in 2024. It is also planned to set out the governance-related risks in a risk management policy at a later date, using the results of the risk identification and assessment process.

Sustainability risks have been integrated into Cr dit Mutuel Ark a's risk mapping via the main risk factors below:

- climate transition risks;
- physical climate risks;
- transition risks related to biodiversity loss;
- physical risks related to biodiversity loss;
- corporate risks (for own accounts and via financing and investment activities);
- governance risks (for own accounts and via financing and investment activities).

With regard to environmental risks, the financial materiality analysis is based on qualitative as well as quantitative studies, in particular the following resources:

Environment				
	Climate change (E1)		Water (E3), Biodiversity (E4)	
Data source	Physical risk: IPCC	Transition risk: NGFS	Physical risk: TNFD/ENCORE	Transition risk: TNFD/ENCORE
Range covered	Own activities and value chain	Own activities and value chain	Own activities and value chain	Own activities and value chain
Scenario used	SSP5-8.5	Orderly transition	TNFD #3 "Sand in the gears"	TNFD #1 "Ahead of the game"
Data used	- Greenhouse gas (GHG) emissions - Global temperature - Energy mix and energy use - Demographic and economic growth - Ocean acidification - Frequency of extreme weather events - Socio-economic impacts	- GHG emissions - Global temperature - Energy mix and energy use - Carbon price - Socio-economic impacts - Infrastructure investments - Carbon capture and storage (CCS) technologies - Impact on the energy sector	- Environmental inaction - Complexity and lack of understanding of biodiversity loss models - Lack of standardisation and poor quality of nature data - Impact of the loss of ecosystem services not sufficiently visible in overall GDP - Biodiversity is overshadowed by climate change - Nature-related technologies less funded and less of a priority than carbon reduction technologies	- Environmental policies - More respectful attitude to nature - Pressure on companies - Growing demand for transparency on the impact on nature - Social movements - Reducing the energy intensity of GDP - Concentration of the impact on nature on a limited number of biomes - Stabilisation of the global macroeconomic environment

Methodology for identifying and assessing opportunities

An opportunity is the result of positive impacts, mitigation of negative impacts or dependencies. A sustainability issue is material if it leads in the short, medium or long term to opportunities that have an impact on:

- financial position;
- financial performance;
- cash flow;
- access to finance or the cost of capital;
- non-financial capital.

The identification and assessment of opportunities was based on existing work, both external and internal:

- identification and assessment through analyses based on external studies;
- identification of the challenges and gathering of information on the scale and likelihood of opportunities in the areas where the Group is present (worldwide, France and even regions if data is available);
- identification through strategic studies of Crédit Mutuel Arkéa's Strategic Plan and the commitments already made by the Group (Principles for Responsible Banking, Task Force on Climate Related Financial Disclosures, etc.);
- for all opportunities identified: an internal analysis of the nature of the opportunity and the expected consequences for the Group has been carried out to establish the scale and probability ratings, according to expert opinion. Internal experts have been called in, where necessary, to confirm certain analyses.

With regard to climate change, the Group drew in particular on data from the National Low Carbon Strategy, France's roadmap for implementing a climate change mitigation policy consistent with the Paris Agreement. With regard to biodiversity, no scenario analysis was used for this assessment.

Opportunities will be regularly reassessed to take account of external changes (regulatory, technological, customer expectations, etc.) as well as developments in the Group's various business lines.

4.1.3.2.2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)

Content index of data points that derive from other EU legislation (IRO-2-56)

Data points	Location in the sustainability statement
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	2.2 The Board of Directors of the company Crédit Mutuel Arkéa 4.1.2.3.1 The role of the administrative, management and supervisory bodies (GOV-1)
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)	2.2 The Board of Directors of Crédit Mutuel Arkéa
ESRS 2 GOV-4 Statement on due diligence paragraph 30	4.1.3.1 Statement on due diligence (GOV-4)
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Non-material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14	4.2.2.2 The transition plan (E1-1)
ESRS E1-1 Undertakings excluded from Paris-aligned benchmarks paragraph 16 (g)	4.2.2.2 The transition plan (E1-1)
ESRS E1-4 GHG emission reduction targets paragraph 34	4.2.2.4.1.2 Targets for the Group's own operations 4.2.2.4.2.2 Targets for the banking business 4.2.2.4.3.2 Targets for the asset management business 4.2.2.4.4.2 Targets for the life insurance business
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Non-material
ESRS E1-5 Energy consumption and mix paragraph 37	4.2.2.4.1.1 Measuring the carbon footprint of the Group's own operations
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Non-material
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	4.2.2.4 The Group's carbon footprint
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	
ESRS E1-7 GHG removals and carbon credits paragraph 56	4.2.2.4.5 Carbon offsetting
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66	The undertaking may omit the information prescribed by ESRS E1-9 for the first year of preparation of its sustainability statement.
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)	
ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).	
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).	
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69	Non-material
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	
ESRS E3-1 Water and marine resources (paragraph 9)	4.2.4.2 Policies, actions and targets relating to banking activities
ESRS E3-1 Dedicated policy paragraph 13	4.2.4.3 Water consumption at Group sites
ESRS E3-1 Sustainable oceans and seas paragraph 14	4.2.4.2 Policies, actions and targets relating to banking activities
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Non-material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	
ESRS 2- SBM 3 - E4 paragraph 16 (a) i	4.2.3.5 Impacts and actions related to Group sites
ESRS 2- SBM 3 - E4 paragraph 16 (b)	4.2.3.5 Impacts and actions related to Group sites
ESRS 2- SBM 3 - E4 paragraph 16(c)	4.2.3.5 Impacts and actions related to Group sites
ESRS 2- SBM 3 - E4 paragraph 16(c)	4.2.3.5 Impacts and actions related to Group sites
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	4.2.3.4.2 Group policies relating to biodiversity issues
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	4.2.3.4.2 Group policies relating to biodiversity issues
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	4.2.3.4.2 Group policies relating to biodiversity issues

Data points	Location in the sustainability statement
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Non-material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Non-material
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Non-material
ESRS S1-1 Human rights policy commitments paragraph 20	4.3.1.2 Human rights related to company personnel 4.6 Duty of care plan
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21	4.3.1.2 Human rights relating to company employees
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Non-material
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	4.3.2.4.1 Health and safety at work
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	4.3.2.4.1 Health and safety at work
Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	4.3.2.4.1 Health and safety at work
Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	4.3.2.4.1 Health and safety at work
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	4.3.2.5.3 Gender diversity and balance
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	4.3.2.3.3 Pay policy
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	4.3.2.4.1 Health and safety at work
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	4.3.1.4 Serious human rights incidents
ESRS 2- SBM3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	
ESRS S2-1 Human rights policy commitments paragraph 17	
ESRS S2-1 Policies related to value chain workers paragraph 18	
ESRS S2-1 Non-respect of the Guiding Principles on Business and Human Rights on Business and OECD guidelines paragraph 19	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19	Non-material
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	
ESRS S3-1 Human rights policy commitments paragraph 16	
ESRS S3-1 Non-respect of the Guiding Principles on Business and Human Rights on Business, ILO principles and/or OECD guidelines paragraph 17	
ESRS S3-4 Human rights issues and incidents paragraph 36	
ESRS S4-1 Policies related to consumers and end-users paragraph 16	4.3.1.1 Human rights related to consumers and end users 4.6 Duty of care plan
ESRS S4-1 Non-respect of the Guiding Principles on Business and Human Rights on Business and OECD guidelines paragraph 17	4.3.1.1 Impacts, risks and opportunities related to consumers and/or end-users.
ESRS S4-4 Human rights issues and incidents paragraph 35	4.3.1.4 Serious human rights incidents
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Not applicable
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Not applicable
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Non-material
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Non-material

The undertaking shall include a list of the Disclosure Requirements complied with in preparing the sustainability statement, following the outcome of the materiality assessment (IRO-2-56)

Disclosure requirements	Location in the sustainability statement
Disclosure Requirement BP-1 —General basis for preparation of sustainability statements	4.1.1.1 General basis for preparation of sustainability statements (BP-1)
Disclosure Requirement BP-2 – Disclosures in relation to specific circumstances	4.1.1.2 Disclosures in relation to specific circumstances (BP-2) 4.1.3.2 Information on the materiality assessment process 4.2.2.4 The Group's carbon footprint
Disclosure Requirement GOV-1 – The role of the administrative, management and supervisory bodies	4.1.2.3.1 Role of the administrative, management and supervisory bodies (GOV-1)
Disclosure Requirement GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	4.1.2.3.2 Information provided to the administrative, management and supervisory bodies and the sustainability matters dealt with by these bodies (GOV-2)
Disclosure Requirement GOV-3 – Integration of sustainability-related performance in incentive schemes	4.1.2.3.3 Integration of sustainability-related performance in incentive schemes (GOV-3)
Disclosure Requirement GOV-4 – Statement on due diligence	4.1.3.1 Statement on due diligence (GOV-4)
Disclosure Requirement GOV-5 – Risk management and internal controls over sustainability reporting	2.7 Internal control 2.7.2 Governance of internal control 4.1.3.3 Risk management and internal controls over sustainability reporting (GOV-5) 5.5 Operational risk
Disclosure Requirement SBM-1 – Strategy, business model and value chain	1 Presentation of Crédit Mutuel Arkéa 4.1.2.1 Strategy, business model and value chain (SBM-1)
Disclosure Requirement SBM-2 – Interests and views of stakeholders	4.1.2.4 Interests and views of stakeholders (SBM-2)
Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	4.1.2.2 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)
Disclosure Requirement IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Disclosure Requirement IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	4.1.3.2.2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)
Disclosure Requirement E1-1 – Transition plan for climate change mitigation	4.2.2.2 The transition plan (E1-1)
Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	4.1.2.2 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) 4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1) 4.2.2.3 Focus on taking climate risks into account 4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-2 – Policies related to climate change mitigation and adaptation	4.2.2.2 The transition plan (E1-1) 4.2.2.3 Focus on taking climate risks into account 4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-3 – Actions and resources in relation to climate change policies	4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-4 – Targets related to climate change mitigation and adaptation	4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-5 – Energy consumption and mix	4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	4.2.2.4 The Group's carbon footprint
Disclosure Requirement E1-8 – Internal carbon pricing	4.2.2.4 The Group's carbon footprint
Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Disclosure Requirement E3-1 – Policies related to water and marine resources	4.2.4.2 Policies, actions and targets relating to banking activities 4.2.4.3 Water consumption at Group sites
Disclosure Requirement E3-2 – Actions and resources related to water and marine resources	4.2.4.2 Policies, actions and targets relating to banking activities
Disclosure Requirement E3-3 – Policies related to water and marine resources	4.2.4.2 Policies, actions and targets relating to banking activities
Disclosure Requirement E3-4 – Water consumption	4.2.4.3 Water consumption at Group sites
Disclosure Requirement E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model	4.2.3.1 The transition plan
Disclosure Requirement related to ESRS 2 IRO-1 Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Disclosure Requirement E4-2 – Policies related to biodiversity and ecosystems	

Disclosure requirements	Location in the sustainability statement
	4.2.3.4 Policies, actions and targets related to financial activities 4.2.3.5 Impacts and actions related to Group sites
Disclosure Requirement E4-3 – Actions and resources related to biodiversity and ecosystems	4.2.3.4 Policies, actions and targets relating to financial activities
Disclosure Requirement E4-4 – Targets related to biodiversity and ecosystems	4.3.2.2.1 Own workforce 4.3.2.2 Internal communication and dialogue 4.3.2.3.1 Training and skills development 4.3.2.3.2 Employee mobility 4.3.2.3.3 Pay policy 4.3.2.4.1 Health and safety at work 4.3.2.4.2 Work-life balance 4.3.2.5.1 Inclusion strategy 4.3.2.5.2 Employment and inclusion of people with disabilities 4.3.2.5.3 Gender mix and balance 4.3.2.6 Measuring perceptions of the employee experience
Disclosure Requirement E4-5 – Impact metrics related to biodiversity and ecosystems change	4.2.3.5 Impacts and actions related to Group sites
Disclosure Requirement S1-1 – Policies related to own workforce	4.3.2.2.1 Own workforce 4.3.2.2 Internal communication and dialogue 4.3.2.3.1 Training and skills development 4.3.2.3.2 Employee mobility 4.3.2.3.3 Pay policy 4.3.2.4.1 Health and safety at work 4.3.2.4.2 Work-life balance 4.3.2.5.1 Inclusion strategy 4.3.2.5.2 Employment and inclusion of people with disabilities 4.3.2.5.3 Gender mix and balance 4.3.2.6 Measuring perceptions of the employee experience 4.6 Duty of care plan
Disclosure Requirement S1-2 – Processes for engaging with own workers and workers' representatives about impacts	4.3.2.2.2 Internal communication and dialogue 4.3.2.2.2 Internal communication and dialogue 4.3.2.6 Measuring the perception of the employee experience
Disclosure Requirement S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	4.3.2.3.2 Employee mobility 4.3.2.4.1 Health and safety at work
Disclosure Requirement S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	4.3.2.2.1 Own workforce 4.3.2.2 Internal communication and dialogue 4.3.2.3.1 Training and skills development 4.3.2.3.2 Employee mobility 4.3.2.3.3 Pay policy 4.3.2.4.1 Health and safety at work 4.3.2.4.2 Work-life balance 4.3.2.5.1 Inclusion strategy 4.3.2.5.2 Employment and inclusion of people with disabilities 4.3.2.5.3 Gender mix and balance 4.3.2.6 Measuring perceptions of the employee experience
S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	4.1.2.1 Strategy, business model and value chain (SBM-1) 4.3.2.3.2 Employee mobility 4.3.2.5.3 Gender diversity and balance
Disclosure Requirement S1-6 – Characteristics of the undertaking's employees	4.3.2.2.1 Own workforce 4.3.2.6 Measuring the perception of the employee experience
Disclosure Requirement S1-7 – Characteristics of the undertaking's employees	Not applicable
Disclosure Requirement S1-8 – Collective bargaining coverage and social dialogue	4.3.2.2.2 Internal communication and dialogue
Disclosure Requirement S1-9 – Diversity metrics	4.3.2.2.1 Own workforce 4.3.2.5.3 Gender diversity and balance
Disclosure Requirement S1-10 – Adequate Wages	4.3.2.3.3 Pay policy
Disclosure Requirement S1-11 – Social protection	4.3.2.4.2 Work-life balance
Disclosure Requirement S1-12 – Persons with disabilities	4.3.2.5.2 Employees with disabilities
Disclosure Requirement S1-13 – Training and skills development metrics	4.3.2.3.1 Training and skills development 4.3.2.3.2 Employee mobility
Disclosure Requirement S1-14 – Health and safety metrics	4.3.2.4.1 Health and safety at work
Disclosure Requirement S1-15 – Work-life balance metrics	4.3.2.4.2 Work-life balance
Disclosure Requirement S1-16 – Compensation metrics (pay gap and total compensation)	4.3.2.3.3 Wage policy 4.3.2.5.3 Gender diversity and balance

Disclosure requirements	Location in the sustainability statement
S1-17 – Incidents, complaints and severe human rights impacts	4.3.1.4 Serious human rights incidents 4.3.2.4.1 Health and safety at work
Disclosure Requirement S4-1 – Policies related to consumers and end-users	4.1.3.2 Information on the materiality assessment process 4.3.1 The Crédit Mutuel Arkéa Group's human rights policy 4.3.1.3 Reporting, a key element in the protection of human rights 4.3.1.4 Serious human rights incidents 4.3.3.3 Financial and social inclusion 4.3.3 4 The development of products and services in support of major social and societal issues in local and regional areas 4.3.3.5 Support for access to housing through financing and investment activities and 4.3.3.6 Protection of privacy 4.3.3.7 Access to information and responsible marketing practices 4.6 Compliance plan
Disclosure Requirement S4-2 – Processes for engaging with own workers and workers' representatives about impacts	4.1.3.2 Information on the materiality assessment process 4.3.3.1 Customer centricity 4.3.3.6 Protection of privacy 4.3.3.7 Access to information and responsible marketing practices 4.3.3.8 Main interactions with consumers and end-users at Crédit Mutuel Arkéa
Disclosure requirement S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	4.1.3.2 Information on the materiality assessment process 4.3.1.3 Whistleblowing, a key element in the protection of human rights 4.3.3.3 Financial and social inclusion 4.3.3.6 Protection of privacy 4.3.3.7 Access to information and responsible marketing practices 4.3.3.8 Main interactions with consumers and end-users at Crédit Mutuel Arkéa
Disclosure Requirement S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	4.1.2.1 Strategy, business model and value chain (SBM-1) 4.1.3.2 Information on the materiality assessment process 4.3.1 The Crédit Mutuel Arkéa Group's human rights policy 4.3.3 Consumers and end users (S4) 4.3.3.3 Financial and social inclusion 4.3.3.4 Development of products and services in support of major social and societal issues in local and regional areas 4.3.3.5 Support for access to housing through financing and investment activities and as a social landlord
Disclosure Requirement S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	4.3.3.3 Financial and social inclusion 4.3.3.4 Development of products and services to support major social and societal issues in the territories
Disclosure requirements related to ESRS 2 IRO-1 – Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	4.1.3.2.1 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Disclosure Requirement G1-1– Corporate culture and Business conduct policies and corporate culture	4.4.3.1 The business conduct framework and corporate culture 4.4.3.3 The whistleblowing system 4.4.3.4 The business ethics training and information system
Disclosure Requirement G1-3 – Prevention and detection of corruption and bribery	4.4.3.1 The framework for business conduct and corporate culture 4.4.3.2 The involvement of corporate governance in promoting business ethics 4.4.3.3 The whistleblowing system 4.4.3.4 The business ethics training and information system
Disclosure Requirement G1-4 – Incidents of corruption or bribery	4.4.3 Business ethics 4.4.3.2 Involvement of corporate governance in favour of business ethics 4.4.3.3 The whistleblowing system 4.4.3.4 The business ethics training and information system

Incorporation by reference

The following information is incorporated by reference:

Data point	Section of the Registration Document
ESRS 2 Para. 40 (a) Business model	Chapter 1 Presentation of Crédit Mutuel Arkéa
ESRS 2 Para. 20 & 21 Governance	Sections 2.2.1 Composition of the Board of Directors and 2.3 Executive corporate officers
ESRS 2 Para.22	Chapters 2.4 Executive Management bodies and work and 2.7.2 Governance of internal control
ESRS 2 Para. 36 (a), (b)	Chapters 2.7 Internal control and 5.5 Operational risk
ESRS 2 Para. 36 (e)	Chapter 2.7.2 Governance of internal control
S1 Para. 20 (c) & S4 Para. 16 (c)	Chapter 4.6 Duty of care plan

Methodology for defining the material information to be published with regard to the impacts, risks and opportunities it has assessed as material

To determine whether a data point should be disclosed, the following approach was followed:

- 1 the ESRS is material or not;
- 2 The sub-topic or relevant sub-sub-topic is material;
- 3 the position (own operation or value chain) of the material impact, risk or opportunity is consistent with the data point disclosed;
- 4 finally, if special circumstances apply, the data point may be identified as non-physical.

4.1.3.3 Risk management and internal controls over sustainability reporting (GOV-5)

The management of sustainability information is part of the Group's internal control organisation, as detailed in the Management Report in sections 2.7 Internal control and 5.5 Operational risk.

Main risks and risk management systems for sustainability information

The main risks identified are operational risks. These risks and the associated risk management systems are as follows:

Sustainability reporting Risks	Risk management systems
Dissemination of incorrect or incomplete information	Information validation process Dedicated project committee Validation by Crédit Mutuel Arkéa's Executive Committee and Board of Directors
Delay in publication of the sustainability report	Dedicated CSRD project management team Appointment of pilots in contributing entities Dedicated project committee structure

Controls relating to sustainability information

The control plan dedicated to ESG issues was defined following an analysis of the risks associated with the company's various processes, in accordance with the PRDC (Process/Risk/System/Control) approach adopted by Crédit Mutuel Arkéa. In addition, regular workshops with the departments concerned, as well as ongoing monitoring of regulations, enable the Group's independent permanent control units to prioritise the various issues.

A permanent controller, attached to the Permanent Risk Control Department of the Compliance and Permanent Control Division, is dedicated to ESG and sustainable finance issues. Since 2023, a number of ESG and sustainable finance issues have been studied, leading to the creation of a control plan for 2024: sector policies, duty of care, comitology, training, integration of ESG risks into the Group's systems, and so on.

By checking that the risks associated with these systems are under control, some of these controls make it possible to ensure the quality of certain information published in the sustainability report on these systems.

A dedicated control plan for the information published in the sustainability report will be rolled out in 2025. This control plan is designed to address the operational risks described above. Its findings will be disseminated and used in accordance with the general processes described below.

Internal audit of sustainability information

The third line of is ensured by the General Inspection and Periodic Control Department (GIPCD), which is responsible for the internal audit function. It carries out its activities across all the Group's structures in accordance with the periodic control framework adopted and implemented within the Group. It carries out internal audit assignments as part of a multi-year periodic control plan. To ensure that the audit cycle is set according to an approach that is proportionate to the risks, this plan includes annual work on the main risks associated with the Group's activities. These actions are defined as part of an annual periodic control plan drawn up on the basis of a risk map specific to the GIPCD, incorporating risks relating to environmental, social and governance issues. GIPCD internal auditors receive regular training in ESG risk controls.

Conclusions of the risk assessment and internal controls

As soon as an inspection has been carried out, the report is sent to the line manager concerned. This report includes the recommendations made by the permanent controller in charge of the scope of control relating to ESG risks and sustainable finance.

The improvement plans identified aim, for example, to:

- implement first-level controls;
- improve the formalisation of first-level controls;
- update and enhance procedures, etc.

They are discussed with the heads of the departments concerned.

The rates of implementation of recommendations, by department and by criticality, are presented to each Compliance and Permanent Control Committee.

Information for executive and supervisory bodies

The executive officers and the supervisory body are regularly informed of the implementation of the permanent control plans, of which the ESG and Sustainable Finance risk control plan forms an integral part, in accordance with the procedures set out in section 2.7.2 Governance of internal control.

4

4.2 Environmental information

4.2.1 Our environmental challenges

As part of the preparation of the sustainability report, Crédit Mutuel Arkéa carried out a dual materiality analysis on the sustainability themes devoted to environmental issues, identifying the material impacts, risks and/or opportunities associated with them. The Group's material sustainability challenges **relate to climate change, biodiversity and ecosystems, and water and marine resources, corresponding to thematic ESRs E1, E4 and E3 respectively.**

Crédit Mutuel Arkéa is aware of **the importance of these issues not only for its own activities but also for the resilience of the regions in which it operates and their stakeholders, and has therefore incorporated them into the heart of its strategy and its Sustainable Finance 2030** roadmap (see 4.1.2.1 Strategy, business model and value chain (SBM-1)), which focuses on three sustainability issues: climate change mitigation and adaptation, biodiversity and water.

4.2.2 Climate change (E1)

4.2.2.1 Impacts, risks and opportunities related to climate change

Nomenclature	Name of impact, risk or opportunity, nature and time horizon	Policies	Main actions: initiated or continued in 2024 or planned	Targets and Indicators
Climate change mitigation				
ESRS E1_IN1	Banks: GHG emissions linked to property financing granted to members and individual customers and to financing for professional, business, agri/viti and local authority customers (Negative impact: short, medium and long term)	Company with a Mission to 2027 - commitment no. 2: "Develop dedicated financing solutions to support the environmental transition of all our customers"	By Group entity: - Financing offers for energy renovation, low-carbon energy production, carbon impact loans, etc. - Energy renovation; energy renovation advantage loan option, extension of the range for renovation work (<i>Coming soon</i>) - Sustainable mobility: strengthen positioning in retrofit. (<i>Coming soon</i>)	Targets to 2027: - Annual production of credits in favour of the environmental transition - Gross annual savings inflows for the environmental transition
ESRS E1_O1	Opportunities offered by financing the climate transition and developing savings products to support the climate transition (Opportunity: ST, MT)			
ESRS E1_IP1	Reducing greenhouse gas emissions and improving energy efficiency through credit production and the services provided to members and customers in support of the environmental transition (Positive impact: ST, MT, LT)	- Coal policy - Oil and gas policy - Air transport policy - Maritime transport policy - Real estate financing policy - Agri/viti/agro policy - Complementary climate trajectories for the steel, cement and power generation sectors	- Selection criteria: coal, oil and gas, air transport, shipping, steel, cement, power generation, palm oil - Support schemes: air transport, shipping, agri/viti/agro, property financing - ESG analysis criteria: shipping - Tariff policy - Definition of targets in the agri sector (<i>To come</i>)	Targets to 2027: - Exit from the coal sector Targets to 2030: - Exit from the oil and gas sector - Carbon intensity targets: air transport, maritime transport, steel, cement, electricity generation, residential property financing, etc.
ESRS E1_IN4	Energy consumption linked to real estate financing granted to members and individual customers, agri/viti and local authorities (Negative impact: ST, MT, LT)			
ESRS E1_IN2	Asset management & life insurance: GHG emissions linked to investments in companies in the asset management and life insurance portfolio (Negative impact: ST, MT, LT)	- Company with a Mission to 2027 - declination engagement n°2: "Develop financing offers dedicated to supporting the environmental transition of all our customers"	- Investment and divestment criteria - Measurement systems: "Share of consumption and production of non-renewable energy" "Energy consumption intensity by sector with high climate impact"	Targets to 2027: - Gross annual savings inflows for environmental transition - Exit from the coal sector
ESRS E1_O1	Opportunities offered by financing the climate transition and developing savings products to support the climate transition (Opportunity: ST, MT)	"Direct our customers' savings towards products that contribute to the environmental transition" "Be an investor partner in the environmental transition of companies through advice and education"		Targets to 2030: - Exit the oil and gas sector - Reduce by 50% ⁽¹⁾ the carbon footprint (compared to end 2019) of the corporate and financial portfolio managed by Arkéa Asset Management, including the mandate managed on behalf of Suravenir ⁽²⁾
ESRS E1_IN5	Energy consumption linked to investments in companies in the asset management portfolio (Negative impact: ST, MT, LT)	- Coal policy - Oil and gas policy - Climate strategies of Arkéa Asset Management and Suravenir		
ESRS E1_R1	Risks: Strategic and business risks linked to regulations dedicated to the transition (Risk: MT, LT)			
ESRS E1_R2	Credit risk linked to the potential default of companies with the highest GHG emissions subject to transition risk (Risk: MT)	- Environmental risk management policy - Credit risk management policy - Sector policies (see previous lines)	- Systems and tools for identifying, measuring and managing environmental risks - Further integration of environmental risks into the risk management framework (<i>To come</i>)	Targets and indicators not defined
ESRS E1_R3	Credit risk linked to the fall in value of the assets financed/pledged as collateral and to the potential default of companies heavily impacted by the physical effects of climate change (Risk: LT)			
ESRS E1_R4	Physical risk on Crédit Mutuel Arkéa's operating real estate (Risk: LT)			
ESRS E1_IN3	Own operations: GHG emissions linked to the Group's direct operations (heating, commuting, etc.) (Negative impact: ST, MT, LT)	- Company with a Mission to 2027 - commitment no. 2: "Setting an example in our own actions and transitions by reducing our carbon footprint"	- Greening the vehicle fleet; - Limiting refrigeration leaks; - Self-generation of renewable energy; - Increasing the proportion of renewable energy; - Reducing energy consumption.	NZBA targets for 2030 and Company with a Mission targets for 2027: - Reduction in the Group's direct GHG emissions on scopes 1 and 2 (compared with 2021)
ESRS E1_IN6	Energy consumption linked to the Group's direct operations (running of offices, IT, etc.) (Negative impact: ST, MT, LT)	- NZBA commitment - direct footprint - Energy efficiency plan		
Climate change adaptation				
ESRS E1_O2	Opportunities: Opportunities offered by financing climate change adaptation (Opportunity: ST, MT)		Action plan (<i>To come</i>)	Targets and indicators not defined

(1) At 31 December 2029.

(2) 60% fall in Suravenir's scope of consolidation.

4.2.2.2 The transition plan (E1-1)

4.2.2.2.1 Crédit Mutuel Arkéa's ambitions

Crédit Mutuel Arkéa's commitments

Climate-related strategic decisions are approved by Crédit Mutuel Arkéa's Board of Directors, on the advice of the Strategy and Societal Responsibility Committee. It then ensures that they are implemented by the executive body and ensures regular follow-up. In particular, it validated Crédit Mutuel Arkéa's Purpose, which has been broken down into commitments, two of which are directly linked to the climate issue:

1. Our decisions aim to have a positive environmental and territorial impact;
2. Support each of our stakeholders in their environmental transition.

As part of its duties, the Board of Directors discusses the Group's main sustainability policy guidelines each year (see 4.1.2.3 Governance). It is involved in defining and validating transition plans, whether through its participation in defining sectoral policies or in the systematic validation of decarbonisation targets. Crédit Mutuel Arkéa has set out its objectives in the fight against global warming in its 2020/2024 climate strategy⁽¹⁾.

Crédit Mutuel Arkéa's Board of Directors has set two priorities for the deployment of its climate response strategy:

1. Strengthening Crédit Mutuel Arkéa's commitment to the climate with regard to businesses and local authorities;
2. Integrating climate as a performance and risk factor in the management of Crédit Mutuel Arkéa's activities.

The Group is also committed to adopting a low-carbon pathway by 2030, in line with the objectives of the Paris Agreement.

This commitment has been reinforced by the Group's decision to join the Net Zero Banking Alliance (NZBA) in 2022, for the entire scope of the Group's banking activities. This alliance of banks, part of the United Nations Environment Programme Finance Initiative (UNEP-FI), supports the implementation of decarbonisation strategies by providing a coherent framework and guidelines for financial institutions, based on science. For life insurance, Suravenir has used the methodology of the Net Zero Asset Owner (NZAO) alliance to define a target for 2030. The targets set for life insurance and asset management follow the recommendations of these alliances. The Group is committed to adopting decarbonisation trajectories that are compatible with limiting global warming to 1.5°C, setting an intermediate target for 2030.

The Group has adopted exclusion policies and exit trajectories for the coal and oil and gas sectors, which are particularly high emitters of greenhouse gases.

Taking climate-related risks and opportunities into account and translating them into a transition plan is an integral part of the Group's overall strategy and changes the way Crédit Mutuel Arkéa conducts its business on a day-to-day basis:

- setting up systems to assess the direct and indirect impact of the Group's activities on the climate;
- developing new solutions to support stakeholders in their transition to a low-carbon and more resilient world;
- implementing remedial action in the face of climate-induced risks;
- defining an appetite and incorporating climate risk management indicators.

As part of a continuous improvement process, Crédit Mutuel Arkéa will launch work in 2025 to begin quantifying the investments and financing required to support the implementation of its transition plan.

By analysing and managing climate risks and opportunities, Crédit Mutuel Arkéa can adapt its strategy and help strengthen its commercial position, thereby promoting a positive transition.

For example, the various commitments made by the Group through its sectoral policies have an impact on its business model by redirecting certain financial flows.

Scenario analysis is also an integral part of the risk management system. It contributes to Crédit Mutuel Arkéa's strategic guidelines and financial planning (in the ICAAP in particular). The Group has developed its own climate stress test methodology in order to adapt the internal stress testing practices required for sound risk management and the planning and allocation of Crédit Mutuel Arkéa's resources. Climate stress tests include a balance sheet projection that takes into account the Group's sector policies and development plans.

(1) https://www.cm-arkea.com/arkea/banque/assurances/c_5691/fr/strategie-climat-2020-2024

Achieving the objectives of the 2020/2024 climate strategy

In its 2020/2024 climate strategy⁽¹⁾, the Group set itself the following targets for the end of 2024:

	Targets set in 2020	Main achievements since the launch of the strategy
Mobilising the company	Putting in place a climate governance system by 2021 that meets current and future regulatory requirements and enables the risks and impacts of climate change to be taken into account. Training and mobilising all Crédit Mutuel Arkéa employees and governance bodies.	Involvement of governance in defining policies and frameworks relating to climate issues (see ESRS 2). Annual ESG training for the governance body (see ESRS 2). Employee training as needed and broad awareness-raising via the climate fresco.
From 2021, strengthening the financial and non-financial support tools for its stakeholders and, in particular, its customers	In implementing their climate change mitigation and adaptation projects. In monitoring and engaging with companies in the most emissions-intensive sectors so that they set targets for reducing their greenhouse gas emissions. As an active and committed resource centre in the fight against global warming within its ecosystem: regions, civil society, peers and external service providers.	Creation of dedicated offers (more information in the "Products and services linked to the environmental transition" section). Implementation of a system to monitor customers' climate commitments (more information in paragraph 4.2.24.2.2 Targets defined for the banking sector). Webinars and awareness-raising events for customers and local players.
Implementing tools to assess the climate risks weighing on its activities in order to ensure the best possible control of these risks	Strengthening the risk management function's focus on the climate, on the basis of action plans adopted by the Group's governing bodies, in order to take into account the recommendations of European and national supervisors (ACPR, ABE, ECB, etc.) as well as industry standards (TCFD). Having an initial comprehensive assessment of climate risks (physical risks and transition risks) on significant financing and investment portfolios; Gradually incorporating the results of climate risk assessments into financing and investment decision support tools in order to better control the level of climate risk, and complement them with the study of a metric for analysing the environmental performance of large companies, as a first step. Strengthening the assessment of exposure to the most carbon-intensive sectors and emitters (brown share) and their contribution to the environmental transition. Complementing sectoral policies in all key sectors for the low-carbon transition, with progressively more stringent criteria to meet the objectives of the Paris Agreement.	Involvement of Crédit Mutuel Arkéa's executive body in the assessment and management of ESG risks, including climate change. Implementation of the environmental risk management policy in the entities and training of ESG risk correspondents. Development of a climate sector reference framework for physical and transition risks. Development of a geographical reference system to analyse exposure to physical risks (climatic hazards). Assessment of the transition risk for real estate properties financed and taken as collateral via the energy performance diagnosis (DPE). Roll-out of the ESG risk rating system for companies with revenue of more than €10 million. Integration into pricing. Selective carbon criteria in certain sectors. Pricing policy incorporating ESG risks into the cost of risk. Monitoring exposure to the most carbon-intensive sectors and transition financing Since 2020, sectoral policies have been defined by the Group to move away from the most carbon-intensive sectors or support their transition (see policies mentioned above).

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2023-11/strategie-climat-credit-mutuel-arkea-2024_finance-durable_csr_2021.pdf

	Targets set in 2020	Main achievements since the launch of the strategy
Increasing the positive impact	Deploying the measurement of the share of green activities, aligned with the EU Taxonomy, on its market investment portfolios by the end of 2021, and being in a position to integrate the results into its decision-making processes by the beginning of 2022. In the financing and private equity businesses, this exercise will be carried out on a portfolio of large mid-cap companies in 2021, then expanded by the end of 2022.	For more information, see chapter 4.2.5 Taxonomy.
	Gradually increasing the exposure of its portfolios over the next three years to 'green assets' and, in particular, to solution companies, which seek to have a positive and innovative impact on the social and regional dimension of the transition of growth models. This reinforcement will also involve issuing green bonds.	Since 2020, the Group has developed new offerings to support businesses in their transition.
	Participating in the necessary mobilisation of savings in favour of the energy and ecological transition by introducing green and innovative products for each range of financial solutions, as part of systematic training of advisers and awareness-raising among stakeholders. For external unit-linked products, this will involve integrating the climate as an issue in the selection and monitoring of partner management companies.	Since 2021, the Group has increased its gross savings inflows in favour of environmental transition.
Increasing the positive contribution of Crédit Mutuel Arkéa's activities to the low-carbon transition	Reducing the direct carbon footprint of the Group's operations by 16% of its greenhouse gas emissions between 2019 and 2024.	Between 2019 and the end of 2024, the Group reduced its direct carbon footprint by 22%.
	Committing all its investments and financing to a gradual phase-out of thermal coal. Crédit Mutuel Arkéa is committed to phasing out the use of thermal coal in all its investments and financing by 2027.	The Group has formally committed to phasing out thermal coal as part of its coal policy, which has been validated and implemented since 2020 and is monitored and reviewed annually.
	Not granting bank financing to projects directly linked to unconventional fossil fuels.	The Group has made a formal commitment to stop financing projects directly linked to non-conventional oil and gas fossil fuels. This commitment has been validated and will be implemented in 2021, and is subject to annual monitoring and review.
	Carrying out an initial analysis of the 2°C alignment of its investment and corporate finance portfolios in order to assess the methodologies available. This diagnosis will enable Crédit Mutuel Arkéa to decide, by 2022 at the latest, on the adoption of a low-carbon pathway to 2030, in line with the objectives of the Paris Agreement. This target will then be broken down into intermediate stages as part of the strategic plans.	The Group carried out an initial measurement of its financed emissions in 2022 and has committed, as part of the Net Zero Banking Alliance, to defining low-carbon alignment trajectories by 2030, in line with the objectives of the Paris Agreement for the most carbon-intensive sectors. To date, the Group has covered 8 sectors by defining carbon intensity targets for 2030. These commitments are subject to dedicated monitoring.

Crédit Mutuel Arkéa's targets for 2030

The Group has adopted targets on both:

- its own operations (see paragraph 4.2.2.4.1);
- its banking activities (see paragraph 4.2.2.4.2);
- its asset management activities (see section 4.2.2.4.3);
- its life insurance business (see section 4.2.2.4.4).

4.2.2.2 Levers for achieving Crédit Mutuel Arkéa's objectives

To meet the targets set for 2030, Crédit Mutuel Arkéa is deploying the following levers, which are an integral part of its transition plan:

- **on its own operations:** the main levers concern the greening of the vehicle fleet, the use of renewable energies, energy production and the reduction of energy consumption (see paragraph 4.2.2.4.1.3);

■ **in the banking scope:**

Sector	Avoid	Reduce	
		Run-off management of outstandings/ exposures	Supporting customers
Coal		By the end of 2027	
Oil	Selective criteria for new financing and investment based on thresholds set out in policies	Not meeting the criteria set by the International Energy Agency (IEA) to achieve the objectives of the Paris Agreement and by Crédit Mutuel Arkéa's sectoral policy	Financing of subsidiaries and projects dedicated to the energy transition of these players
Steel	Selective criteria for new financing and investment to support companies whose 2030 carbon trajectory is compatible with the objectives of the Paris Agreement		Supporting the sector's business customers in their efforts to decarbonise, by offering financing for transition projects (e.g., for the construction of a new building): Impulse) and global transition approaches (e.g. Carbon Pact)
Cement			
Shipping	Selective criteria for financing the acquisition of international freight vessels (over 5,000 tonnes) whose carbon intensity is compatible with the objectives of the Paris Agreement		
Air transport	Selective criteria for new financing and investment to support airlines whose 2030 carbon trajectory is compatible with the objectives of the Paris Agreement	Financing of business aircraft in the portfolio that are not zero direct emissions ⁽¹⁾	
	Selective criteria for financing the acquisition of commercial aircraft whose carbon intensity is compatible with the objectives of the Paris Agreement		
	A halt to new financing for the acquisition of private or business aircraft that do not have direct zero CO ₂ emissions ⁽¹⁾		
Production of electricity	Selective criteria for new investments to support electricity generation players in achieving a 2030 portfolio that is compatible with the objectives of the Paris Agreement		
Residential real estate	Taking account of energy performance diagnostics in pricing ⁽³⁾		Incentives for home energy renovation (Rénovéo loan, energy audit loan, Eco-PTZ Prime Renov', energy renovation advantage option, etc.)
	Exclusion from the calculation of the rental income effort rate of properties with an EPD of F or G if no work is carried out ⁽⁴⁾		Raising awareness by providing information on energy renovation (Habitat Durable platform, Nidomio, etc.)

- **in the asset management scope:** the main decarbonisation levers include investment selection and divestment criteria and the development of new offerings (see paragraph 4.2.2.4.3.3);
- **in the asset management scope:** the main decarbonisation levers include investment selection and divestment criteria and the development of new offerings (see paragraph 4.2.2.4.3.3);

(1) Excluding specific cases specified in the policy.
(2) Excluding specific cases specified in the policy.
(3) Crédit Foncier et Communal d'Alsace et de Lorraine, Fortuneo.
(4) Fortuneo.

4.2.2.2.3 Qualitative assessment of locked-in GHG emissions

The Crédit Mutuel Arkéa Group finances certain long-life cycle assets that generate significant greenhouse gas emissions in the 2030-2050 timeframe. It is important to be able to identify assets that are likely to jeopardise the achievement of the transition plan and constitute so-called "stranded assets". Crédit Mutuel Arkéa has not identified any locked-in issues on its main assets as part of its own activities. To date, Crédit Mutuel Arkéa has adopted a broad definition of the notion of financed issues and has analysed various types of assets, including loans, which were considered to be assets that were intended to remain on the Group's balance sheet over the long term. With regard to financed emissions, this refers to the emissions that will be generated by the current financing portfolio if it continues to be operated without significant changes. Crédit Mutuel Arkéa has identified issues locked in on the following financed or invested assets (scope 3.15) and is taking steps to reduce its sensitivity to some of these issues:

- **residential real estate financing:** the local bank belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations have defined a policy to reduce carbon emissions, introduced financing packages for energy-efficient property renovation and introduced incentive pricing. The inflow and outflow will also help to limit the quantity of emissions locked in by 2030. Locked-in issues have been identified on the Group's other entities financing residential real estate;
- **commercial real estate financing or investments:** Suravenir is in the process of defining a carbon reduction policy based on a common set of criteria for all asset managers in charge of Suravenir's real estate investments. A specific target will be set for direct and indirect 100%-owned real estate investments. The commercial real estate assets financed by Arkéa Crédit Bail and Arkéa Banque Entreprises et Institutionnels will be affected in 2025 by work to define a trajectory for reducing carbon emissions;
- **certain financing for electricity production projects, in particular** these loans are granted by the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, by Arkéa Crédit Bail and by Arkéa Banque Entreprises et Institutionnels. Work to define a trajectory in terms of financing is possible over the medium term;

- **financing allocated to carbon-intensive means of transport** (aircraft, ships, cars, lorries): locked-in emissions are identified at the level of the various banking entities. Sectoral policies with commitments and actions to reduce carbon emissions apply to certain financed air and sea transport assets;

- **investments in infrastructure funds:** Suravenir has contacted the management companies in which it has invested to identify the emissions locked in within the funds and to find out whether action plans have been put in place to manage them. The analysis is underway.

These locked-in emissions are taken into account when defining sectoral decarbonisation trajectories: the Group incorporates them into assumptions to define carbon intensity targets for 2030.

4.2.2.2.4 Enhancing the transition plan from 2025 onwards

By the end of 2025, the Group will be working to build **new climate targets for the banking book** for sectors where the climate issue is material: **agriculture, commercial real estate and car manufacturing**.

To date, Crédit Mutuel Arkéa's transition plan deals exclusively with climate change mitigation. However, the Group is also aware of the challenge of adapting to climate change and of its role as a bank in this area. It has made this one of the priorities of its Sustainable Finance 2030 roadmap, given the associated risks and opportunities. A scheme to raise awareness of the issue of adapting to climate change among Crédit Mutuel Arkéa's executive bodies has been proposed. In addition, the Group has identified the sectors with the greatest adaptation challenges, with the aim of prioritising the actions to be taken from 2025 onwards.

In addition, the current and expected financial effects of material climate risks and opportunities have been identified and are detailed in ESRS 2 (see section 4.1.2.2 Significant impacts, risks and opportunities and link to strategy and business model (SBM-3)). As a financial institution, the Group's transition plan is based on financed issues and not on its own capital and operating expenditure (CAPEX/OPEX). The expected financial impact has not been quantified. This work will continue in 2025, with a view to quantifying short-, medium- and long-term financial risks and opportunities.

4.2.2.3 Focus on taking climate risks into account

The lack of historical data and the uncertainties surrounding climate risks mean that we need to accept more forward-looking breakthrough methodologies, such as scenario analysis to project the multiple consequences of climate risks and opportunities.

Crédit Mutuel Arkéa carried out its resilience analysis using two risk management systems based on climate scenarios:

- the climate risk materiality matrix;
- the internal climate stress test.

Climate risk materiality matrix

Crédit Mutuel Arkéa has drawn up a climate risk materiality matrix to assess the potential impact of climate risks on all 'traditional' banking risks and, by extension, to evaluate the resilience of its business model and strategic management.

Risk category / Horizon	Physical risk			Transition risk		
	Short term < 3 years 	Medium term 3-10 years  	Long-term > 10 years   	Short term > 10 years 	Medium term 3-10 years  	Long-term > 10 years   
Credit risks	+	++	+++	+	+++	++
Operational risks	+	++	+++	+	++	++
Market risks	+	++	++	+	++	++
Interest-rate risks	+	+	+	+	+	+
Liquidity risks	+	+	+	+	+	+
Conglomerate insurance risks	++	++	++	+	++	++
Equity and portfolio company risks	+	+	+	+	+	+
Strategic and business risk	+	+	++	++	+++	+++

Source: Crédit Mutuel Arkéa, 2024.

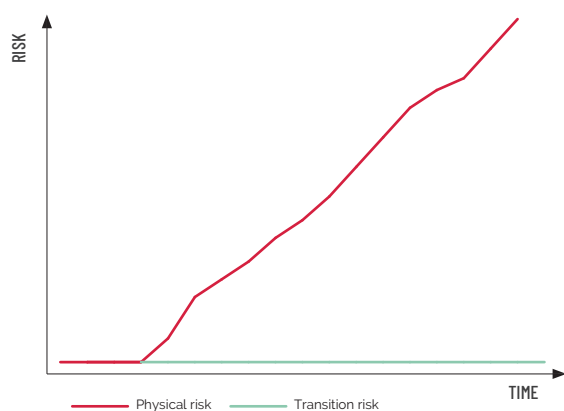
The purpose of the materiality matrix is to propose an appropriate forward-looking detection and measurement process to assess the significance of climate-related risks to the Group's activities and value chain over different time horizons (short, medium and long term).

Using quantitative and qualitative studies, the Group has assessed the gross risk exposure of its activities, **distinguishing between physical and transitional risks** and applying a three-level rating (low/medium/high).

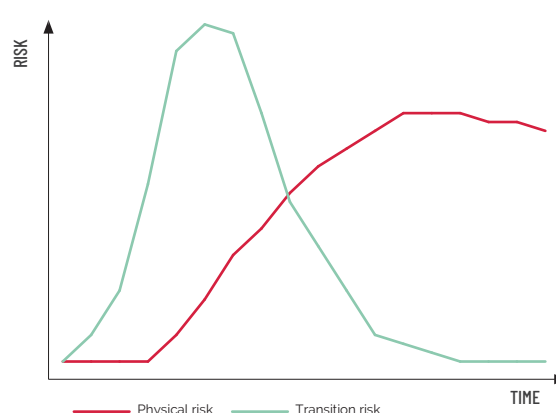
In this context, Crédit Mutuel Arkéa has defined time horizons that are consistent with its strategy and adapted to climate change and its characteristics (see 4.1.1.2 Disclosures in relation to specific circumstances (BP-2)).

This timeframe enables us to focus on high-level issues that may require tactical or strategic solutions in order to anticipate climate risks that could impact business performance from both a financial and operational point of view.

Timing of climate risks according to the IPCC SSP5-8.5 scenario



Timing of climate risks according to the NGFS orderly transition scenario



Source: Crédit Mutuel Arkéa 2022

The matrix was first established in 2022 and has been reviewed annually since then. It uses climate scenario analysis to identify and assess physical and transitional risks in the short, medium and long term. The scenarios used are:

- the IPCC SSP5-8.5 scenario for physical risk;
- the NGFS orderly transition scenario for transition risk.

This matrix is an integral part of the process of identifying and assessing material risks.

Methodology

Using the IPCC's SSP5-8.5 scenario, we can understand the potential consequences of a future characterised by extreme global warming (in excess of 4°C). This scenario is relevant to the assessment of physical risks because it represents a stress scenario (worst-case scenario) including intense climatic events (hurricanes, floods, etc.) and the identification of the riskiest regions over different time horizons.

The use of the NGFS orderly transition scenario is relevant to the assessment of transition climate risks because it represents a stress scenario (the most ambitious in terms of transition) and targets the financial community. It also incorporates transition and macroeconomic trajectories, physical risks and various models (IAM⁽¹⁾, climate and macroeconomic models).

With regard to physical risk, Crédit Mutuel Arkéa has identified and assessed 12 hazards linked to climate change by designing a tool dedicated to measuring the geographical exposure of its assets and activities to physical risks. The tool covers 6 acute hazards and 6 chronic hazards, based on scientific risk identification databases and national (e.g. Géorisques, DRIAS) and international (e.g. PREPdata, Aqueduct) climate projections. The databases used are historical, statistical or prospective, combining a retrospective and prospective approach, covering short, medium and long-term horizons.

The identification and assessment of physical climate risks is based on the IPCC's SSP5-8.5 scenario (the IPCC's most pessimistic high-emissions climate scenario). Among the various scenarios (IEA, IPCC, NGFS, etc.) studied, this choice is explained by the desire to analyse the impact of physical risks on banking risks in an uncertain context with no guarantee that global emissions will be limited.

(1) IAM: *Integrated Assessment Models*.

The 12 climatic hazards considered in the physical risk assessment are highlighted in red in the table below:

Classification of climate-related hazards⁽¹⁾

	Temperature-related	Wind-related	Water-related	Solid mass-related
Chronic	Changing temperature (air, freshwater, marine water)	Changing wind patterns	Changing precipitation patterns and types (rain, hail, snow/ice)	Coastal erosion
	Heat stress		Precipitation or hydrological variability	Soil degradation
	Temperature variability		Ocean acidification	Soil erosion
	Permafrost thawing		Saline intrusion	Solifluction
			Sea level rise	
			Water stress	
Acute	Heat wave	Cyclones, hurricanes, typhoons	Drought	Avalanche
	Cold wave/frost	Storms (including blizzards, dust, and sandstorms)	Heavy precipitation (rain, hail, snow/ice)	Landslide
	Wildfire	Tornado	Flood (coastal, fluvial, pluvial, ground water)	Subsidence
			Glacial lake outburst	

In addition to the measurement of geographical exposure to climatic hazards carried out as part of the materiality matrix, the tool was applied to Crédit Mutuel Arkéa's own activities (property sites) as well as to the upstream (service providers) and downstream (customers) value chains. These geographical analyses of exposure to hazards were used to support the probability and severity ratings for operational and credit risks and, ultimately, to determine the physical climate risks.

On the basis of the IPCC's SSP5-8.5 scenario, which assumes an increase in physical risk over time as a result of the

frequency and severity of acute and chronic events, two material risks linked to climate change have been identified:

- the credit risk associated with the decline in value of the assets financed/pledged as collateral and the potential default of companies heavily impacted by the physical effects of climate change (LT);
- operating risks, in particular damage to physical assets such as Crédit Mutuel Arkéa's operating property (LT).

With regard to transition risk, Crédit Mutuel Arkéa has identified transition-related factors to which its assets and business activities could be exposed (highlighted in red in the table below):

Examples of climate-related transition events (examples based on TCFD classification)⁽²⁾

Policy and legal	Technology	Market	Reputation
Increased pricing of GHG emissions	Substitution of existing products and services with lower emissions options	Changing customer behaviour	Shifts in consumer preferences
Enhanced emissions - reporting obligations	Unsuccessful investment in new technologies	Uncertainty in market signals	Stigmatization of sector
Mandates on and regulation of existing products and services	Costs of transition to lower emissions technology	Increased cost of raw materials	Increased stakeholder concern
Exposure to litigation			Negative stakeholder feedback

(1) Source: Delegated Regulation (EU) 2021/2139 of the European Commission (Taxonomy).

(2) Source: Delegated Regulation (EU) 2021/2139 of the European Commission (Taxonomy).

The identification and assessment of transition climate risks is based on the NGFS orderly transition scenario (immediate and coordinated introduction of ambitious climate policies, aligned with public climate policy objectives, to reduce GHG emissions). This choice is explained by the desire to analyse the impact of transition risks on banking risks in a context of significant transformation towards a low-carbon economy, which can lead to major transition risks.

With regard to the major transition risks identified in the materiality matrix, work has been carried out involving additional analyses to identify the direct transition risks to which Crédit Mutuel Arkéa is exposed and the application of the sectoral transition risk benchmark to outstanding loans. This sectoral benchmark framework has made it possible to identify high-risk sectors that are incompatible with the transition to a climate-neutral economy, or that require major efforts to become compatible (e.g. oil and gas, transport, etc.). The Group regularly monitors outstandings in these sectors as well as those subject to a sectoral policy.

Based on the NGFS orderly transition scenario, the increase in transition risk:

- would have consequences in terms of credit by 2030 (credit risk linked to the potential default of companies with the highest GHG emissions subject to transition risk (TM)). After 2030, with the market cleansed of non-compatible low-carbon companies, credit risk would be lower;
- could have consequences for the Group's main activities (e.g. investments and stranded assets for asset management and insurance activities, or an increase in insolvencies for banking activities), leading it to gradually adapt its strategy and business model. This would have an impact on the strategic and business risks associated with transition regulations (MT, LT).

To date, the prudential financial statements do not include any critical climate-related risks and assumptions. The climate scenarios used to identify and assess risks or for stress tests will serve as a basis for future work.

Internal climate stress test

Crédit Mutuel Arkéa has developed a quantitative tool to model the economic and financial consequences of a climate scenario on a set of financial indicators (market, macro-economic, departmental).

To prepare for future climate stress tests, the Group has launched a POC (proof of concept) for an internal climate resistance test. The exercise brought together credit risk, market risk and equity risk, representing the majority of Crédit Mutuel Arkéa's downstream value chain.

As part of its internal climate stress test, Crédit Mutuel Arkéa opted for the NGFS scenarios for the reasons given above, selecting more specifically:

- the Net Zero 2050 scenario (the most ambitious scenario in terms of transition, making it possible to assess the financial risks associated with a rapid transition to a low-carbon economy);
- the Delayed Transition scenario (simulating the financial and operational impacts of a delayed and disorderly climate transition).

Crédit Mutuel Arkéa used the economic and financial variables from its modelling tool for the Net Zero 2050 and Delayed Transition scenarios over a 3-year time horizon, consistent with ICAAP and ILAAP, based on NGFS 2030 data. Indeed, 2030 is a pivotal year in the Delayed Transition scenario, where the transition is initiated abruptly, creating economic and financial instability.

As with a 'traditional' resilience test, each risk typology has appropriated the critical variables (gross domestic product, carbon tax, spreads, etc.) from the scenarios selected, which are necessary for conducting their own stress test. This exercise highlighted potential impacts on profit and equity.

The internal climate stress test was conclusive and demonstrated the feasibility for Crédit Mutuel Arkéa to integrate climate risks in the stress tests of credit risks, market risks and participation risks using climate scenarios.

Resilience of strategy and business model

Faced with the urgency of climate change, Crédit Mutuel Arkéa has made the fight against climate change part of its raison d'être and statutory commitments, a long-term goal that guides the Group's strategy. Analysis of climate scenarios is an integral part of strategic thinking, insofar as they enable us to study and prepare for different future environments (climatic, economic, political, social, etc.) with the uncertainties and disruptions that characterise them, as well as the repercussions for the business model. In 2024, the Group decided to implement its new strategic plan over 6 years, compared with 4 years previously. Extending the duration of the plan is consistent with the necessary long-term vision for the climate. Having also taken the measure of market developments and the issues linked to climate change, this strategic plan will be reviewed in 3 years' time so that the directions taken can be readapted if necessary. This agility is also applied at operational level, with annual benchmarking of the various sectors and at least annual reviews of sectoral policies and the climate risk appetite framework to incorporate the latest available data and climate challenges.

The Group is committed to a proactive approach, regularly upgrading its range of products and services to support environmental and climate change.

For example, for several years now, Crédit Mutuel Arkéa's trading room has had a strong ambition to issue green bonds (public issues, structured investments, Negotiable EUropean Commercial Papers -NEU CP- with ESG characteristics, etc.). The aim is to meet the expectations of investors interested in this type of 'green' debt and to diversify its sources of financing in line with the Group's climate ambitions. By the end of 2024, Crédit Mutuel Arkéa will have issued €2 billion in green bonds.

In terms of risk management, environmental risks, including climate change, have been included in Crédit Mutuel Arkéa's risk mapping. Indicators for measuring physical and transitional risks have also been included in the risk appetite framework and the risk appetite declaration in order to assess and limit exposures via management thresholds or limits⁽¹⁾ not to be exceeded. These measures enable the Group to formalise its intrinsic level of sensitivity to environmental and climate risks. These indicators are monitored quarterly and presented to Crédit Mutuel Arkéa's governing bodies, which are informed if thresholds or limits are exceeded.

Presentation of scenarios used in a risk-based approach

The table below sets out the characteristics, narrative information and key and critical assumptions for each of the scenarios used in a risk-based approach.

In summary, the input data and assumptions of the SSP5-8.5 scenario aim to represent a future in which greenhouse gas emissions remain high, leading to significant warming and significant impacts on the climate, the economy and society.

The input data and assumptions of the NGFS Orderly Transition and Net Zero 2050 scenarios illustrate a realistic and feasible path to carbon neutrality, based on the idea that ambitious but gradual climate action and drastic efforts (involving major transformations of the global economy, energy system and public policies) can limit negative economic impacts while achieving global climate goals.

Finally, the input data and assumptions of the NGFS Delayed Transition scenario illustrate the risks associated with delaying the implementation of climate policies. Delayed action can make the transition more difficult and costly, while exposing the global economy to increased risks, both in terms of the physical risks of climate change and the economic disruption associated with an accelerated transition.

(1) Management thresholds or limits set by Crédit Mutuel Arkéa's governing bodies.

	SSP5-8.5 (IPCC)	Orderly Transition (NGFS)	Net Zero 2050 (NGFS)	Delayed Transition (NGFS)
Use	Identification and assessment of physical risks in the climate risk materiality matrix	Identification and assessment of transition risks in the climate risk materiality matrix	Identification and assessment of physical risks in the internal climate resistance test	Identification and assessment of transition risks in the internal climate stress test
Source	IPCC, AR6 (March 2023)	NGFS, Phase I (June 2020)	NGFS, Phase III (September 2022)	
Trajectory (°C)	4.4°C	< 1.5°C	1.4°C	1.7°C
Narrative	This is the most pessimistic scenario. Current levels of CO ₂ emissions are set to almost double by 2050. The global economy is growing rapidly, but this growth is fuelled by the exploitation of fossil fuels and energy-hungry lifestyles.	This is an orderly transition scenario with a reduction in CO ₂ emissions to meet climate targets by 2050. Global warming is limited to 1.5°C thanks to strict climate policies and innovation, reaching zero net CO ₂ emissions by 2050.	Net Zero 2050 is an ambitious scenario that limits global warming to 1.4°C through strict climate policies and innovation, achieving zero net CO ₂ emissions by 2050. This scenario assumes that ambitious climate policies are put in place immediately.	Delayed Transition assumes that annual global emissions do not fall until 2030. Strong policies will then be needed to limit global warming to below 2°C. New climate policies will not be introduced before 2030, and the level of action will vary from country to country and region to region, depending on the policy, leading to a "fossil fuel recovery".
Horizon	2100			
Parameters used	Frequency and severity of climatic events, rising sea levels, concentration of populations in high-risk areas	GDP, unemployment rate, inflation, sectoral value added, carbon price, spreads	GDP, unemployment rate, long-term interest rates, carbon prices, spreads	
Coverage of plausible risks and uncertainties	Coverage: a wide range of physical climate risks The main source of uncertainty is that reality may turn out to be less pessimistic than the scenario envisaged.	Coverage: a wide range of transition risks The main source of uncertainty is that reality may turn out to be less ambitious than the scenario envisaged.		Coverage: wide range of transition risks Main source of uncertainty: reality may turn out to be less restrictive than the scenario envisaged.
Constraints and limits	- Low data granularity - Insufficient historical data - Complex adaptation to financial institutions	- Discrepancies between models - Geographical and sectoral resolution - Time horizon - Historical data and updating		
Assumptions for policy development	- Priority to economic growth policies favouring fossil fuels - Limited or no climate policy - Environmental deregulation	- Rapid reinforcement of coherent and ambitious climate policies - Government support and international cooperation - Progressive regulation of fossil fuel industries - Net zero emission targets		- Delay in implementing climate policies - Abrupt change after 2030 with the introduction of tough climate policies
Macroeconomic trend assumptions	- Rapid economic growth driven by fossil fuels - Increased globalisation and massive investment in infrastructure - Increased inequality	- Structural transformation of economies with a gradual reallocation of capital and a redirection of financial flows - Stable and sustainable economic growth - Labour market developments - Macroeconomic stability thanks to long-term planning		- Economic growth impacted by delay leading to short-term economic shocks - Higher economic costs - Energy inflation - Rapid reallocation of capital
Energy use assumptions and energy mix	- Increased dependence on fossil fuels - Marginal role of renewable energies - Sharp rise in energy consumption	- Massive decarbonisation of the energy sector with the gradual end of fossil fuels and the orderly transition to renewable energies - Gradual reduction in energy demand - Increased electrification of the economy		- Prolonged dependence on fossil fuels - Abrupt and accelerated energy transition after 2030 via decarbonisation technologies and the quest for energy efficiency
Technological assumptions	- Technological advances geared towards the growth and efficiency of fossil fuels - Underdeveloped carbon capture technologies - Automation and artificial intelligence to maximise economic efficiency	- Advances in carbon capture and storage technologies - Development of renewable energies and low-carbon technologies - Green hydrogen and new technologies - Electrification of uses		- Accelerated technological catch-up post-2030 - Carbon capture and storage technologies and delayed development of emerging technologies - Dependence on emissions offsetting technologies
Assumptions about changes in behaviour		- Increased adoption of sustainable lifestyles - Reduced consumption of carbon-intensive products - Change in consumer behaviour		- Rapid adoption of new behaviours - Consumer responsiveness to economic incentives
Greenhouse gas (GHG) emissions	- Considerable increase in CO ₂ emissions over the century, linked to the massive use of fossil fuels	- Target of zero net GHG emissions by 2050 - Reducing global CO ₂ emissions by around 40% by 2030 compared to 2020 levels.	- Target of zero net GHG emissions by 2050 - Reducing global CO ₂ emissions by around 50% by 2030 compared with 2020 levels	- Increase or stagnation in global CO ₂ emissions until 2030 - Rapid reduction in emissions (60 to 80% by 2050 compared with 2020 levels)
Carbon price		Gradual increase from USD 75 to 150 per tonne of CO ₂ by 2030, then around USD 100-200 in 2050	Between USD 200 and 400 per tonne of CO ₂ in 2050, depending on the region and sector	Relatively low until 2030, then rising rapidly to USD 500 or more per tonne of CO ₂ by 2050

In order to structure the management of climate risks, Crédit Mutuel Arkéa has an internal policy for the management of environmental risks, including climate risks, which complements the pre-existing internal policies for each type of risk (e.g. credit risk, operational risk, etc). In particular, it aims to describe the general framework and context of environmental risks, to organise risk management within the Group (in terms of governance) and to identify, measure, control and manage environmental risks.

Climate risk management takes the form of internal documentation to report on the Group's commitments and the translation of its climate strategy into risk.

With regard to climate risks, the policy deals with physical and transitional risks, detailing the various processes put in place by the Group to identify, assess and manage these risks. It covers both mitigation and adaptation to climate change.

In addition, in order to adapt to the effects of climate change and, more specifically, to the transitional risks associated with the tightening of regulations, the risk of climate liability has been incorporated into the legal risk management policy from 2023. Similarly, to take account of climate-related reputational risks, climate risk was incorporated into the reputational risk management policy in 2024.

Sectoral policies are linked to climate change mitigation, with the aim of reducing greenhouse gas emissions and at the same time helping to reduce our climate-related risks.

4.2.2.4 The Group's carbon footprint

Crédit Mutuel Arkéa measures the carbon footprint of its own operations and value chain. With regard to the value chain, the measurement is carried out on the banking, asset management and life insurance perimeters for the portion linked to the Group's activities. The products and services offered to support the environmental transition are presented in section 4.2.2.5 Products and services related to the environmental transition.

Total GHG emissions of the Crédit Mutuel Arkéa Group		2024
Direct footprint and value chain	Scope 1 GHG emissions	
	Scope 1 gross GHG emissions	2,034 tonnes CO ₂ eq
	Scope 2 GHG emissions	
	Scope 2 gross GHG emissions - location-based	1,525 tonnes CO ₂ eq
	Scope 2 gross GHG emissions - market-based	16 tonnes CO ₂ eq
	Scope 3 GHG emissions	
	Scope 3 gross GHG emissions - excluding emissions related to investments (item 15)	1,525 tonnes CO ₂ eq
	Scope 3 gross GHG emissions - emissions related to investments (item 15)	25,438,875 tonnes CO ₂ eq
	- Bank scope	8,529,297 tonnes CO ₂ eq
	- Asset management scope	10,000,790 tonnes CO ₂ eq
	- Life insurance scope	6,908,788,tonnes CO ₂ eq
	Total gross GHG emissions - location-based	25,485,024.72 tonnes CO₂ eq
	Total gross GHG emissions - market-based	25,483,515.72 tonnes CO₂ eq
	GHG intensity reduced to net income	
	GHG intensity - location-based	2,774.03 tonnes CO ₂ eq/€m
	GHG intensity - market based	2,773.87 tonnes CO ₂ eq/€m

Scope 3 emissions calculation methodology

For Scope 3, Crédit Mutuel Arkéa measures its GHG emissions for the following items:

- purchased goods and services;
- real estate assets
- emissions related to fuels and energy (not included in scope 1 or scope 2);
- upstream freight transport and distribution;
- waste generated;
- business travel;
- commuting;
- investments.

The following items have not yet been included in the calculation of Crédit Mutuel Arkéa's footprint. Work will be launched to identify the positions concerned and their potential inclusion in the measure:

- upstream leasing assets;
- downstream transportation;
- processing of sold products;
- use of sold products
- end-of-life treatment of sold products
- downstream leasing assets;
- franchises

Methodology for calculating net income

Net income is the sum of the following items of Crédit Mutuel Arkéa's consolidated income, identified in this universal registration document:

- interest and similar income;
- commissions income;
- net gains or losses on financial assets at fair value through profit or loss;
- net gains or losses on financial assets at fair value through equity;
- net gains or losses resulting from the derecognition of financial instruments at amortized cost;
- income from insurance contracts issued;
- net income from financial investments related to insurance activities;
- financial income or financial expense on reinsurance contracts held;
- income from other activities.

4.2.2.4.1 The footprint of our own operations

4.2.2.4.1.1 Measuring the carbon footprint of the Group's own operations

Crédit Mutuel Arkéa wants to be exemplary in its own actions⁽¹⁾ to reduce greenhouse gas emissions. In order to mobilise its employees around this objective, since 2017, the profit-sharing agreement (within the Arkade Economic and Social Unit) has included a criterion for increasing the budget linked to the reduction in the carbon footprint assessment per employee.

For the 2024 financial year, the Group's direct carbon footprint (scopes 1, 2 and 3, excluding category 15) is 44,641 tonnes of CO₂eq. Each federation and subsidiary receives its carbon footprint so that it can measure its own results, position itself in relation to the Group average and define its own action plan

GHG emissions	Historical data (in tonnes of CO ₂ eq)		Milestones and target years	
	Base year (2021)	2024	2030 (in tonnes of CO ₂ eq)	Annual % target / Base year
Scope 1 GHG emissions				
Scope 1 gross GHG emissions	2,560	2,034	1,728	+ 3.61%
Scope 2 GHG emissions				
Scope 2 gross GHG emissions – location-based	1,751	1,525	Not defined.	Not defined.
Scope 2 gross GHG emissions – market-based	320	16	57	+ 9.13%
Significant scope 3 GHG emissions				
Total indirect gross emissions (scope 3)	32,192	42,591	Not defined.	Not defined.
1 - Purchased goods and services	12,213	14,655	Not defined.	Not defined.
2 - Capital goods	6,357	9,955	Not defined.	Not defined.
3 - Activities in the fuel and energy sectors (not included in scope 1 and 2)	925	752	Not defined.	Not defined.
4 - Upstream transportation and distribution	951	1,147	Not defined.	Not defined.
5 - waste generated in operations	784	521	Not defined.	Not defined.
6 - Business travelling	1,586	2,536	Not defined.	Not defined.
7 - Employee commuting	9,376	13,025	Not defined.	Not defined.
8 - Upstream leased assets				
9 - Downstream transportation				
10 - Processing of sold products				
11 - Use of sold products			Not measured	
12 - End-of-life treatment of sold products				
13 - Downstream leased assets				
14 - Franchises				
Total GHG emissions				
Total GHG emissions (location-based) (tCO₂eq)	36,503	46,150	Not defined.	Not defined.
Total GHG emissions – market-based excluding investments (item 15)	35,072	44,641	Not defined.	Not defined.

(1) The measurement of the Group's direct carbon footprint does not include the scope of investments (item 15 of scope 3).

Methodologies and emission factors used

Each year, Crédit Mutuel Arkéa measures its direct carbon footprint through a Group carbon footprint assessment. The Group's direct carbon footprint was measured at the beginning of 2025, based on data as at 31 December 2024, using the method of the Association for the Low Carbon Transition (ABC), via bilan Carbone® tool⁽¹⁾. It has been reviewed for fairness by an independent third party.

By publishing its direct carbon footprint each year, Crédit Mutuel Arkéa reports on its progress while communicating its roadmap to anticipate and comply with regulations and have a positive impact on its own environment.

The measurement is based on two methodologies:

- Greenhouse gas emissions balance (BEGES): calculated on *location-based* for internal company use;
- Greenhouse gas (GHG) Protocol: calculated on *market-based*, used in this report and in response to NZBA commitments.

The organisational scope chosen is that of 'operational control'. This means that 100% of emissions are accounted for. The balance sheet includes all direct and indirect greenhouse gas emissions. The emission factors are those defined in version 8.10 of the carbon assessment tool based on the emission factors of the French Environment and Energy Management Agency (ADEME).

Crédit Mutuel Arkéa's direct footprint is measured at 97% in France, with most of the Group's activities located there. By type of gas emitted, CO₂ represented 98% of GHG emissions at the end of 2024.

Crédit Mutuel Arkéa measures its carbon footprint using the most recent data based on the calendar year, excluding energy data, which runs from 1 December of year N-1 to 30 November of year N.

Scopes 1 and 2 GHG emission categories

Crédit Mutuel Arkéa is working to reduce the energy consumption of its buildings in accordance with the Tertiary Decree. Regulations require a reduction in tertiary sector buildings of 40% by 2030, 50% by 2040 and 60% by 2050. Thus, within the Group, an energy audit was performed on the buildings subject to this decree between 2021 and 2022.

In 2022, in the context of the energy crisis, Crédit Mutuel Arkéa stepped up its drive for energy efficiency with the implementation of an energy efficiency plan for the whole Group (see 4.2.2.4.13 Actions planned for the Group's own operations).

As a player in the financial sector, one of the Group's main energy consumption concerns its IT equipment and data centres. Regarding the energy efficiency of data centres, Crédit Mutuel Arkéa aims to maintain its Power Usage Effectiveness (PUE)⁽²⁾.

With regard to Scope 1 greenhouse gas emissions, Crédit Mutuel Arkéa is not subject to regulated CO₂ emission allowance trading schemes.

From 1 January 2021, the Group's gas supplier has undertaken to supply 'green' gas directly from French biomethane production, subject to availability, while the electricity supplier has undertaken to inject into the grid a quantity of electricity from renewable sources equivalent to almost 100% of the sites' consumption. The Group has a 'green electricity' contract for 99.8% of its electricity consumption, with certificates, such as guarantees of origin, certifying that the energy is renewable.

Contractual instruments for Scope 2 GHG emissions		2024
Direct footprint	Percentage of contractual instruments, Scope 2 GHG emissions	100%
	Percentage of contractual instruments used for the sale and purchase of energy grouped with attributes on energy production in relation to Scope 2 GHG emissions	0.02%
	Percentage of contractual instruments used for the sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions	99.98%

GHG emissions are mainly generated by the entities consolidated in the financial statements. The entities outside the consolidated accounting Group are Arkéa Assistance - Arkéa Sécurité and Armorique Habitat. They account for 3% of GHG emissions from Scopes 1 and 2.

Scope 1 and 2 GHG emissions - financial and operational control (in tonnes CO ₂ eq)		2024	
Direct footprint		Consolidated accounting Group	Excluding consolidated accounting Group
	Scope 1 emissions	1,941	93
	Scope 2 emissions	16	0
Total		1,957	93

The share of fossil fuels in the Group's energy consumption remains a minority (1.13%), compared with consumption of renewable and nuclear energies.

(1) <https://abc-transitionbas carbone.fr/agir/nos-solutions-et-outils/>

(2) The PUE represents the ratio between the total energy consumed by the data centre and the energy consumed by the IT equipment.

Energy consumption and mix		2024
Direct footprint	Total fossil energy consumption	436.95 MWh
	Share of fossil fuels in total energy consumption	113%
	Consumption from nuclear sources	75.76 MWh
	Share of consumption of nuclear origin in total energy consumption	0.20%
	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	4,142.31 MWh
	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	34,035.49 MWh
	Consumption of self-generated non-fuel renewable energy.	0.00 MWh
	Total renewable energy consumption	38,177.80 MWh
	Share of renewable sources in total energy consumption	98.67%
	Total energy consumption	38,690.51 MWh

Scope 3 GHG emissions category excluding investments (item 15)

Scope 3 emissions excluding capital expenditure are calculated on the basis of 68.58% primary data. Crédit Mutuel Arkéa is helping to reduce Scope 3 GHG emissions through a variety of means.

Purchased goods and services;

In terms of purchasing supplies and services, Crédit Mutuel Arkéa wants to promote a responsible approach that takes into account the environmental impact of the products and services purchased while considering the complete life cycle of products. The Group has identified three key areas for reducing its emissions in this area: paper, office supplies and promotional items.

Purchases account for a significant proportion of the Group's carbon footprint: more than 12,213 tonnes of CO₂e in 2024.

As a player in the financial sector, Crédit Mutuel Arkéa's consumption of natural resources remains limited compared to other sectors and mainly concerns paper. In 2024, Crédit Mutuel Arkéa only used paper that has been labelled and/or recycled. The Group's main lever for reducing paper consumption for its customers is the dematerialisation and electronic signature of its offers, which continued in 2024.

Real estate assets

Buildings account for 16% of the Group's carbon emissions. Crédit Mutuel Arkéa constantly strives to optimise the energy use and efficiency of its buildings. The regulations on office buildings, the "Tertiary" and "BACS Decrees", reinforce this vigilance and set quantified and planned objectives that are in line with those of the Group. In addition to buildings and their technical characteristics, Crédit Mutuel Arkéa works on their use and the well-being of the occupants. The Group has identified four areas for reducing its emissions: energy improvements in buildings, sustainability, optimisation of spaces and exemplary construction. In 2024, the Group continued its actions to promote more sustainable real estate. By way of illustration:

- the operational implementation of the missions relating to the tertiary and BACS decrees is continuing;
- since January 2022, audits have been carried out on commercial sites that are not subject to regulatory energy obligations (tertiary sector and BACS decrees) in order to identify possible energy improvement levers.

User equipment (PCs, screens, smartphones) and their uses account for a significant portion of the overall digital footprint. Crédit Mutuel Arkéa has identified three areas for reducing its emissions: rationalisation of the IT infrastructure, energy efficiency of data centres and promotion of the use of responsible digital technology.

To streamline its IT assets, Crédit Mutuel Arkéa relies on raising awareness among its staff of the need to use it wisely and on active management of stock disposals (donations, recycling, destruction). Since 2021, this has led to a 25% reduction in the ratio of workstations per employee and the donation of more than 700 items of IT equipment.

To maintain the energy efficiency of its data centres, the Group undertakes recurring technical work on buildings: adaptation of cold aisles, application of specific external paints for thermal insulation, replacement of inverters, etc.

Upstream freight transport and distribution

Crédit Mutuel Arkéa works with its service providers to optimise the distribution and collection of mail and cash transport, in order to reduce the number of kilometres travelled.

Waste generated

The main waste generated by the Group's activity includes bio-waste from the canteens and waste electrical and electronic equipment (WEEE). Since 2017, bio-waste from company restaurants has also been collected by a service provider in order to be recycled using a methanisation process.

Crédit Mutuel Arkéa is committed to giving a second life to electrical and electronic equipment that is no longer used within the Group via specialised companies. These products are reconditioned and resold on the secondary market, or destroyed according to WEEE standards, with a certificate attesting to their destruction according to an eco-responsible process.

Commuting to work

Business travel represents 28.2% of the Group's carbon emissions. It thus represents the highest impact in the footprint, but also the main lever for its reduction. To limit and shift practices towards eco-mobility, the Group is implementing proactive actions on the subject. Two key areas for reducing emissions for home-work commuting have been defined: teleworking and soft mobility.

Crédit Mutuel Arkéa relies on teleworking to reduce the number of home-to-work journeys. Its ambition is to change employees' travel habits by supporting soft and sustainable mobility. The deployment of charging stations for electric vehicles, installed in the employee car parks of several Group sites, also continued.

Business travel

Already in 2021, Crédit Mutuel Arkéa set an objective of reducing business travel by 30% and intended to maintain this level each year until 2024. Thus, employees are asked to use videoconference facilities rather than travel to a meeting.

Crédit Mutuel Arkéa wants to replace the use of planes and cars by trains. Thus, 80% of journeys lasting no more than three and a half hours must be made by train. By the end of 2024, 81% of Brest-Paris journeys were made by train (compared with 49% in 2021)⁽¹⁾.

4.2.2.4.1.2 Targets for the Group's own operations

Ambition	Scope	Measurement to 2024	Milestones and targets ⁽²⁾			
			Adaptation of the Company with Mission roadmap to 2027			NZBA
			2025	2026	2027	2030
Be exemplary in our own actions and transitions by reducing our carbon footprint	Scope 1+2 annual emissions	2,050 tonnes CO ₂ eq	< 2,250 tonnes CO ₂ eq	< 2,110 tonnes CO ₂ eq	< 1,990 tonnes CO ₂ eq	1,785 tonnes CO ₂ eq.

The GHG reduction targets for 2030 described above are defined for scopes 1 and 2.

The Group wishes to take its own action to reduce greenhouse gas emissions, by taking action to promote energy efficiency.

The energy efficiency plan implemented in 2023, via the energy efficiency roadmap, is part of the trajectory to reduce the Group's direct environmental footprint and contributes to achieving its objectives, whether in terms of energy efficiency or the deployment of renewable energies. Our teams are focused on five major challenges:

- eliminate waste to reduce overall energy consumption;
- reduce our overall energy consumption by improving the efficiency of our building and digital infrastructures, our equipment and our working practices;
- green energy consumption by producing our own electricity using renewable energies;
- raise employee awareness and unite them to make them involved in the sobriety approach. For example, in early 2024, a training/awareness module on energy sobriety was made available to all Group employees.
- promote the Group's exemplary approach to stakeholders.

This roadmap was approved by the Executive Management Committee in 2023 and is steered by the energy efficiency team.

The energy efficiency plan helps to meet the requirements of the tertiary sector decree, which aims to reduce the energy consumption of tertiary buildings.

In addition, it makes it possible to anticipate the requirements of the regulations in force concerning the deployment of renewable energies:

- the law to accelerate the production of renewable energies, which aims to promote the use of clean energies in France, requires at least 50% of the surface area of car parks over 1,500 m² to be equipped with photovoltaic shading systems;
- article L. 171-5 of the French Construction and Housing Code imposes requirements relating to the integration of sustainable solutions in existing office buildings with a footprint of at least 500 m². Buildings must incorporate either a renewable energy production process or a green roof system.

By 2030, the Group has set itself the target of generating 10% of its energy consumption from renewable sources.

(1) Since trains have 50 times less CO₂ emissions than planes, a journey by train represents a saving of 138 kg CO₂e per Brest-Paris journey.

(2) Target 2030 as part of the NZBA commitment and 2027 as part of the 2027 Company with a Mission roadmap, with intermediate milestones defined.

Climate scenario aligned with the Paris Agreement

Target for reducing greenhouse gas emissions by 2030 compared with the base year (2021)		In absolute value	Percentage
Direct footprint	Scope 1	- 832 tonnes CO ₂ eq	- 32.5%
	Scope 2 - Market-based	- 263 tonnes CO ₂ eq	- 82.19%
	Scope 3 (excluding item 15)	Not defined.	Not defined.
	Total GHG - Market-based	-1,095 tonnes CO₂eq	- 38%

With regard to the direct footprint, Crédit Mutuel Arkéa's participation in various initiatives such as the Net Zero Banking Alliance programme is in line with the work undertaken to measure direct footprint emissions and assess alignment with the objectives of the Paris Agreement. As part of the signing of the NZBA commitment, Crédit Mutuel Arkéa set a voluntary 38% reduction target by 2030 in its direct emissions on scopes 1 and 2 (compared to 2021), i.e. a reduction from 2,880 tonnes of CO₂eq at the end of 2021 to 1,785 tonnes of CO₂eq at the end of 2030.

This reduction target has been defined in order to limit global warming to 1.5°C. It is also set out in the roadmap for the

Company with a Mission to 2027, with intermediate milestones defined. The target is based on the IEA's NZE 2050 scenario (September 2023 version), which sets out a roadmap for achieving zero net greenhouse gas emissions by 2050. This scenario is explained in more detail in section 4.2.2.4.2 The footprint on the banking perimeter (box "Methodology for defining alignment targets in line with the Paris Agreement").

The reference year defined is 2021, corresponding to the signing of the NZBA commitments. The targets set are based on the trajectory of alignment with SBTi, i.e. an average reduction of 4.2% per year.

4.2.2.4.1.3 Actions planned for the scope of the Group's own operations

GHG emission reductions expected relative to the 2030 target and achieved since the reference year (2021)		2024
Direct footprint	Reductions in GHG emissions achieved (excluding item 15)	-830 tonnes CO ₂ eq.
	Expected reductions in GHG emissions (excluding item 15)	-265 tonnes CO ₂ eq.

The actions carried out and their targets are grouped together on various decarbonisation levers:

- greening the vehicle fleet: the Group has undertaken to replace diesel and petrol vehicles with electric vehicles. The vehicle fleet will include 23 new electric vehicles in 2024. The Group plans to have a 100% hybrid/electric fleet for short-distance drivers (less than 25,000 km/year) and 50% for other vehicles;
- renewable energy supplies: in order to increase its share of renewable energy, the Group has signed an energy contract with a guarantee of origin for gas and electricity. The aim is to achieve 100% renewable energy in these energy contracts. By 2024, the Group had green electricity contracts for 99.8% of its electricity consumption and green contracts for 96.4% of its gas consumption. Crédit Mutuel Arkéa has set itself the goal of producing electricity autonomously on its own sites. The electricity produced

will be self-consumed, helping to secure part of the Group's energy expenditure. However, this production will not reduce GHG emissions, as the company is already committed to a green contract. In 2024, several feasibility studies were carried out on projects to install photovoltaic panels on roofs and car parks. A solar tracker has been installed on one of the sites and the first work to install car park shading systems began at the end of 2024.

To reduce waste and improve energy efficiency, Crédit Mutuel Arkéa carries out work on thermal insulation, low-consumption lighting, and the optimisation of heating and cooling systems.

As GHGs from scopes 1 and 2 only represent a small part of the overall carbon footprint, the breakdown in tonnes of CO₂ eq per action is not significant.

4.2.2.4.2 Footprint in the banking scope

4.2.2.4.2.1 Measuring GHG emissions financed within the banking sector

Measurement of financed GHG emissions			2024
Bank scope	Total GHG emissions measured for the banking scope		8,529,297.19 tonnes CO ₂ eq
	Of which % actual data		13.02%
	Total outstandings in the banking scope		€66,123.78m
	o/w corporates	GHG emissions	8,295,207.1 tonnes CO ₂ eq
		Of which % actual data	11.85%
		Quality score for companies	4.38
		Total outstandings measured	€31,360.17m
	Residential real estate	GHG emissions	234,090.09 tonnes CO ₂ eq
		Of which % actual data	54.4%
		Total outstandings measured	€34,033.95

Introduction to the methodology for measuring emissions financed within the banking sector

With regard to financed emissions, in the absence of a sectoral standard, the group has described the scope of the financial assets for which financed emissions have been calculated. The Group has considered the mandatory categories of financial assets set out in the GHG Protocol and has added to these categories based on the quality of the data collected and the robustness of the methodologies in place:

- Crédit Mutuel Arkéa's cash investments (excluding money market funds);
- outstanding loans of the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations;
- outstanding loans of Arkéa Banque Entreprises et Institutionnels;
- outstanding loans of Arkéa Crédit Bail's;
- outstanding loans of Arkéa Financements et Services;
- outstanding loans of Crédit Foncier et Communal d'Alsace and Lorraine;
- outstanding loans of Fortuneo and Keytrade;
- outstanding loans of Arkéa Banque Privée;
- equity securities held by Arkéa Capital.

Within this scope, financed emissions relating to the following asset categories are not presented at 31 December 2024:

- Crédit Mutuel Arkéa's cash investments in money market UCITS;
- financial companies and sovereigns;
- outstanding consumer loans granted by the local member banks of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations;
- loans granted to local authorities by the local member banks of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and by Arkéa Banque Entreprises et Institutionnels;
- outstanding loans granted to financial companies by the local member banks of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and by Arkéa Banque Entreprises et Institutionnels.

The Group is faced with the following issues in these asset categories:

- lack of data (particularly for consumer credit);
- funds not collected within the reporting deadlines (particularly for cash investments in money market funds);
- data quality too uncertain due to their dependence on value chain data (for financial companies);
- methodology not yet sufficiently tested and leading to inconsistent results (for local authorities and sovereigns in particular).

In this context, the Group has made every effort to comply with the most widely recognised market practices and methodologies, while specifying any methodological limitations or biases.

For certain categories of assets for which financed emissions are not published, the Group will implement measures to enhance data collection, with the aim of gradually covering a wider scope, while remaining vigilant as to the robustness of the data and methodologies used.

Methodology for measuring emissions financed within the banking scope

Several methodologies have been used to measure the Group's financed emissions, depending on the type of asset:

- **emissions financed by the residential real estate portfolio** are calculated on the basis of estimated GHG emissions from housing financed by Crédit Mutuel Arkéa Group entities and in accordance with the methodology recommended by the Partnership for Carbon Accounting Financials (PCAF).

This is a bottom-up methodology: a measurement is carried out for each housing unit and this measurement is then aggregated at the portfolio level. The scope covers all the bank's residential real estate loans at the balance sheet date. The measurement requires the following data:

- for the energy consumption of housing:
 - the final energy consumption of the home via the energy performance certificates (DPE) present in the open data portal provided by Ademe is established after reconciling the address of the financed properties with that for which an EPC is available in the database, or failing that, calculated according to the primary energy of the home;
 - the primary energy consumption is established by direct reading of the DPE of the financed property or, failing that, an estimate is made on the basis of statistical data according to the type of property (house or flat), the geographical location and the year of construction. This primary energy consumption is then converted into final energy consumption of the home, according to the type of home and year of construction, and using statistical data;
 - it should be noted that the DPE used to limit the use of statistical data provide an estimate of energy consumption. This estimate may not accurately reflect actual consumption.
- to take into account the energy mix: an estimate of the energy used by the home for the various purposes (heating, lighting, etc.) related to energy consumption is made based on the information in the DPE available on the Ademe database via the latest version of 2022 or, failing that, according to statistical data;
- for GHG emissions: deduction of scopes 1 and 2 on the basis of the emission factors for the various energies (published in Ademe's Empreinte® database) used in the energy mix;
- the surface area of the property: this information is obtained from the DPE or, failing that, from statistical data giving an average price per m² according to the type of property and the amount of credit;
- surface area financed: this figure is calculated by dividing the outstanding loan to date by the value of the original property and multiplying by the surface area of the property.

- **emissions financed from the non-financial corporate portfolio** are calculated as follows:

Several use cases are possible depending on the data published by the company in accordance with the PCAF methodology⁽¹⁾. Proxies are used, prioritising those of better quality. For all companies that publish GHG emissions and financial data, a portion financed by the Group is calculated on the basis of bank loans granted by Crédit Mutuel Arkéa in proportion to the value of the company.

Otherwise, for other companies, depending on their economic activity, a multiple is applied to the outstanding loans granted by Crédit Mutuel Arkéa to estimate the GHG emissions financed by the Group. The multiple applications are extracted from the PCAF database using the asset-based method. The company data used in the measurement are the latest data available on the ADEME database or data collected by the Group. They may therefore date from previous financial years. It should also be noted that because the emissions of scopes 1+2+3 of the players financed are taken into account, the overall measurement of the emissions financed may result in double counting (in relation to the value chain of the players) and therefore be increased as a result.

(1) <https://carbonaccountingfinancials.com/files/downloads/PCAF-Global-GHG-Standard.pdf>

4.2.2.4.2.2 Targets defined for the banking scope

As a financial company, Crédit Mutuel Arkéa has set itself carbon intensity targets based on physical intensity, a practice recommended by the Net Zero Banking Alliance. The alliance recommends adopting sectoral trajectories, prioritising nine of the most carbon-intensive sectors. The Group aims to cover all nine sectors by the end of 2025. Based on an analysis of its financed emissions, available data and metrics, and relevant scenarios, the Group has defined and adopted alignment targets for 2030 for certain sectors (Scope 3 category 15).

Sector	Scope covered	Target							Intensity at 31 December 2024	Distance from the 2030 target
		Outstanding s covered by the target	Scopes covered by the target	Scenario and version used	Base year	Base year value	2030 targets	Intensity in 2030 to limit global warming by 1.5°C by 2100		
Coal		NA - commitment to exit this sector by the end of 2027								
Oil & Gas		NA- commitment to exit this sector by the end of 2030 under the conditions defined by the sector policy								
Air transport	Companies in NACE Code 51.10 airlines	€0.13m.	Scope 1	IEA NZE 2050 (version Sept. (2023))	2024	76	72	72	76	+ 6%
	Financing of aircraft acquisition for commercial aviation					gCO2/pkm	gCO2/pkm	gCO2/pkm	gCO2/pkm	
Shipping	Companies covered by NACE Code 50.20 maritime freight transport	€55.91m	Scope 1	IEA NZE 2050 (version Sept. (2023))	2024	4.06	4.6	4.6	4.06	- 12%
	Financing the acquisition of ships for international freight transport over 5,000 tonnes					gCO2/tkm	gCO2/tkm	gCO2/tkm	gCO2/tkm	
Steel	Companies in NACE Code 24.10 steel-producing companies	€0.95m	Scopes 1 and 2	IEA NZE 2050 (2021 version)	2024	300	1,024	1,024	300	- 71%
Cement	NACE Code companies 23.51 cement-producing companies	€0	Scopes 1 and 2	IEA NZE 2050 (2021 version)		-	463	463	-	
							kgCO2/tonne of cement produced	kgCO2/tonne of cement produced		
Electricity production	NACE Code Companies 35.11	€50.01m	Scope 1	IEA NZE 2050 (version Sept. (2023))	2024	39.03	186	186	39.03	- 79%
						gCO2/kWh	gCO2/kWh	gCO2/kWh	gCO2/kWh	
Residential real estate	79.7% of the Group's home loan portfolio covered by the commitment	€32.719m	Scopes 1 and 2		2022	15.5	12	7	14.78	+ 23%
						kgCO2eq /m²/ year	kgCO2eq/m²/ year ¹⁾	kgCO2eq/m²/ year	kgCO2eq /m²/ year	

(1) This target is not in line with 1.5°C. In view of public policies, the challenges facing the renovation sector and the social challenges of access to housing, the Group has preferred to make a cautious commitment to 2030.

Methodology for defining alignment targets in line with the Paris Agreement**Scenario used**

As part of the work to define targets for alignment with the Paris Agreement, the Group used the net zero emissions (or NZE) scenario by 2050 developed by the IEA for corporate credit and investment portfolios. This normative scenario shows the way forward for energy production and consumption (at global level) to be compatible with the growth scenarios of the International Monetary Fund and the objective of zero net CO₂ emissions by 2050. In addition, this scenario gives intermediate cut-off points (e.g. 2030) for the sectors that contribute most to global warming.

The IEA's NZE 2050 scenario is compatible with a global temperature increase limited to 1.5°C above pre-industrial levels (with a probability of at least 50%) and adapts its emissions pathways accordingly, in line with the emissions reductions assessed in the sixth assessment report of the Intergovernmental Panel on Climate Change (IPCC).

The IEA is cited by the European Central Bank and European banking regulations via European Regulation 2024/1623 amending Regulation 575/2013 (known as the "CRR3 Regulation"). The work carried out and the data issued by the IEA are therefore relevant to the adoption by a banking establishment of alignment trajectories in line with the Paris Agreement in sectors of activity with an international presence.

The IEA's NZE 2050 scenario is regularly updated with economic data that takes account of the global geopolitical and economic context, the latest market developments and changes in public policy.

Assumptions and data taken into account

The IEA has developed a technology-based scenario for achieving zero net emissions by 2050, taking into account the following key assumptions:

- strong economic growth by 2050;
- increase in the world's population by 2 billion;
- 8% reduction in energy demand;
- no use of nature-based solutions;
- very limited impact of changes in the behaviour of individuals and businesses (around 5% of total CO₂ savings);
- little use of negative emission technologies (BECCS⁽¹⁾, DACCS⁽²⁾);
- low-carbon electricity should cover 50% of energy demand by 2050. Three technologies are expected to grow significantly over the next few decades, enabling a reduction in annual CO₂ emissions of the order of 65% needed to achieve zero net emissions by 2050:
 - photovoltaic solar power and wind power are expected to account for 70% of electricity generation by 2050;
 - electrification of vehicles: 60% of cars sold worldwide will be electric by 2030, 100% by 2050 and 99% of heavy goods vehicles by the middle of the century;
 - nuclear power generation will double between 2010 and 2050, but its share of the global electricity mix in 2050 will remain below 10%.

For the purposes of the targets, the data used for each of the sectors is activity data in terms of physical intensity and CO₂ emissions data in terms of tonnes of CO₂ in 2030. They are updated by the IEA with the latest energy market data. The activity and GHG data for 2030 are projections made by the IEA based on macroeconomic data according to its normative scenario taken from official sources for each data segment. The most recent data available is used at the date of adoption of each commitment and up to 2030 to define a target intensity level. They are updated by the IEA with the latest energy market data. The Group began its work using the 2021 version of the IEA's figures, available until September 2023. The IEA published an updated version of its scenario on that date. The targets for climate issues in the air transport, electricity generation and shipping sectors are therefore based on the version of the IEA figures published in September 2023. The targets for the steel and cement sectors have been set on the basis of figures for 2021, which were available at the time they were drawn up. The projections based on data from the 2021 version of the scenario are more ambitious than those based on data from the 2023 version in the sectors where commitments have been made. For this reason, the Group did not wish to review its targets in the steel and cement sectors.

As a financial player, Cr dit Mutuel Ark a has adopted sectoral decarbonisation trajectories. The assumptions made for each target are that companies in carbon-intensive sectors will identify, make available and make good use of decarbonisation levers.

The Group has set itself the objective of supporting its customers in the challenges they face in relation to carbon emissions, according to the specific characteristics of their sector of activity, by developing personalised support with them and adapting its offerings to provide them with the best possible support.

Base year

Cr dit Mutuel Ark a has committed to a 2030 target rather than a reduction compared with a reference year. By default, 2024 is used as the reference year in the report, except for the residential property sector where 2022 is used.

With the exception of the coal sector, for which the Group wished to adopt a shorter-term objective, all the objectives have a target year of 2030.

In the event of a significant change in the Group's scope of consolidation (merger, acquisition of new structures, disposal, etc.), the Group may need to recalculate the values for the reference year.

(1) Bioenergy with Carbon Capture and Storage (BECCS) is the process of extracting energy from biomass and capturing and storing carbon, removing it from the atmosphere.

(2) Direct air capture (DAC) is the extraction of carbon dioxide (CO₂) from ambient air.

Monitoring and implementing commitments

Crédit Mutuel Arkéa has set up a system to monitor its decarbonisation trajectories in carbon-intensive sectors where carbon intensity targets have been validated. As soon as a loan is granted or an investment decision is made, the customer's carbon intensity data for 2030 and its decarbonisation commitments are analysed and taken into account. Crédit Mutuel Arkéa's Sustainable Finance Department monitors the Group's portfolios every six months, and each entity analyses its customers' commitments to carbon-intensive sectors on an annual basis.

The Group is continuing to improve the management of these targets, in particular through a project to develop a dedicated tool and define associated governance.

Sector-specific features

Air transport: in adopting the target for this sector, the IEA's NZE 2050 scenario used relates solely to passenger air transport. Helicopter transport, air-related leisure activities and freight transport are therefore not affected by this scenario. The AIE scenario only deals with CO₂ emissions due to the combustion of kerosene, known as Tank To Wake, i.e. only those emitted to make the plane fly (and excluding condensation trails).

Emissions from kerosene production, known as Well To Tank, including oil extraction, refining into kerosene and kerosene transportation, are covered in the net zero methodology via the oil and gas pathway (the vast majority of aircraft currently use fossil fuels).

Maritime transport: the IEA scenario only deals with CO₂ emissions due to the combustion of kerosene, known as Tank To Wake.

4.2.2.4.2.3 Details of the policies, actions and targets implemented in the banking sector

Faced with the urgency of climate change, certain sectors of activity need to make major changes as a matter of priority, because their models, which emit large quantities of greenhouse gases, are not compatible with the objectives of the Paris Agreement.

In this context, the Group adopts policies and commitments that are systematically validated by Crédit Mutuel Arkéa's Board of Directors. The criteria and principles of these policies are incorporated into the lending and investment policies of the entities concerned.

Fossil fuel exit policies

Coal sector policy⁽¹⁾

The coal industry accounts for a significant proportion of CO₂ emissions from the combustion of fossil fuels.

A Group-wide policy to limit financing and investment in activities exposed to coal was introduced in 2019 and approved by Crédit Mutuel Arkéa's Board of Directors. The Group's coal policy is applied identically to all business lines, including third-party asset management (Arkéa Asset Management).

In early 2021, Crédit Mutuel Arkéa committed to a total phase-out of thermal coal by the end of 2027. To meet this commitment, Crédit Mutuel Arkéa has adopted selection criteria for its financing and investments.

These criteria may also lead the Group to divest certain exposures.

The monitoring indicator used is the amounts financed and invested in companies whose activity thresholds exceed those authorised by the sectoral policy in force. In order to implement this policy and monitor compliance with it, and to ensure that the scope covered is as broad as possible, the Group has chosen to rely on two databases acquired externally: Urgewald's Global Coal Exit List and the S&P Trucost Limited list. Compliance with these principles therefore depends on the data supplied.

At the end of 2024, the Group's outstandings (financing and asset management activities) in these companies amounted to €104.5 million. They are managed in run-off mode and will no longer be in Crédit Mutuel Arkéa's balance sheet by the end of 2027.

The commitment of the coal policy is governed by and monitored by Crédit Mutuel Arkéa's risk appetite framework through an indicator. It has intermediate milestones, set annually.

The Crédit Mutuel Arkéa Group is committed to supporting the energy transition of players in the sector and its value chain. Consequently, the subsidiaries, projects and financing vehicles of these players, dedicated to the energy transition, are not affected by the framework principles.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/politique-charbon_credit-mutuel-arkea_finance-durable_csr_2023.pdf

Oil and gas sector policy⁽¹⁾

The production and exploitation of fossil fuels have a strong impact, scientifically proven, on global warming and the loss of biodiversity. As an extension of its position on coal, Crédit Mutuel Arkéa has formalised a policy for managing financing and investments in activities exposed to oil and gas.

This policy, adopted in 2021, has been approved by Crédit Mutuel Arkéa's Board of Directors and is reviewed annually. The scope of the activities concerned within the Crédit Mutuel Arkéa Group is as follows:

- financing activities carried out by the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, Arkéa Banque Entreprises et Institutionnels and Arkéa Crédit Bail;
- private equity activities managed by Arkéa Capital;
- investments made by Suravenir, as part of the management of euro funds, and Suravenir Assurances;
- Crédit Mutuel Arkéa's cash investments;
- proprietary investments of Keytrade;
- new investments in funds by Crédit Mutuel Arkéa and Arkéa Capital are subject to exclusion clauses relating to oil and gas.

With the exception of indirect outstandings, for which Suravenir's investment ratio is less than 50%, these exceptions are reviewed each year.

Crédit Mutuel Arkéa abstains from:

- in the case of companies:
 - financing and investment for players whose non-conventional fossil fuels account for more than 5% of annual fossil fuel production;
 - financing and investment for players developing their existing fossil fuel production capacity (conventional or non-conventional);
 - financing and investment for companies involved in exploration for new fossil fuel projects (conventional or non-conventional);
 - financing and investment for MIDSTREAM players developing pipelines or expanding LNG terminal capacity;
 - financing and investments to oil and gas companies involved in controversies linked to violent conflicts, environmental destruction, human rights abuses against local communities and/or subject to legal action⁽²⁾.

- with regard to projects, any financing and/or investment in a project dedicated to fossil fuels:

- UPSTREAM projects: new oil or gas drilling or exploration project, new oil or gas platform, or extension of an existing oil or gas platform;
- MIDSTREAM projects: transport infrastructure (new oil or gas pipeline, or extension of existing pipeline), storage or processing infrastructure (new natural gas storage and liquefaction terminal or extension of existing natural gas storage and liquefaction terminal, new refinery or extension of existing refinery).

By the end of 2030, within this scope, Crédit Mutuel Arkéa has committed to withdrawing from players involved in unconventional fossil fuels and from conventional and unconventional developers.

The companies excluded are those whose activity thresholds exceed those authorised by the sector policy in force, with the exception of subsidiaries, projects and financing vehicles dedicated to the energy transition. Crédit Mutuel Arkéa targets players listed in Urgewald's GOGEL (upstream and midstream) or players whose NACE code is: 06.10 - extraction of crude petroleum, 06.20 - extraction of natural gas, 09.10 - support activities for petroleum and natural gas extraction, 19.20 - petroleum refining, 35.21 - production of gaseous fuels.

At the end of 2024, the Group's exposure (financing and asset management activities) to companies exceeding the oil and gas policy thresholds amounted to €240.32 million. They are managed in run-off mode and will no longer be in Crédit Mutuel Arkéa's balance sheet by the end of 2030.

Crédit Mutuel Arkéa's commitment to the oil and gas policy is governed and monitored by its risk appetite framework through an indicator. It has intermediate milestones, set annually.

With a view to supporting the green transition, the subsidiaries, projects and financing vehicles dedicated to the energy transition (green bonds dedicated to the energy transition) of these players are not affected by these framework principles, just like the financing of biomethane production projects, hydrogen distribution (green and pink), NGV, BioNGV, CNG, LNG, urban heating networks and industrial heating networks that could be financed by these players.

In addition to fossil fuels, the Group wants to support all economic players in their efforts to make the transition to a more climate-friendly economy. Crédit Mutuel Arkéa has defined sectoral policies with carbon intensity targets for 2030, as described above, and concrete actions to help its customers reduce their carbon footprint. Adopting a 2030 climate target by sector allows us to select players whose 2030 commitments are compatible with the chosen scenario.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/politique-petrole_gaz-credit-mutuel-arkea_finance-durable_csr_2023.pdf

(2) Controversies identified by Urgewald's Global Oil & Gas Exit List and described on the following website: <https://gogel.org/reputational-risk-projects>

Commitments to decarbonise fuel-intensive portfolios by the end of 2030

Air transport⁽¹⁾

In 2022, the air transport sector was responsible for 2% of global energy-related greenhouse gas emissions and 10% of transport-related greenhouse gas emissions. These have increased by 5% between 2010 and 2022, while air passenger traffic has grown by 22% over the same period. Over 99% of the sector's CO₂ emissions come from the combustion of paraffin required to operate aircraft.

Against this backdrop, the Board of Directors of Crédit Mutuel Arkéa has approved an initial financing framework policy for 2023, which will be implemented Group-wide in 2024. The definition of this policy was the fruit of collaborative work between the Group's various entities, business experts and discussions with customers in the sector. It was revised at the end of 2024.

The sector policy applies to financing activities carried out by:

- Arkéa Banque Entreprises et Institutionnels;
- Arkéa Crédit Bail;
- Arkéa Banque Privée;
- local member banks of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations;
- and Crédit Mutuel Arkéa's cash investments.

Crédit Mutuel Arkéa has defined carbon intensity targets for 2030 (see table in section 4.2.2.4.2.2).

The Group has also adopted specific criteria for private and business aircraft: since 1 January 2024, all new aircraft financing for business and private aviation, under the conditions defined by the policy, must emit zero direct CO₂ emissions.

The Crédit Mutuel Arkéa Group is also committed to supporting its customers in their transition and offering them appropriate solutions. The subsidiary Arkéa Banque Entreprises et Institutionnels offers ESG support to all its customers, including those in the air transport sector. These measures, which are designed to help customers gain a better understanding of their non-financial performance and contribute to reducing emissions, are described in section 4.2.2.5 Products and services linked to the environmental transition.

Shipping⁽²⁾

Maritime transport currently accounts for 3 to 4% of global CO₂ emissions. The environmental impact of this sector is increasing due to the intensification of world trade.

During 2024, the Group adopted a maritime transport sector policy, validated by Crédit Mutuel Arkéa's Board of Directors. The development of this policy was the fruit of collaborative work between the Group's various entities, business experts and discussions with customers in the sector. This policy covers the following activities:

- financing provided by:
 - local member banks of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations;
 - Arkéa Banque Entreprises et Institutionnels;
 - Arkéa Crédit Bail;

- Crédit Mutuel Arkéa's cash investments.

Crédit Mutuel Arkéa has defined carbon intensity targets for 2030 (see table in section 4.2.2.4.2.2).

As the Group pays particular attention to the maritime transport sector, a common set of analysis criteria dedicated specifically to climate and biodiversity issues for investments and financing granted to this sector has been put in place, such as the carbon footprint of the vessel financed or the player, and the requirements linked to the regulations and flag of the vessel.

The Group has also put in place a number of measures designed to support its customers in their transition and offer them appropriate solutions.

To accelerate the operational implementation of solutions that emit less carbon, the Group supports the entire value chain, contributing to a low-carbon energy mix for maritime transport:

- decarbonisation and innovation initiatives by players in the maritime transport sector, including retrofits;
- equipment manufacturers offering decarbonisation solutions;
- suppliers and facilities dedicated to the supply and storage of sustainable fuels for port infrastructures.

Voluntary ESG support schemes are offered by some of the Group's subsidiaries to all their customers, including those in the shipping sector.

Steel

Steel is the 2nd industrial sector in terms of energy consumption and the 1st sector in terms of CO₂ emissions. Steel is an essential part of the economy, with numerous applications in industry (shipbuilding, car manufacturing, construction, etc.). The challenge is therefore to continue to produce steel while decarbonising its production.

In this context, a carbon intensity target for 2030, in line with the Paris Agreement, has been validated by Crédit Mutuel Arkéa's Board of Directors in 2023. This target applies to financing granted by the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, by Arkéa Crédit Bail, Arkéa Banque Entreprises et Institutionnels and to Crédit Mutuel Arkéa's cash investments.

Crédit Mutuel Arkéa is committed to achieving an average CO₂ emissions intensity (scopes 1 and 2) of 1,024 kgCO₂/tonne of steel by 2030 for its portfolio of Nace Code 24.10 steel-producing companies.

At 31 December 2024, Crédit Mutuel Arkéa's portfolio was below this trajectory.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/politique-transport-aerien-credit-mutuel-arkea_finance-durable_csr_2023.pdf

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-07/politique-transport-maritime-credit-mutuel-arkea_finance-durable_csr_2024.pdf

Cement

The cement sector is the 3rd largest industrial sector in terms of energy consumption and the 2nd largest industrial sector in terms of CO₂ emissions. Firing the rock at 1,450°C involves high energy consumption. Cement remains an essential part of the economy, and the challenge is to continue producing cement while reducing its CO₂ emissions.

In this context, a carbon intensity target for 2030 in line with the Paris Agreement was approved by Crédit Mutuel Arkéa's Board of Directors in 2023. It applies to financing granted by the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, by Arkéa Crédit Bail, Arkéa Banque Entreprises et Institutionnels and to Crédit Mutuel Arkéa's cash investments.

Crédit Mutuel Arkéa is committed to achieving an average CO₂ emissions intensity (scopes 1 and 2) of 463 kgCO₂/tonne of cement in 2030 for its portfolio of NACE 23.51 cement-producing companies.

Only cement manufacturing activities⁽¹⁾ (NACE classification 23.51) are covered by the NZE 2050 scenario.

As a result, at 31 December 2024, the Crédit Mutuel Arkéa Group had no assets outstanding in these segments.

Production of electricity

Today, decarbonisation of the electricity sector is at the heart of global decarbonisation strategies. In this context, a carbon intensity target for 2030 in line with the Paris Agreement was approved by Crédit Mutuel Arkéa's Board of Directors in 2024. This target applies to Crédit Mutuel Arkéa's cash investments.

Crédit Mutuel Arkéa is committed to achieving an average CO₂ emissions intensity (scopes 1 and 2) of 72 gCO₂/kWh by the end of 2030 for its portfolio of electricity-generating companies under NACE code 51.10.

At 31 December 2024, Crédit Mutuel Arkéa had €50.01 million in outstandings.

At this date, Crédit Mutuel Arkéa's portfolio was below this trajectory because the average emission intensity was 39.03 gCO₂/kWh.

Residential real estate⁽²⁾

Buildings account for 44% of the final energy consumed in France, of which two-thirds by residential real estate, and generate more than 123 million tonnes of CO₂⁽³⁾ each year. In this context, Crédit Mutuel Arkéa's Board of Directors has approved a carbon intensity target for 2023.

The Group analysed the IEA's NZE 2050 scenario (September 2023 version) and the trajectories provided by the CRREM (Carbon Risk Real Estate Monitor) tool to construct its target.

Crédit Mutuel Arkéa has set itself a target of reducing the carbon intensity per square metre financed of the housing loan portfolio of the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations by 23% between 2022 and 2030 (i.e. from 15.5 kgCO₂eq/m²/year to 12 kgCO₂eq/m²/year).

The scope of emissions therefore covers scopes 1 and 2.

The commitment concerned €32.72 billion in outstandings at 31 December 2024.

Given the data available on the assets financed, market trends, current public policies and the challenges of structuring the home energy renovation sector, Crédit Mutuel Arkéa has opted to adopt a more cautious objective than that provided by CRREM. This commitment is based on the methodology put in place in 2023 and is likely to change over time, in the light of methodological developments, available data and changes in public policies and regulations relating to residential property.

Crédit Mutuel Arkéa helps its customers to acquire property with a good level of energy performance and offers its individual customers support for the energy renovation of all homes requiring it. These schemes will gradually be enhanced with additional offers and specific, selective criteria, to support the necessary acceleration in the energy renovation of homes in France.

Details of these criteria and support measures can be found in the property financing sector policy approved by Crédit Mutuel Arkéa's Board of Directors in 2023. The definition of this policy was the fruit of collaborative work between the various Group entities and business experts.

For a committed financial player such as Crédit Mutuel Arkéa, the climate issue means that in addition to the selection criteria, in order to achieve the targets set, it is necessary to develop new products or new offers for its customers to support their climate transition. The Crédit Mutuel Arkéa Group's entities have adapted these development opportunities to meet new customer needs according to their business lines.

(1) The manufacture of cement-based concrete, mortar, etc. is not included in the scope of this commitment.

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/politique-immobilier-credit-mutuel-arkea_finance-durable_csr_2023.pdf

(3) <https://www.ecologie.gouv.fr/energie-dans-batiments>

4.2.2.4.3 The asset management footprint

4.2.2.4.3.1 Measuring emissions financed within the scope of asset management

Measurement of financed emissions		2024
Asset management scope	Total GHG emissions measured for the asset management scope	10,000,790 tonnes CO ₂ eq
	Of which % actual data	64.51%
	Total assets under management in the asset management scope	€25,755m
	o/w corporates	
	GHG emissions	9,835,798 tonnes CO ₂ eq
	Of which % actual data	66%
	Total outstandings measured	€18,468m
	Of which sovereigns	
	GHG emissions	164,991 tonnes CO ₂ eq
	Of which % actual data	0%
	Total outstandings measured	€1,063m

Asset management includes funds managed directly by Arkéa Asset Management, including the Suravenir Assurances mandate. The measurement is carried out on certain asset classes: equities, corporate bonds and sovereign bonds when they are held directly or indirectly in listed funds.

Methodology for measuring emissions financed within the asset management perimeter

GHG emissions financed at company level

For asset management and life insurance (see section 4.2.2.4.4 Footprint for life insurance), emissions financed by the corporate portfolio, including financial companies, are calculated in accordance with the PCAF methodology. Two data supplied by MSCI are used to calculate financed GHG emissions at company level:

- the company's scopes 1, 2 and 3 greenhouse gas emissions;
- enterprise value including cash (EVIC), which corresponds to the overall value of the company.

In accordance with PCAF recommendations, the following calculation is made:

- the exposure to the issuer is divided by the EVIC to calculate the liability ratio;
- the ratio is multiplied by the scopes 1, 2 and 3 emissions to determine the amount of emissions financed;
- finally, the financed emissions of all emitters are added together to give the total financed emissions.

This methodology has certain limitations:

- some subsidiaries do not provide information on their emissions, which means that the parent company's emissions have to be used despite their different activities;
- in the absence of real data, particularly on scope 3, the use of a proxy provided by MSCI.

GHG emissions financed by the sovereign portfolio

Two data supplied by the European Commission's EDGAR database are used to calculate GHG emissions financed at sovereign level:

- the sovereign's greenhouse gas emissions, which take into account both the sovereign's direct emissions and those of the region's economic players;
- gross Domestic Product (GDP) in purchasing power parity of the sovereign in dollars.

Based on the PCAF recommendations, the following calculation is made:

- GDP at purchasing power parity is converted into euros using the exchange rate at 31 December 2023;
- in addition to debt issues, the sovereign also includes local authorities and state agencies;
- outstanding sovereign debt is divided by GDP to calculate the liability ratio;
- the ratio is multiplied by the greenhouse gas emissions to determine the amount of emissions financed;
- finally, the financed issues of all sovereigns are added together to give total financed issues.

This methodology has certain limitations:

- modelling state agencies and local authorities as part of the sovereigns to which they are attached, despite their different activities;
- the EDGAR database used for greenhouse gas emissions data specifies that all the data provided are estimates.

4.2.2.4.3.2 The target defined for the asset management scope⁽¹⁾

Management Company	Scope covered	Target							Intensity at 31 December 2024	Distance from the 2030 target
		Outstandings covered by the target	Scopes covered by the target	Scenario and version used	Base year	Base intensities	2030 target ⁽²⁾	Intensity in 2030 to limit global warming by 1.5°C by 2100		
Federal Finance Gestion	Corporate investments in equities and bonds held directly and indirectly via transparent listed funds	€19,511m	Scopes 1 & 2	IPCC 1.5°C SR scenarios (AR6, 2021/22)	2019	85.43 tonnes CO ₂ eq/€m invested	51.64 tCO ₂ eq/€m invested	- 40% compared to 2019, i.e. 61.97 tonnes of CO ₂ eq/€m invested	29.78 tonnes CO ₂ eq/€m invested	- 42%
Schelcher Prince Gestion		€3,633m				269.50 tonnes CO ₂ eq/€m invested			140.25 tonnes CO ₂ eq/€m invested	+ 172%

Methodology for defining asset management and life insurance targets

Suravenir has based the analysis of its funded issues on the available data and metrics, as well as on the relevant scenarios, in order to define and adopt an initial objective of alignment by 2030 with its investment portfolio (scope of euro funds). This target is aligned with an objective of not exceeding 1.5°C.

For its part, Arkéa Asset Management worked in 2024 to put in place climate strategies that included an objective of alignment with the Paris Agreement. This target is aligned with an objective of not exceeding 1.5°C. For the sake of consistency, the assumptions and analyses have been based on the same data as Suravenir.

Methodology for defining alignment trajectories in line with the Paris Agreement

Suravenir has set a global 2030 climate objective for its investment portfolio for assets held in the euro funds. It is based on the methodology recommended by the Net Zero Asset Owner Alliance (NZAOA). The alliance advocates publishing interim targets on the basis of five-year cycles in order to be in line with article 4.9 of the Paris Agreement, which requires signatories to publish emission reduction plans every five years.

Arkéa Asset Management has set a global 2030 climate target for investments made in companies on behalf of its clients. For the sake of consistency, the methodologies recommended by the NZAOA were also used.

Scenario used

Suravenir and Arkéa Asset Management used the 1.5°C no-exceedance and 1.5°C low-exceedance scenarios developed by the IPCC (SSP1-1.9 and SSP1-2.6). The most recent IPCC report is the 6th Assessment Report (AR6, 2021/22). Working Group III (WGIII) focuses on climate change mitigation and evaluates methods for reducing greenhouse gases. The results of this working Group are available in the IPCC report "Climate Change 2022: Mitigation of Climate Change". In this document, the scenarios limiting warming to 1.5°C (or with a slight overshoot) that are more than 50% likely are based on the following assumptions:

- net global GHG emissions will be 43% lower in 2030 than in 2019 (range between 34% and 60%);
- CO₂ emissions will fall by 48% in 2030 compared with modelling at the end of 2019.

On this basis, the NZAOA evaluates the emission reduction requirements at between -40% and -60% by 2030 to achieve zero net emissions by 2050 and be aligned with a 1.5°C scenario.

Assumptions and data taken into account

When setting targets at portfolio level, NZAOA currently recommends setting targets by sub-portfolio, i.e. according to asset classes for which credible methodologies exist and for which there is sufficient access to data. Ultimately, the aim is to have a single target for the entire investment portfolio.

Under the NZAOA, targets can be set for listed equities, listed corporate bonds, property (equities and commercial debt), infrastructure (equities and debt) and private equity portfolios.

On this basis, Suravenir began by defining a target for 2023 for equities and corporate bonds, assets for which the data is accessible and robust. For other asset classes, Suravenir does not currently have sufficient access to data to be able to determine and manage a target.

The target relates to the greenhouse gas emissions of companies investing in scopes 1 and 2 only. To date, the NZAOA requires its members to publish portfolio targets for these scopes only, as Scope 3 is still considered to be too unclear and unreliable. However, it is recommended that Scope 3 emissions should still be monitored. Suravenir has chosen to follow this recommendation and measures the issues in its investment portfolio on a monthly basis, both on scopes 1 and 2 and on scopes 1, 2 and 3.

Arkéa Asset Management has defined an objective for the equities and corporate bonds held in portfolios on behalf of their clients. The target also covers the greenhouse gas emissions of companies invested in scopes 1 and 2 only, and scopes 1, 2 and 3 are monitored on a quarterly basis.

Base year

The base year chosen by Suravenir and Arkéa Asset Management is 2019, which corresponds to the reference year set by the NZAOA for the reduction target of between -40% and -60% by 2030.

(1) The target for 2030 presented in this table has been defined at the level of Arkéa Asset Management, an entity resulting from the merger on 1 January 2025 between Federal Finance Gestion and Schelcher Prince Gestion. The reference intensities at 31 December 2019 correspond to the measurements carried out respectively on the portfolios of Federal Finance Gestion and Schelcher Prince Gestion at that date. The intensities at 31 December 2024 correspond to measurements carried out on the portfolios of Federal Finance Gestion and Schelcher Prince Gestion respectively. For more information: https://www.arkea-am.com/assets/pdf/esg/politique_climat_arkea_am.pdf

(2) At 31 December 2029 in accordance with NZAO recommendations.

The reference to this year is justified in particular by:

- carbon emissions in 2020-2021 affected by the Covid crisis;
- the first year of implementation of the coal sector policy, which is helping to achieve the emissions reduction target.

Monitoring commitments

Suravenir has set up monthly monitoring of its decarbonisation trajectory. The carbon emissions of the investment portfolio and the deviation from the target are monitored. Projections of the trajectory are estimated for the end-of-year and target vision, in particular by analysing the investment portfolio and defining an average GHG emission value for future flows. This measure is refined by credit rating and by climate sub-sector. This measure is complemented by the temperature of its portfolio of equities and corporate bonds.

Arkéa Asset Management monitors the decarbonisation trajectory of its portfolios on a quarterly basis. The carbon emissions of all the portfolios under management and the deviation from the target are reported to the management body. Projections of the trajectory are estimated for the end-of-year and target vision, in particular by analysing the investment portfolio and defining an average GHG emission value for future flows. This measure is completed by the temperatures of the equity and corporate bond portfolios.

4.2.2.4.3.3 Policies and actions implemented within the asset management scope

Sector-specific standards

Arkéa Asset Management, which since 31 December 2024 includes the Crédit Mutuel Arkéa Group's asset management activities previously performed by Federal Finance Gestion and Schelcher Prince Gestion, applies the Group's sector-based policy relating to the exit from coal (see section 4.2.2.4.2.3 Details of policies, actions and targets implemented within the banking scope).

With regard to its oil and gas policy, Arkéa Asset Management has implemented policies to exclude companies involved in non-conventional fossil fuels from its third-party asset management activities. This policy of controlling activities linked to fossil fuels applies to all investments made by products (UCITS or FIA) actively managed (excluding off-balance sheet index exposure) by Arkéa Asset Management. It also applies to dedicated funds and dedicated mandates in live securities, from 1 January 2024, subject to the agreement of investors.

The following are excluded from the policy: multi-management funds, structured and index-linked funds created before 2023, external funds in which our funds and management mandates are invested.

Arkéa Asset Management no longer invests in:

- companies whose non-conventional fossil fuels account for more than 25% of annual fossil fuel production;
- MIDSTREAM players developing pipelines or expanding LNG terminal capacity;
- projects dedicated to non-conventional fossil fuels (exploration, capacity development, infrastructure, processing).

In addition to these principles, which apply to new financing and investments, Arkéa Asset Management is committed to withdrawing from non-conventional fossil fuels by the end of 2030 in all geographical areas (OECD and non-OECD countries). Players whose unconventional fossil fuels account for more than 10% of annual fossil fuel production or who are developing new capacity in unconventional fossil fuels are affected by this phase-out. This means that investments in bond issues with maturities beyond 2030 from issuers whose non-conventional fossil fuels account for more than 10% of annual fossil fuel production are not authorised.

Asset management initiatives***Taking climate into account in management***

Arkéa Asset Management has integrated ESG issues into the heart of their investment process. This enables it to carry out an in-depth analysis of issuers. To achieve this, Arkéa Asset Management has deployed a proprietary approach and dedicated tools. ESG analysis is based on a combination of two complementary approaches, one normative and the other best-in-class. The normative approach ensures that investments comply with the major sustainability matters (in particular through the application of sectoral policies on coal and hydrocarbons and the exclusion of the most controversial companies, particularly in terms of environmental issues). The best-in-class approach aims to highlight the players who, within their sectors of activity, demonstrate the best management of their sustainable development issues, particularly environmental issues.

Arkéa Asset Management has decided to take climate issues into account in most of its portfolios by choosing a non-financial performance indicator based on the greenhouse gas emissions of the companies financed, i.e. Scopes 1 and 2 carbon intensity (tonnes of CO₂ emitted/Millions of euros of sales).

Arkéa Asset Management has worked to improve the tools and performance measures of the funds it manages, particularly in relation to climate issues. As a result, for most of the funds we manage, scopes 1 and 2 carbon intensity (tonnes of CO₂ emitted/€M turnover) is now chosen as the ESG performance indicator. Similarly, 2023 have marked a new stage in the monitoring of climate issues through the integration of data published by the companies involved.

Developing sustainable savings products

Arkéa Asset Management has developed sustainable savings products described in section 4.2.2.5.5 Products and services related to the environmental transition in asset management activities.

Corporate commitment to the climate

The analysts in the ESG Research team work with companies to engage them individually. This approach targets companies with a poor extra-financial performance, a major failure to communicate or ESG-related controversies. Areas of engagement are defined according to their materiality and the company's performance on these subjects. These discussions are intended to encourage them to:

- adopt responsible policies and behaviour with regard to non-financial issues that are not, or are insufficiently, addressed;
- identify their negative non-financial impacts and reduce them to limit the risk exposure of investments and funds held by customers.

Arkéa Asset Management represents minority shareholders who hold shares through funds or management mandates at company Shareholders' Meetings. Exercising voting rights enables asset management companies to defend their customers' interests and express their expectations as responsible investors. Arkéa Asset Management's voting and engagement policies specifically provide for support for resolutions dealing with environmental or social issues.

4.2.2.4.4 Life insurance footprint

4.2.2.4.4.1 Measuring emissions financed in the life insurance sector

Measurement of financed emissions			2024
Life insurance scope	Total GHG emissions measured for the life insurance scope		6,908,788 tonnes CO ₂ eq
	Of which % actual data		46.53%
	Total outstandings in the life insurance scope		€34,290m
	o/w corporates	GHG emissions (scopes 1, 2 and 3)	5,962,312 tonnes CO ₂ eq
		Of which % actual data	54%
		Total outstandings measured	€12,607.92m
	Of which sovereigns	GHG emissions (scopes 1, 2 and 3)	943,158 tonnes CO ₂ eq
		Of which % actual data	0%
		Total outstandings measured	€7,815.55m
	o/w real estate	GHG emissions (scopes 1 and 2)	3,318 tonnes CO ₂ eq
		Of which % actual data	89%
		Total outstandings measured	€938.16m

Methodology for measuring emissions financed in the life insurance sector

For the life insurance scope, the measurement is carried out on certain asset classes of investments representing euro funds, namely:

- equities, corporate bonds (including financial bonds) and sovereign bonds when held directly or indirectly in listed funds;
- real estate assets, whether held directly or indirectly.

At present, for reasons of data availability, the measure cannot be extended to private debt and private equity funds or to vineyards. Cash, derivatives used for hedging purposes and units of account are not covered by the measure either.

Financed issues on the corporate portfolio, including financial companies, and on the sovereign portfolio are calculated by Arkéa Asset Management using the methodology described in paragraph 4.2.2.4.3.1 Measuring financed issues within the scope of asset management.

On the real estate portfolio, Suravenir collects annually, through a questionnaire sent to asset managers, the scope 1 and 2 GHG emissions of the properties in which it has invested (tenant consumption is included in scope 1 and 2). With the exception of a few real estate funds (SCIs), data is collected on a property-by-property basis, based on the principle of transparency, in order to provide a more detailed level of information and a better understanding of the real estate portfolio.

Nevertheless, Suravenir is facing difficulties in estimating the emissions financed by this portfolio:

- the calculation depends on the inflow rate, which remains low. Raising awareness among asset managers is essential if we are to succeed in achieving a sufficient collection rate that is representative of the portfolio;
- emissions data for the previous year are communicated by the management companies at the end of the first quarter of the following year at the earliest. This means that an initial calculation of emissions must be made at the beginning of N+1 for this sustainability report, based on last year's data. This calculation is representative of the proportion of data covered in 2023. It is then adjusted on the basis of the data provided by the asset managers for the Energy-Climate Act reports and the declaration of the main negative impacts.

Based on this principle, the following assumption has been made: the GHG emissions available in 2023 have been taken as they are, considering that there is little or no change over 2024 without information from the asset managers of a change in tenant behaviour or a change in equipment at building level. This assumption is widely used in real estate, particularly in the CRREM tool⁽¹⁾: in the absence of any work to improve carbon performance, projected emissions in future years are equal to those in the past, adjusted for changes in the country's energy mix.

In order to calculate the total volume of emissions financed by the real estate portfolio, the GHG emissions communicated by the asset managers are related to Suravenir share of ownership of the asset and then consolidated at portfolio level.

(1) CRREM (Carbon Risk Real Estate Monitor) is a tool for analysing the risk of real estate portfolios failing to meet the decarbonisation targets set following the Paris Agreement.

4.2.2.4.4.2 Targets defined for the life insurance scope

Scope covered	Target						Intensity in 2030 to limit global warming by 1.5°C by 2100	Intensity at 31 December 2024	Distance from the 2030 target
	Outstanding s covered by the target	Scopes covered by the target	Scenario and version used	Base year	Baseline intensity	2030 target ⁽¹⁾			
Corporate investments in equities and bonds held directly and indirectly via look-through listed funds	€14,825.94m	Scopes 1 & 2	IPCC 1.5°C SR scenarios (AR6, 2021/ 22)	2019	85.08 tonnes CO ₂ eq/€m invested	- 60% vs 2019, i.e. 34.03 tonnes CO ₂ eq/€m invested	51.05 tonnes CO ₂ eq/€m invested	417 tCO ₂ eq/€m invested	+ 23%

Methodology for defining targets

See Target methodology in section 4.2.2.4.3.2 The target defined for the asset management scope.

4.2.2.4.4.3 Policies and actions implemented within the life insurance scope

Implementation of sectoral policies

Suravenir applies the Group's sectoral policies relating to the phasing out of fossil fuels (coal, oil and gas, see paragraph 4.2.2.4.2.3 Details of policies, actions and targets implemented within the banking perimeter).

Strengthening the range of responsible products

With a view to achieving the targets set, Suravenir has developed responsible and sustainable products, see section 4.2.2.5.6 Products and services related to the environmental transition, at the life insurance business level.

Commitment to its ecosystem

To continue its efforts to raise customer awareness of sustainable finance, Suravenir has made a brochure entitled "Sustainable finance, our responsibility" available on its website (since 2022). Suravenir presents its actions and commitments to sustainable finance. Suravenir publishes a range of content on social networks (podcasts, videos, documentation) entitled "La preuve par l'exemple" ("Proof through example") to provide transparency on its actions and concrete achievements in support of the energy and ecological transition.

Suravenir encourages Arkéa Asset Management to engage directly with issuers whose non-financial ratings are low compared to those of their competitors. In addition, since the end of 2021, Suravenir has asked Arkéa Asset Management to initiate a specific dialogue with the portfolio companies that represent the greatest pressure on the climate, measured in greenhouse gas emissions, or with particularly high temperature forecasts. Suravenir also delegates its voting rights exercise policy to Arkéa Asset Management.

4.2.2.4.5 Carbon offsetting

As part of its commitment to the Net Zero Banking Alliance initiative, the Group undertakes to act in three successive phases: measure, reduce and compensate. Crédit Mutuel Arkéa wanted to master the first two phases before starting work on its carbon contribution in 2024.

Although Crédit Mutuel Arkéa has joined the Net Zero Banking Alliance initiative with the aim of contributing to the objectives of the Paris Agreement by participating in a market framework, it has not made any public claims regarding carbon neutrality or a net zero objective. In 2024, Crédit Mutuel Arkéa

nevertheless defined an initial Group framework in terms of carbon contribution, in addition to the work carried out, and which is continuing, in terms of carbon intensity targets. This is a gradual approach to understanding the nature of projects and the local ecosystem, with the aim of effectively supporting our customers in their carbon contribution initiatives, in addition to their actions to reduce their greenhouse gas emissions. This framework sets out Crédit Mutuel Arkéa's strategy, which aims to support local projects that directly benefit its territories (historical and national) and its customers, in line with its local roots. Crédit Mutuel Arkéa has adopted the following principles for analysing projects:

- giving priority to sustainable and virtuous projects that generate carbon certificates;
- using the low-carbon label as a priority to ensure a high level of quality;
- prioritising projects managed by a trusted third party to ensure expertise and good management;
- with regard to forestry initiatives, limiting itself to actions to revitalise existing forests rather than initiatives to afforest agricultural land (applying the reforestation methodology).

This analysis is essential to ensure that carbon initiatives are aligned with the Group's sustainability and social responsibility objectives. This strategy establishes a clear framework for carbon contribution initiatives, emphasising transparency, local commitment and rigour in the choice of projects.

In 2024, no carbon certificates outside the Group's value chain were cancelled. An initial project has been financed, based on the Eco-Methane method certified by the French Ministry for Ecological Transition using the low-carbon methodology. This project, costing €15,270, will make it possible to avoid greenhouse gas emissions of around 254.5 tonnes of CO₂eq in 5 years.

Carbon credits	Cancelled during 2024	To be cancelled in the future
		In tonnes of CO ₂ eq
	0	254.5

In 2024, with regard to its direct footprint, the Group did not undertake any carbon absorption projects.

Crédit Mutuel Arkéa did not deployed tools such as an internal carbon pricing mechanism as part of its climate strategy.

(1) At 31 December 2029 in accordance with NZAO recommendations.

4.2.2.5 Products and services related to the environmental transition

Adaptation of the Company with Mission roadmap to 2027	Target to 2027 (in €millions)	Base year (2024) ⁽¹⁾ (in €millions)	Milestones, intermediate targets (in millions of euros)
Develop financing offers dedicated to supporting the environmental transition of all our customers	Annual production of loans for the environmental transition: 2,200	1,138.1	2025: 1,750 2026: 2,000
Direct our customers' savings towards products that contribute to the environmental transition	Gross annual savings inflows for the environmental transition 1,560	1,154.8	2025: 1,250 2026: 1,350

The Group has set itself a target of generating 900 million euros in loans dedicated to the environmental transition by 2024. The target was exceeded with production of €1,138.1 million. As part of its new Company with a Mission, roadmap it has set itself a new target of €2,200 million by 2027.

Increasing financing for the energy transition of customers and prospects is a major challenge for the Group's banking entities. The following two indicators will see strong growth from 2021:

- outstanding loans to individuals for the environmental transition reached €1,477.7 million in 2024;
- outstanding loans to businesses to support the environmental transition reached €1,047.9 million in 2024.

With regard to savings, the objective of gross savings inflows in favour of the environmental transition of €300 million for 2024 was also exceeded to reach €1,154.8 million. As part of its new Company with a Mission, roadmap it has set itself a new target of €1,560 million for the year 2027.

All of the Group's business lines are therefore taking proactive steps to help customers and counterparties move towards a low-carbon future, in line with the Group's ambitions. Based on the actions mentioned above, a number of indicators are monitored by the Group to ensure that the entities are responding to climate opportunities.

4.2.2.5.1 At Arkéa Banque Entreprises et Institutionnels

Since 2023, Arkéa Banque Entreprises et Institutionnels has been marketing the Pact Carbone credit offer, which allows its willing customers to benefit from a carbon footprint assessment and an interest rate reduction based on the reduction of their carbon intensity. In addition, the Pact Carbone loan offers a bonus aimed at valuing counterparties that have achieved a reduction target in line with a carbon trajectory compatible with the objectives of the Paris Agreement. The carbon measurement and the definition of the trajectory are carried out by an independent third-party organisation. A report is submitted to the customer twice a year.

Since 2020, customers who take out a Pact Trajectoire ESG loan with Arkéa Banque Entreprises et Institutionnels have been entitled to an annual ESG assessment for the duration of the loan, which determines the financial terms of the loan. Four themes are assessed: the environment, social issues, governance and relations with external stakeholders.

The ESG assessment is carried out by an independent third-party organisation and a report is periodically submitted to the client to help identify areas for improvement.

Since 2023, Arkéa Banque Entreprises et Institutionnels has also been offering its clients the option of using the ESG Spark support system: a system for raising awareness, evaluating and improving their ESG performance, based on the topics of climate change mitigation and adaptation, biodiversity and social issues.

The Arkéa Impulse Loan offering, launched in 2023, is dedicated to financing environmental and social transition projects. It offers subsidised terms for transition projects where the return on investment is not always immediate. Eligible objectives are reviewed annually by an external third party to ensure that the selection is in line with the transition issues and market standards.

With regard to climate impact, the offer includes an avoided emissions indicator in the criteria for obtaining a rate subsidy for renewable energy, agricultural and food transition, sustainable buildings, clean mobility and logistics.

At the end of 2023, Arkéa Banque Entreprises et Institutionnels partnered with Birdeo, a CSR firm, to further support its customers in their transition approach. Arkéa Banque Entreprises et Institutionnels, for example, offers its customers innovative consultancy services to enable them to initiate or accelerate the sustainable transformation of their business model.

The Environmental Transition Division was created in 2020 within Arkéa Banque Entreprises et Institutionnels to help the bank's customers with their financing needs:

- renewable energy projects: photovoltaic, wind, hydrogen, geothermal, methanisation, etc.
- energy renovation of buildings and energy efficiency: energy storage, heating network, smart grids, power stations, etc.

This initiative aims to support SMEs, mid-caps, local authorities, institutional investors and real estate professionals in their transition to carbon neutrality.

(1) The data presented for the 2024 financial year correspond to the scope and criteria adopted in the context of the objective set out in the roadmap for a Company with a Mission by 2024. They are not directly comparable with the 2027 target, whose criteria have evolved and will be deployed from 2025.

4.2.2.5.2 In terms of refinancing and savings with Crédit Mutuel Arkéa

To support the development of financing dedicated to sustainable projects, including those that help to decarbonise activities, the Group has developed a framework for issuing Green and Social Bonds in 2019, which will be updated in 2022.

After issuing its first public green bond in 2022 to finance renewable energy projects, Crédit Mutuel Arkéa's trading room, through its Société de Financement de l'Habitat (Arkéa Home Loans SFH), issued a second green bond in 2023, followed by a third in 2024. These last two issues are mainly aimed at refinancing home loans with the best energy performance, distributed to individual customers by Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest.

All the "Transition Globe", "Objectifs Premium", "Trajectoire Territoire" and "Obligations Globe" savings products, structured investments from the dealing room marketed in 2024 to the various distributors of the Crédit Mutuel Arkéa Group, are also based on a green bond issue.

In addition, to complete its range of sustainable securities, in 2022 the Group became the first European bank to set up NEU CP ESG and NEU MTN ESG programmes.

4.2.2.5.3 At the level of the local savings banks that are members of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations.

Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest are supporting green mobility by offering advantageous loan conditions to professionals for the purchase of electric vehicles and to private individuals for the purchase of vehicles emitting less than 50 grams of CO₂ per kilometre and, more generally, for soft mobility (electric bicycles, etc.).

For companies and clients in the agriculture and wine- growing sectors

Since the beginning of 2022, the local branches belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations have been marketing two products designed to support the energy and environmental transition in the professional, agricultural and business markets: Pronovéo and Agrinovéo. They are used to finance projects to produce renewable energy, improve energy efficiency and promote sustainable mobility, on advantageous loan terms.

For individual customers

Since 2022, the two federations have been making the Sustainable Habitat platform available to individuals, customers and prospects, in partnership with Société Économie d'Énergie SAS. The aim of this platform is to raise awareness and support individuals in the energy renovation of their homes.

With a view to a just transition, the federations do not rule out, as a matter of principle, financing homes with the worst DPE,

but are committed to supporting the improvement of the properties financed. In 2024, the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations offered dedicated loans such as the Prêt Audit Énergétique and Prêt Rénovéo to finance energy audits⁽¹⁾ and energy renovation work or the purchase of renewable energy production equipment by private individuals. They also distribute the classic Eco-PTZ and the complementary Eco-PTZ Prime Renov', which can be used to finance the remaining cost of energy renovation work eligible for MaPrimeRénov'⁽²⁾.

4.2.2.5.4 Other banking entities

Arkéa Direct Bank, via the activities of its Fortuneo commercial brand, is marketing a home loan offer that takes the DPE into account. To help customers who want to buy energy-efficient real estate, Fortuneo has introduced a reduced rate on the nominal rate of home loans for energy class A or B properties. Fortuneo also no longer takes rental income from G-rated properties into account for rental investment projects. In addition, Fortuneo supports its customers' energy renovation projects or electric vehicle purchases with a discount on personal loan rates.

Crédit Foncier et Communal d'Alsace et de Lorraine markets a range of loans for private individuals and real estate investment companies (SCIs), with rates that take into account the level of the DPE for real estate acquisitions and the financing of energy renovation work, *via* a bonus system for financed properties rated A/B/C+ and a penalty system for financed properties rated E/F/G. In 2024, Crédit Foncier et Communal d'Alsace et de Lorraine launched a virtuous savings offer enabling customers to subscribe to an interest-bearing passbook account, the funds from which are used to finance real estate purchases rated A, B, C+, as well as energy renovation work.

Arkéa Financements & Services, Crédit Mutuel Arkéa's consumer credit subsidiary, has made financing the environmental and social transition a core part of its strategy. It supports its customers' transition *through* two key areas: energy renovation and green mobility.

In 2024, the financing of works promoting the energy transition accounted for most of its activity in the home improvement market. Arkéa Financements & Services has developed a digital solution called Nidomio to help private homeowners with their energy renovation projects. Its mission is to work with its partners (building contractors, diagnosticians, auditors, renov' advisors and financial backers) to serve its customers and make their renovation project a success, enabling everyone to live in a functional, sustainable home.

Arkéa Crédit Bail, Crédit Mutuel Arkéa's subsidiary specialising in leasing activities, is also incorporating climate issues into its strategy by defining new offers. Their marketing is supported by technical training courses on photovoltaics, retrofitting and methanisation.

(1) Since April 2023, it has been compulsory to carry out an energy audit when selling homes with an EPD classified as G or F.

(2) Under conditions set out in a decree dated 30 March 2022.

4.2.2.5.5 In terms of asset management activities

Developing sustainable savings products

Fund labelling

The continuous improvement of the ESG approach in the asset management activities of the Crédit Mutuel Arkéa Group has been implemented since 2021 through a labelling plan for new funds opened, in particular towards the SRI Label and LuxFlag Label. Since 2023, the certification process has been strengthened and extended: 44 funds have been awarded the GreenFin, Towards Sustainability, LuxFlag, Relance or SRI label.

This fund labelling process was chosen to make it easier for investors to access sustainable savings products, by guaranteeing a robust process for integrating ESG issues.

The development of thematic funds

With the aim of supporting the transition to a low-carbon model, Arkéa Asset Management has developed various types of funds that integrate climate considerations:

- in 2020, Arkéa Global Green Bonds, a fund dedicated to green bonds to finance projects in line with some of the Sustainable Development Goals, mainly the use of renewable energies (Goal 7), the establishment of resilient infrastructures and the promotion of sustainable industrialisation (Goal 9) and, lastly, across the board, the fight against climate change (Goal 13). This GreenFin labelled fund follows the Green Bond Principles;
- autofocus Low Carbon was launched in 2021, with an index made up of Eurozone equities selected on the basis of their strategy to reduce the carbon footprint of their activities and the results achieved by these strategies. 2021 also saw the launch of new management mandates incorporating the "Paris Aligned Benchmark" and "Climate Transition Benchmark" climate indices;
- since 2022, Crédit Mutuel Arkéa's asset management companies have been developing the "Transition/Climat" product range with:
 - the launch of the Suravenir Actions Internationales Climat FPS;
 - the Autofocus Transition Climat range, aligned with the "Paris Aligned Benchmark" and awarded the Towards Sustainability label. These funds contribute to the transition to a low-carbon economy by investing directly in companies that are in line with the requirements of the Paris Climate Agreement and make a major contribution to the development of the French economy;
 - the launch of SCI Territoires Avenir, which has SRI certification and aims to minimise the environmental impact of its assets.
- in 2022, Arkéa Asset Management has deployed the Infrastructure Transition Platform, which aims to finance

infrastructure that is essential to sustainable development. Two multi-investor infrastructure debt funds were launched:

- Schelcher Euro Core Infrastructure Transition Debt for long-term senior debt financing of environmental and digital transition projects in Europe (classified Article 8 SFDR);
- Schelcher Euro Impact Infrastructure Transition Debt for junior debt financing of energy transition players and projects in Europe (classified as Article 9 SFDR).

Both funds include ambitious targets for aligning the projects financed with the EU Taxonomy and, in the case of the second fund, with Crédit Mutuel Arkéa's impact funds⁽¹⁾. The first investments were made in renewable energies, the roll-out of fibre optic networks and the construction of a highly energy-efficient data centre.

4.2.2.5.6 Life insurance business

In 2024, Suravenir continued to develop its range of responsible and sustainable products:

- through unit-linked:
 - the Tremplin range, committed to the real economy, is made up of unlisted investment vehicles. Some of the products on offer are designed to help finance renewable energies;
 - the Responsible range with the "Dynamic Responsibility" mandate profile, which contributes to the environmental transition and aims to reduce carbon intensity;
 - the impact range: Vie Plus, Suravenir sales arm dedicated to wealth management advisers, offers a life insurance policy called Vie Plus Impact, which incorporates ESG criteria as part of a sustainable development strategy. With this contract, Suravenir wanted to place impact at the heart of its investment strategies.
- through euro funds:
 - 99% of Suravenir euro funds currently on the market are classified Article 8 according to SFDR and make sustainable investments;
 - Suravenir relies on the ESG expertise of Arkéa Asset Management, which manages around 90% of the investment portfolio. Suravenir aim is to offer its customers increasingly responsible euro funds. To this end, the "Responsible Investor" section of its annual roadmap ensures that the environmental and social characteristics of euro funds are strengthened. In 2024, the aim of the investor component is to increase the rate of sustainable investment with an environmental objective (in accordance with the SFDR Regulation) and to implement a decarbonisation strategy for the real estate portfolio.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2023-11/principes-investissement-a-impact-credit-mutuel-arkea_finance-durable_csr_2022.pdf

4.2.3 Biodiversity (E4)

4.2.3.1 The transition plan

Biodiversity, i.e. the diversity of the living fabric of the planet⁽¹⁾, is an essential foundation for the sustainability and well-being of human societies. This diversity is now under threat from production and consumption patterns that are placing ever-greater pressure on terrestrial and marine ecosystems.

The entire economy depends on natural capital⁽²⁾.

Crédit Mutuel Arkéa is aware of this major challenge, and has made biodiversity an integral part of its sustainable finance strategy. It has already implemented a number of initiatives to address the issue.

The Group is committed to continuous improvement, given the complexity and interdependence of the issues involved, and to adopting a biodiversity strategy by 2025.

Work will be carried out in 2025 to define a transition plan and initiate an assessment of the expected financial impact on the Group of the material risks and opportunities associated with biodiversity and ecosystems.

As the Place initiatives to build a conceptual framework of biodiversity-related scenarios are recent, there are currently no forward-looking quantitative scenarios. Consequently, in 2024 the Group did not carry out an analysis of the resilience of its strategy and business model to the risks of biodiversity loss. An action plan is underway to complete this work and initiate an initial analysis of resilience in 2025. It is based in particular on a watch and in-depth analysis of existing and future publications and quantitative and prospective studies on biodiversity.

(1) Biodiversity covers animal species, as well as plants, insects, micro-organisms, etc. It encompasses three interdependent levels of complexity: genetic diversity, species diversity and ecosystem diversity. It is the foundation of the living world's capacity to adapt: the richer the biodiversity, the more interactions are encouraged and the greater the capacity to adapt. Biodiversity is at the origin of many services, described as "ecosystem" services, such as the supply of raw materials or access to water, and "support" services such as climate regulation, air and water quality or pollination. The diversity of life is also a prerequisite for a living environment conducive to good physical and mental health.

(2) Natural capital represents the stock of natural resources, both living and non-living.

4.2.3.2 Impacts, risks and opportunities related to biodiversity

Nomenclature	Name of impact, risk or opportunity, nature and time horizon	Policies	Main actions: initiated or continued in 2024 or planned	Targets and Indicators
ESRS E4_IN1	Indirect impact on biodiversity linked to the activities of companies financed by the Group (Negative impact; ST, MT, LT)	- Climate strategy and policies and commitments described in ESRS E1 aimed at mitigating climate change - Agriculture, wine growing and food policy, including practices to combat deforestation - Coal and oil and gas exclusion policies - Maritime transport policy	Climate strategy: actions described in ESRS E1 Agriculture, wine-growing and food policy - Development of subsidised loans incorporating biodiversity criteria as an incentive to reduce pressure on biodiversity - Ban on financing certain practices concerning palm oil and cattle farming (banking perimeter) - Research into controversies relating to deforestation (scope of Arkéa Banque Entreprises et Institutionnels) Coal, oil and gas exclusion policy: - Run-off management of coal and oil & gas exposures Maritime transport sector policy: - Application of ESG analysis criteria, in particular integrating the challenges of decarbonising ships and combating pollution, when granting financing and investments Other multi-sector actions and practices (commitments to initiatives in the marketplace, training for the management body and awareness-raising for employees, consideration of controversies in the context of certain Group activities) Construction of a biodiversity strategy associated with targets (<i>Action to come</i>)	Target to be built Indicators to be developed
ESRS E4_IN2	Indirect impact on biodiversity of the activities of companies in the asset management portfolio (Negative impact; ST, MT, LT)	Coal, oil and gas exclusion policies	Coal, oil and gas exclusion policy: - Exclusion of companies based on thresholds with a commitment to phase out fossil fuels, under certain conditions and within a defined perimeter - Run-off management of existing exposures Other actions and practices: - Shareholder engagement practices, collective and individual, vis-à-vis issuers exerting the greatest pressure on biodiversity - Integrating biodiversity criteria into the ESG analysis of corporate issuers, including controversy research Construction of an associated biodiversity policy of targets (<i>Action to come</i>)	Target to be built
ESRS E4_R1	Credit risk linked to the potential default of companies subject to the transition risk in terms of biodiversity loss (Risk; MT)	Environmental risk management policy	- Monitoring of exposures exposed to the risk of biodiversity loss (sector-based approach) - ESG risk rating incorporating biodiversity, water resource management and waste management themes	Targets and indicators not defined
ESRS E4_R2	Strategic and business risk (MT) linked to transition risks in terms of biodiversity loss (Risk; MT, LT)	Environmental risk management policy	- Risk monitoring (consideration of biodiversity loss risks in risk mapping, risk appetite framework, monitoring of indicators, etc.) - Ongoing analysis of existing quantitative and prospective biodiversity studies to initiate an analysis of the resilience of the Group's strategy and business model (<i>Action in progress</i>)	Targets and indicators not defined
ESRS E4_O1	Opportunities related to the development of new products and services to support customers in reducing pressures on biodiversity (Opportunity; MT, LT)	Policy to support regional players in agriculture, wine growing and the food industry	Support policy for local players in agriculture, wine growing and the food industry: - Development of subsidised loans incorporating biodiversity criteria - Support for transformation and innovation in agriculture and viticulture - Investments in innovative start-ups on soil quality issues Other multi-sector actions and practices: - Engagement in initiatives dedicated to the preservation of natural capital at international and local level - Raising awareness among governance bodies and employees of the opportunities created by new models - Development of subsidised loans incorporating biodiversity criteria - Development of climate and biodiversity themed investment solutions and solidarity savings products (payment of part of the interest and/or capital to associations) - Promoting sustainable practices for the oceans and seas: support for innovation and seatechs and investment in funds dedicated to protecting marine biodiversity. Construction of a biodiversity strategy associated with targets (<i>Action to come</i>)	Targets and indicators not defined

4.2.3.3 Policies, actions and targets related to financial activities

4.2.3.3.1 The Group's framework for action

The Group has implemented policies, practices and actions that take into account the challenges of biodiversity loss:

- by prioritising the reduction of pressures on the biodiversity and natural capital of the activities that the Group finances or in which it invests;
- by supporting the necessary redirection of financial flows towards the preservation and restoration of biodiversity, as specified by the objectives of COP 15.

These policies, practices and actions are part of an action framework that incorporates the following principles:

The Group is part of an international reference framework

The Group defines its actions in favour of biodiversity on the basis of internationally recognised publications:

- the IPBES report, published in 2019, which defines the five pressure factors responsible for biodiversity loss: changes in land and sea use, overexploitation of resources, climate change, pollution and the introduction of invasive alien species;
- the objectives set by COP15 in Kunming-Montreal;
- the third National Biodiversity Strategy 2030 (SNB), which, through its various priorities and measures, aims to raise awareness among economic players of all sizes;
- the Taskforce on Nature-related Financial Disclosures, which proposes recommendations to help companies assess, monitor and disclose the financial risks associated with biodiversity loss.

Given the complexity of the issues surrounding biodiversity, Crédit Mutuel Arkéa is convinced that action must be collective and cooperative:

- Crédit Mutuel Arkéa and its asset management subsidiary Arkéa Asset Management have signed up to the Finance for Biodiversity Pledge in 2021. Crédit Mutuel Arkéa has also joined the Net Zero Banking Alliance in 2022. These market commitments make it possible to better take into account the impacts of financial activities on biodiversity loss and to understand their dependencies on natural capital;
- Crédit Mutuel Arkéa, with its regional roots, supports local initiatives that enable knowledge to be shared and action to be taken on local environmental and economic issues, such as the Breizh Biodiv foundation.

Taking account of the interdependence between climate and biodiversity

On the one hand, it is scientifically recognised that biodiversity depends on climate stability: climate change is one of the five pressures responsible for biodiversity loss. The policies, targets and actions to combat climate change, described in the section dedicated to ESRS E1, provide a partial response to biodiversity issues. The Group has committed to decarbonising its portfolios in some of the most carbon-intensive sectors. These targets aim to mitigate climate change by reducing greenhouse gas emissions and thus reduce the pressure on biodiversity.

On the other hand, the capacity of natural ecosystems to absorb greenhouse gas emissions and thus help countries adapt to climate change was clearly established at COP21 and enshrined in the Paris Agreement. The Group is aware that the solutions it supports, and will support in the future, to combat and adapt to climate change must therefore take into account the preservation and restoration of natural carbon sinks (oceans, forests and soils).

Supporting customers through a necessary transition phase

The Group has a strong presence in sectors that have an impact on biodiversity, such as food and housing. Some of these sectors are both highly dependent on the health of ecosystems and exert strong pressures on biodiversity. The Group wishes to support its stakeholders in their own challenges, taking into account the transition phase required to change sustainable production and consumption practices. This approach is implemented in particular in the policy dedicated to agriculture, wine growing and the food industry⁽¹⁾.

Supporting nature-based solutions

Nature-based solutions are actions focused on the protection, conservation and restoration as well as the sustainable use and management of natural or modified terrestrial, freshwater, coastal and marine ecosystems, which effectively and flexibly address social, economic and environmental problems. The Group is aware that improving practices requires the integration of these nature-based solutions. It has initiated a process to support these solutions by participating in the testing of schemes based on local practices and know-how, such as Payments for Environmental Services (PES). This is the case in Brittany, with support for a PSE in conjunction with a farmers' association.

A forthcoming action plan on target construction

At the end of 2024, the Group has not set any biodiversity targets for either its financing or asset management activities. This will be the subject of further work during 2025, drawing in particular on existing initiatives such as the Finance for Biodiversity Pledge.

On 1 January 2025 Arkéa Asset Management published a biodiversity policy applicable to its activities from 2025⁽²⁾.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/politique-agriculture-viticulture-agroalimentaire-credit-mutuel-arkea_finance-durable_csr_2023.pdf

(2) https://www.arkea-am.com/assets/pdf/esg/politique_biodiversite_arkea_am.pdf

4.2.3.3.2 Group policies relating to biodiversity issues

All the sectoral policies and actions described in the section dedicated to ESRS E1 and aimed at mitigating climate change contribute to reducing the pressures on biodiversity. The Group has also adopted sectoral policies and practices that take specific account of other pressures on biodiversity, as described below.

To date, the Group has no policy covering the production, supply or consumption of goods and services from ecosystems whose management aims to maintain or improve conditions for biodiversity. In the future, as a financial player, the Group could rely on the analysis of the labelling and certification of the future sustainability reports of the companies it finances or in which it invests to take these dimensions into account.

Sectoral policy to support agriculture, wine growing and the food industry in their transition from one form to another

The Group has a long history of working with the agricultural, wine-growing and food sectors. These sectors are both:

- highly dependent on natural capital and ecosystem services for supply and regulation;
- responsible for pressures on biodiversity: climate change *via* methane and greenhouse gas emissions, land artificialisation directly and *via* imports of products for livestock feed responsible for deforestation, use of natural resources including water consumption, and water, soil and air pollution;
- and offer solutions to help preserve and restore biodiversity (crop diversification and rotation, reforestation, etc.).

In light of these challenges, Crédit Mutuel Arkéa's Board of Directors has approved a sectoral policy dedicated to this sector for 2022. This policy details the way in which the Group supports the transition of these players. In response to the material impact of this sector on biodiversity, the Group has developed:

- support services for environmental change;
- the implementation of enhanced due diligence measures relating to biodiversity, in particular with regard to practices to combat deforestation (developed in a dedicated paragraph below).

Through this policy, the Crédit Mutuel Arkéa Group is asserting its responsible positioning, which aims to contribute to Sustainable Development Goals 2, 15, 12 and 13⁽¹⁾.

The policy covers the financing activities carried out by the local banks affiliated to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and Arkéa Banque Entreprises et Institutionnels.

The beneficiaries of the services, farmers and winegrowers, agricultural cooperatives in the Group's historical territories and the directors of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations were consulted in drawing up this policy.

To support these players, the Group has developed subsidised loans incorporating biodiversity criteria:

- Arkéa Banque Entreprises et Institutionnels offers a loan dedicated to financing environmental and social transition projects (Arkéa Impulse loan), which provides long-term support on subsidised terms for projects such as promoting inputs from sustainable sources, reducing water consumption, restoring biodiversity, reducing land artificialisation, reducing solid waste throughout the production and marketing cycle and increasing waste processing capacity. These practices help to reduce the pressure exerted on biodiversity by the activities of agricultural cooperatives and the food industry in particular. This offer is also available to other sectors of activity, enabling the challenges of biodiversity loss to be addressed more widely;
- the local banks that are members of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations also offer subsidised-rate loans that enable:
 - to finance actions to reduce the pressures exerted by farming and wine growing activities on biodiversity;
 - support the development of natural carbon sinks;
 - better consideration of animal welfare on farms.

These are the following loans:

- the Agrinovéo loan, a financing solution for the production of green energy, the purchase of environmentally-friendly agricultural equipment and the recovery of rainwater and recycling of grey water⁽²⁾;
- the Alter Agrinovéo loan (Crédit Mutuel de Bretagne), a financing solution designed to accelerate agricultural transition, including animal welfare, quality products (organic and labels), the planting of hedges and embankments and the reduction of methane emissions (covering of pits, etc.);
- the CléMat+ loan, dedicated to the purchase of agri-environmental performance equipment for sustainable crop management (mechanical weeding, pesticide reduction, etc.).

The Group can also support transformation and innovation initiatives in agriculture and viticulture through partnerships, Payments for Environmental Services contracts and investments in innovative start-ups focusing on soil quality issues.

(1) MDG 2: eradicate hunger, achieve food security, improve nutrition and promote sustainable agriculture
MDG 12: establish sustainable patterns of consumption and production.

MDG 13: take urgent action to combat climate change and its impacts.

MDG 15: Preserve, restore and sustainably use terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.

(2) Crédit Mutuel de Bretagne only for these last two points.

Measures to combat deforestation integrated into agriculture, wine-growing and food policy

Since 1 January 2024, the Group has introduced exclusions linked to certain agricultural practices that may lead to deforestation, particularly in connection with the production of palm oil.

The financing activities carried out by the local banks belonging to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, Arkéa Banque Entreprises et Institutionnels and Arkéa Crédit Bail, are as follows:

- exclusions relating to project financing:
 - no direct funding can be granted to a palm oil project;
 - no direct funding can be granted to a project to produce beef or soya from cleared or converted land in the Amazon and Cerrado regions.
- exclusions relating to customer financing: no financing may be granted to a customer farm producing palm oil;
- exclusions relating to Crédit Mutuel Arkéa's cash investments: ban on any investment in companies with sales in the production/distribution of palm oil;
- in addition to these restrictions, since 2024, Arkéa Banque Entreprises et Institutionnels has systematically searched for controversies relating to definitive deforestation convictions when financing a customer in the food sector for cases falling within the remit of certain committees.

Fossil fuel exclusion policies

Since 2020, the Crédit Mutuel Arkéa Group has been committed to phasing out fossil fuels in accordance with certain criteria described in the section of the ESRS E1 dedicated to climate change.

These exclusion policies help both to combat climate change and to reduce the pressures of this sector on biodiversity more widely.

These sectors exert considerable pressure on biodiversity, particularly during the extraction, transport, refining, distribution and use of fossil fuels. These pressures are linked to:

- greenhouse gas emissions, which are changing the climate, disrupting ecosystems and the living conditions of species;
- water, soil and air pollution, the deterioration of ecosystems at extraction and production sites, and the heavy use of water, particularly during extraction.

The extraction of fossil fuels can also have social consequences through the destruction and pollution of ecosystems that enable local communities to meet their vital needs. The Group's oil and gas policy takes account of social controversies affecting local populations by excluding players involved in controversial projects linked to violent conflict, environmental destruction, infringement of the human rights of local communities and/or which are the subject of legal proceedings.

Environmental risk management policy

The environmental risk management policy (presented in ESRS E1, section 4.2.2.3 Focus on taking climate risks into account) includes the risks of biodiversity loss and how they are identified, assessed and managed. The assessment of the materiality of the physical and transitional risks associated with the loss of biodiversity is based on the analysis of impacts and dependencies (ENCORE database).

Environmental risk management involves monitoring specific indicators. Crédit Mutuel Arkéa measures and monitors its gross exposure to risks related to biodiversity loss on a quarterly basis. The approach used is a sectoral approximation, based on a reference framework that makes it possible to identify, by sector of activity, the levels of risk linked to the loss of biodiversity, according to a three-level scale: low, medium, high, distinguishing between physical risks and transition risks.

Crédit Mutuel Arkéa also deploys an internal ESG risk rating system. Based on a sectoral approach, it is based on a questionnaire designed to collect ESG risk data from large corporate borrowers (sales in excess of €10 million) in order to determine their ESG risk rating. The questionnaire includes questions on carrying out a biodiversity assessment, water resource management, waste management and climate change issues, all of which are pressures on biodiversity.

4.2.3.3 Group actions and practices relating to biodiversity

In line with its sustainability strategy and policies, the Group is developing practices and actions to reduce pressure on biodiversity and direct financial flows towards preserving and restoring biodiversity and natural capital.

Governance and employee training

The charter of Crédit Mutuel Arkéa's main committees also formalises the consideration given to ESG issues, including the preservation of natural capital.

The members of Crédit Mutuel Arkéa's Board of Directors and the directors of the subsidiaries have received specific training on the subject of biodiversity and the challenges it poses for a financial player, in 2022 and 2023 respectively. Training and awareness-raising initiatives have also been rolled out for employees and for the sectors and professions most concerned by certain specific issues. These actions may be supported by experts from outside the Group. They provide an opportunity to develop collective skills in the various impacts, risks and opportunities associated with biodiversity.

Integrating biodiversity criteria into financing and asset management

In financing:

- Arkéa Banque Entreprises et Institutionnels offers:
 - a scheme to support players in their transition: the Pact Trajectoire ESG loan (see 4.2.2.5 Products and services linked to environmental transition). This scheme includes questions related to biodiversity, targeted according to the sector of activity (carrying out a biodiversity diagnosis, existence of initiatives and actions in favour of biodiversity and the circular economy, production approach that optimises natural resources, etc.);
 - a loan dedicated to financing environmental and social transition projects: Arkéa Impulse (see 4.2.2.5 Products and services related to environmental transition and 4.2.3.4.2 The Group's biodiversity policies);
 - a Spark system (see 4.2.2.5 Products and services linked to the environmental transition): this incorporates questions specifically linked to biodiversity, targeted according to the sector of activity. The responses, positive or negative, will be used to propose action plans to customers on the themes identified.

For a better understanding of its customers' practices, Arkéa Banque Entreprises et Institutionnels also includes an analysis of ESG criteria in connection with:

- waste management (including existing certification or the percentage of activities concerned) in funding applications from industry players;
- water consumption in funding applications from players in the food and pharmaceutical industries.
- the local banks that are members of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations also offer dedicated solutions at advantageous rates: for example, the Pronovéol loan, intended for businesses, helps develop renewable energies, improve energy performance and reduce water consumption, invest in greener vehicles and equipment, reduce waste and packaging, and develop sustainable fishing and aquaculture⁽¹⁾. These practices help to reduce pollution and greenhouse gas emissions, as well as the over-exploitation of natural resources.

As part of its asset management activities, Arkéa Asset Management's ESG analysis of corporate issuers takes into account three of the five direct risk factors that lead to biodiversity loss: climate change, pollution and land use. If these direct factors imply pressures (expressed in greenhouse gas emissions for climate change, in NOX/SOX for pollution and in km² of occupied/transformed land for land use), their consideration is integrated into the ESG rating of issuers. The performance of issuers on these issues is thus measured and incorporated into the final ESG rating, and consequently into investment decisions.

Taking account of biodiversity-related controversies: the identification, qualification and management of controversies, including those related to environmental damage, are integrated into many financing and investment processes.

Collective and individual shareholder engagement in asset management

Arkéa Asset Management:

- participates in collective commitments, in particular *via the Finance for Biodiversity Pledge*:
 - participation since 2023 in Nature Action 100, a global initiative led by 200 investors, which aims to encourage 100 companies in 8 key sectors to show greater ambition and take action to combat the decline in biodiversity and thus mitigate financial risks;
 - participation in ChemSEC, an initiative targeting the issue of PFAS (eternal pollutants) in the chemicals sector.
- is also establishing a constructive dialogue with certain companies whose portfolio weight and the materiality of biodiversity issues are high, to encourage them to take greater account of the reduction of the pressures of their activity on biodiversity in their strategies and processes.

The development of climate and biodiversity savings solutions

Crédit Mutuel Arkéa is developing a range of structured investments in the form of Green Bonds, based on equity indices that take account of water, climate, forest and ocean issues.

- Arkéa Asset Management offers savings products geared towards the environmental transition (see section 4.2.2.5.5 Products and services related to the environmental transition in asset management activities);
- Arkéa Asset Management offers its institutional clients two 'green' infrastructure funds based on the IBAT (Integrated Biodiversity Assessment Tool) geolocation tool, which enables data on protected areas and the species diversity index to be incorporated into investment decisions.

Sustainable practices for oceans and seas

Although marine resources are not a material theme at Group level, the promotion of sustainable practices in favour of the oceans and seas is an integral part of the Group's maritime business line, which places decarbonisation and marine biodiversity at the heart of its priorities⁽²⁾. The Group has identified the specific negative impacts that these sub-sectors can have on biodiversity and marine ecosystems. These include water pollution, air pollution, noise pollution, disturbance of the seabed and habitats, wastage of seafood products and mitigation of climate change.

The scope of this roadmap covers Crédit Mutuel Arkéa's financing activities, cash investments and private equity.

(1) Crédit Mutuel de Bretagne only for the last two points concerning waste, packaging and fishing.

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-02/arkea_depliant_12_pages_filiere_maritime-210x297_4-min.pdf

The maritime sector is made up of eight sub-sectors:

- the fishing, seaweed, shellfish farming and sustainable aquaculture sector;
- the seafood trade and processing sector;
- transport and freight;
- boating, yachting and ocean racing;
- shipbuilding, ship repair and infrastructure;
- marine defence, security and safety;
- marine and renewable energies;
- and a cross-disciplinary sector: sea-techs.

To help reduce these pressures and direct funding towards preserving and restoring marine biodiversity and ecosystems, the Group has put in place a number of action levers:

4.2.3.4 Impacts and actions at Group sites

The sites that the Group owns, leases or manages are mainly offices, bank branches (local banks), staff accommodation, automated teller machines (ATMs) and social housing managed by its subsidiary Armorique Habitat. The Group also has a number of specific sites, including three catering facilities, two logistics platforms and five data centres.

The Group has assessed the dependence of its own sites on biodiversity and the actual or potential negative impacts of these sites on biodiversity and ecosystems, including biodiversity-sensitive areas, as non-material due to the typology of its sites, its financial activities and the management of social housing. The analysis shows that dependencies are essentially linked to water consumption, which is assessed as low (cf. ESRS E3), and therefore not material for the Group's own sites.

The analysis of the assessment of the actual or potential impact on biodiversity revealed that the possible pressures of these sites could be linked to land reclamation, water and waste management. Given the location of these sites in urban areas, on the outskirts of or within towns or small conurbations, the low consumption of water and the low generation of waste, it has been concluded that the activity carried out at the Group's sites has no material negative impact on biodiversity.

In addition to this overall analysis of the impact of its sites, and aware that the nature and extent of the pressures may differ depending on their location, the Group has mapped all the sites it owns, leases or manages, in order to identify those located in or near a biodiversity hotspot⁽⁵⁾.

The sites identified are located in urban or suburban areas in France and have not resulted in any additional artificialisation of the land. The assessment of the nature and extent of water consumption and waste management does not vary according to the identification of sites because of their location in or near sensitive areas.

- more specifically in the maritime transport sector, the Group has approved a dedicated policy⁽¹⁾ in 2024, including, for financing requests, the analysis of ESG criteria⁽²⁾ dedicated specifically to climate and biodiversity issues, such as requirements linked to the ship's flag and regulations. These practices contribute to the United Nations' Sustainable Development Goal 14 on "aquatic life"⁽³⁾;
- other levers for action include:
 - support for responsible innovation and sea-techs⁽⁴⁾;
 - setting up partnerships with players working to promote sustainable practices, such as the Pôle mer Bretagne Atlantique, Ifremer, the Cluster Maritime Français and non-governmental organisations such as Pure Ocean;
 - investment in funds that specifically address marine biodiversity issues.

With the exception of its social housing subsidiary Armorique Habitat, the Group does not build new homes on a frequent basis. Any potential negative impacts on biodiversity are taken into account in advance via the prior planning authorisation. This authorisation incorporates environmental aspects, as specified in the Environmental Code⁽⁶⁾, in order to limit any negative material impact.

Given the low level of pressure exerted by the activities of these sites on biodiversity-sensitive areas, in terms of land artificialisation, water consumption (in relation to ESRS E3) and waste management, it has been concluded that the Group's sites have no actual or potential negative impacts.

The Group has not identified any negative impact of its direct operations on threatened species.

Given the low level of pressure, the Group has not put in place a specific policy to protect biodiversity and ecosystems at operational sites that it owns, leases or manages in or near biodiversity-sensitive areas. However, the Group is committed to continuous improvement and has taken action by prioritising its head offices and new buildings, via BREEAM certification and the use of ecologists.

The Group is not subject to regulatory requirements to implement biodiversity mitigation measures. It has not used regulatory or voluntary measures to compensate for the loss of biodiversity in its action plans.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/politique-transport-aerien-credit-mutuel-arkea_finance-durable_csr_2023.pdf

(2) Based on analyses of Group entities.

(3) SDG 14 - Conserve and sustainably use the oceans, seas and marine resources for sustainable development

(4) Companies and start-ups working to revolutionise the uses of maritime activities by working to regenerate the ocean and protect marine ecosystems.

(5) The source used is the worldwide WDPA database cited by the regulations (EFRAG).

(6) https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000049691404

4.2.4 Water (E3)

4.2.4.1 Water-related impacts, risks and opportunities

Nomenclature	Name of impact, risk or opportunity, nature and time horizon	Policies	Main actions: initiated or continued in 2024 or planned	Targets and Indicators
ESRS E3_IN1	Significant consumption or abstraction of water by professionals, businesses and farmers financed by the group (Negative impact; ST, MT, LT)	- Company with a Mission to 2027 - Breakdown of commitment no. 3 'Supporting the regions that are most dependent on and have the greatest impact on water resources' - Environmental Risk Management Policy	- Dedicated financing offers at advantageous rates - Involvement in Place initiatives dedicated to the challenges of biodiversity loss, including water management (cf. ESRS E4) - Draw up a policy dedicated to water issues by 2026 (<i>Action to come</i>)	Targets to 2027: - Roll out the first actions under the water policy
ESRS E3_R1	Credit risk linked to the potential default of companies heavily dependent on water and the potential devaluation of real estate assets heavily exposed to water stress (Risk; LT)		- ESG risk rating incorporating water resource management - Development of a geographical analysis tool to measure exposure to climatic hazards, including water stress, applied to counterparties and assets financed/pledged as collateral	
ESRS E3_O1	Opportunities linked to the financing of projects by the bank's corporate customers to reduce their water consumption or by institutional investors in water distribution (Opportunity; MT, LT)		- Measures to support stakeholders, in particular through financial incentives, to help reduce water abstraction and consumption and promote the resilience and efficiency of public water services.	

4.2.4.2 Policies, actions and targets relating to banking activities

Adaptation of the Company with Mission roadmap to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Supporting the sectors of the region that are most dependent on and have the greatest impact on water resources (commitment #4)	Deploying the first actions in line with the water policy		2025: implement a diagnosis of financing/ investment portfolios 2026: define a strategy to support corporate clients on the theme of water

The Group is aware of the importance of this natural resource for its territories, its stakeholders and consequently for its business model. A dedicated water policy is expected to be defined before the end of 2026. It will be built in line with the biodiversity strategy that the Group undertakes to adopt in 2025.

The Group has already implemented practices intended to reduce the potential negative impact of its financing on water resources, in particular *via* support mechanisms for its customers that take into account these challenges. These practices are also addressed in ESRS E4, as the pressure exerted by human activities on water resources is one of the five pressures responsible for biodiversity loss (IPBES report).

Although this is not a material issue for the Group, it has also implemented sustainable practices concerning the oceans and seas, as detailed in ESRS E4, in relation to the pressures exerted on marine ecosystems.

There are many water management issues that economic players will have to face in the coming years. As part of its future reflections on this issue, the Group will ensure that it supports its customers in their transition, in particular by offering dedicated support services. The opportunities offered by the development of new practices to preserve water resources are particularly relevant to the issue of adapting to climate change, which is a priority area of work for the Group in relation to ESRS E1.

In view of its activities, the Crédit Mutuel Arkéa Group is not subject to any regulatory requirement to set water resource targets. Nevertheless, it will examine this possibility when defining its future policy. As part of this, the Group will draw on existing work such as the Finance for Biodiversity Pledge.

The Group has not yet assessed the expected financial impact of its significant impacts, risks and opportunities related to water resources.

Environmental risk management policy and water-related initiatives

The environmental risk management policy (presented in ESRS E1, section 4.2.2.3 Focus on taking climate risks into account) includes a system for identifying and assessing the materiality of risks relating to water resources. The latter is based on the analysis of water-related impacts and dependencies (ENCORE database) (water quality, water consumption, etc.) to assess the risks associated with water and marine resources.

As mentioned in ESRS E4, Crédit Mutuel Arkéa deploys an internal ESG risk rating system. The questionnaire includes questions on water resource management, including the implementation of policies, actions and targets in this area and the level of water consumption, in order to assess the level of risk.

The practices deployed by the Group to reduce pressure on water abstraction and consumption and to improve the distribution of water by institutions

In view of the potentially negative impact of the players it finances on water resources, the Group has introduced loan schemes at rates that encourage customers to change their practices. The Group offers a range of loans at subsidised interest rates to finance projects linked to water resources:

- the local banks that are members of the Crédit Mutuel de Bretagne federation offer solutions dedicated to corporate customers:
 - the Pronovéo loan can be used to finance practices aimed at reducing water consumption, such as installing rainwater collection tanks and recycling grey water⁽¹⁾;
 - the Agrinovéo loan, used to finance projects to recover rainwater and recycle grey water.
- the Arkéa Impulse loan from Arkéa Banque Entreprises et Institutionnels incorporates objectives and criteria for awarding the loan subsidy aimed at:
 - reducing customers' water consumption in their production processes;
 - developing wastewater treatment and treatment capacity;
 - improving the resilience and efficiency of public water services.

In addition, Arkéa Banque Entreprises et Institutionnels includes an analysis of extra-financial criteria related to water consumption in the study of financing requests from players in the food and pharmaceutical industries in order to gain a better understanding of their practices.

4.2.4.3 Water consumption at Group sites

The Group monitors water consumption at its operating sites. In a tertiary activity, water consumption is essentially linked to individual use by employees. This monitoring shows that the consumption resulting from its sites is marginal, particularly in view of its indirect impacts linked to the financing of certain sectors (such as construction),

real estate, agriculture and hospitality). As result, the Group's own sites have no material impact on or dependence on water resources.

The Group has sites located in high water stress zones⁽²⁾ and extremely high water stress zones. However, given the low impact of these sites on water resources, no dedicated policy has been put in place.

(1) European standard 12056-1 defines grey water as wastewater with a low level of pollution, such as that produced by showers, baths, washbasins and washing machines, which can be recycled as non-potable cold water.

(2) "Aqueduct" tool based on a pessimistic scenario to 2050.

4.2.5 Taxonomy

4.2.5.1 The EU Taxonomy - Financing a sustainable economy

Regulatory framework

The regulatory framework 2020/852⁽¹⁾ EU Taxonomy is a fundamental mechanism for redirecting EU capital flows towards sustainable investments, in line with the European Commission's Sustainable Finance Action Plan (2018). The EU Taxonomy is essentially:

- a common language enabling companies and investors to identify environmentally sustainable activities;
- a common metric, in the form of the sustainable percentage of the entity's exposures, the **Green Asset Ratio - GAR**. This metric makes it easier to compare the sustainability performance of European banks.

In order for an exposure, whether a loan or a security, to be eligible for the sustainability test, its purpose (in the sense of reason, purpose) or the activity of its ultimate beneficiary, must be listed by the European Commission as likely to contribute substantially to one of the following six environmental objectives:

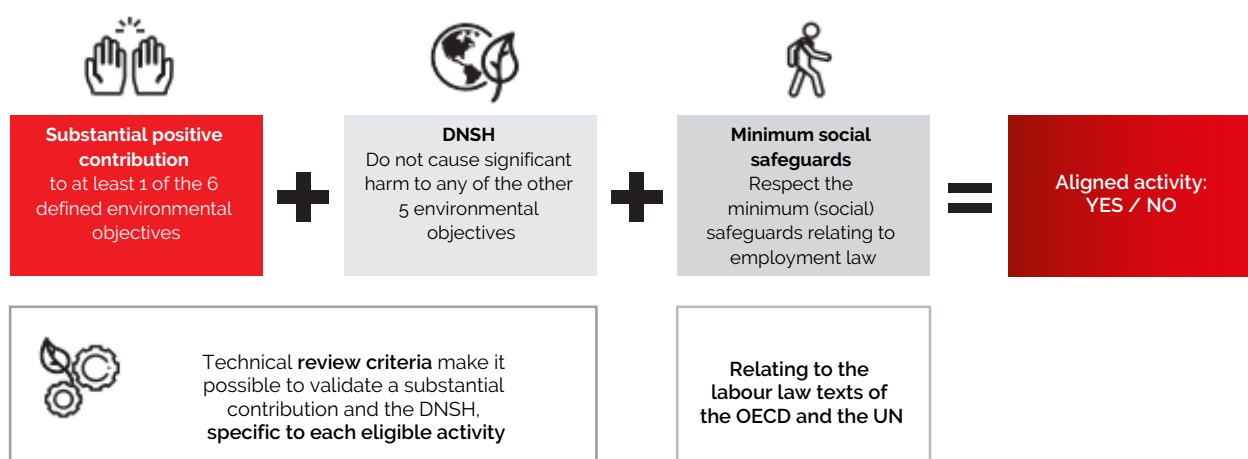
- climate change mitigation;
- climate change adaptation;
- sustainable use and production of water and marine resources;
- the transition to a circular economy;
- pollution prevention and control;
- protection and restoration of biodiversity and ecosystems.

Once an exposure is identified as eligible according to the European Commission, to be classified as environmentally sustainable, it must also meet the technical criteria defined by the regulation. This implies that the exposure:

- (i) contributes substantially to an environmental objective;
- (ii) does not cause significant harm to other environmental objectives (DNSH criteria).

In addition, the activity underlying the exposure must be carried out in compliance with the OECD's minimum social guarantees, thus ensuring a responsible and ethical approach.

4



Application timetable

- **from the 2021 financial year**, the Crédit Mutuel Arkéa Group will publish annually the proportion of its **exposures eligible**, in accordance with the provisions of the regulation, for the first two objectives. **Eligibility for the other four objectives is published from the 2024 financial year.**
- **since the 2023 financial year**, the Crédit Mutuel Arkéa Group has published the proportion of **exposures in line with the first two objectives (the Green Asset Ratio or GAR)**, i.e. eligible exposures that pass the three tests for alignment with the EU Taxonomy.
- from 2023 onwards, the Crédit Mutuel Arkéa Group will publish the aligned share of its off-balance sheet exposures, financial guarantees and assets under management.
- in addition, on 8 November 2024, the European Commission published a directive requiring banking groups to publish

performance indicators for all their business segments. In response, the Crédit Mutuel Arkéa Group is publishing, from the 2024 financial year, in addition to the information already provided in the *Green Asset Ratio* performance indicators for life insurance and asset management activities.

- finally, from 2025 onwards, banks will publish the proportion of their on- and off-balance sheet exposures aligned with the other four objectives and publish indicators relating to fees and commissions and trading portfolios.

The assessment of the eligibility and alignment of the Crédit Mutuel Arkéa Group's activities was carried out using a methodological approach that included a detailed analysis of the Group's activities, based on existing processes and reporting systems. The main methodological principles are described below. These may be revised according to changes in regulations.

(1) Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088.

4.2.5.2 The green asset ratio - methodology and figures for the Crédit Mutuel Arkéa Group

The Green Asset Ratio is calculated on the basis of the Group's total assets, established in accordance with FINREP regulations⁽¹⁾. Assets are presented at gross value, i.e. before impairment, provision and amortisation.

Assets eligible for the Green Asset Ratio s:

An activity is eligible for the Green Asset Ratio if it is defined and described in a delegated act relating to one of the six environmental objectives. The regulations have defined 15 sectors and 147 activities that fall within the scope of the *Green Asset Ratio*.

As a result, the scope of activities eligible for the *Green Asset Ratio* for banking institutions includes:

- dedicated loans to individuals:
 - the acquisition or construction of a residential property;
 - energy-efficient renovation of buildings;
 - equipment that promotes the energy efficiency of buildings;
 - renewable energy technologies;
 - motor vehicles from 1 January 2022.
- the eligible share of exposures to companies subject to the Corporate Sustainability Reporting Directive

(CSRD)⁽²⁾, based on the share of eligible activity published by the counterparty or the purpose of the financing (e.g., a company's exposure to the CSRD). (renewable energy, green bonds);

- loans to local authorities to finance social housing or other projects whose purpose is an eligible activity according to the European Commission;
- collateral obtained by seizure of real estate.

The amount of eligible assets is related to the amount of **of assets covered**, the denominator of the *Green Asset Ratio* denominator, which corresponds to the eligible items listed above, plus:

- other exposures not eligible for the *Green Asset Ratio* on financial and non-financial counterparties subject to the CSRD, retail customers and local authorities⁽³⁾.
- exposures to companies not subject to the CSRD (financial and non-financial companies outside the European Union, small and medium-sized companies in the EU below the thresholds);
- derivatives, interbank sight loans, cash and cash equivalents and other assets⁽⁴⁾.

Summary of Green Asset Ratio eligible assets:

		31/12/2024	31.12.23 pro forma	31.12.23 reported
Total FINREP (prudential consolidation scope)		143 billion	138 billion	138 billion
Assets excluded from the GAR denominator	(-) Sovereigns and central banks	(28)	-29	-29
	(-) Financing to local authorities ⁽⁵⁾	0	0	(6)
	(-) The trading book	(0.4)	-0.5	-0.5
Denominator of GAR (Covered assets)		114 billion	109 billion	103 billion
Assets excluded from the taxonomic analysis	(-) Exposure to corporates other than CSRD	(35)	-33	-33
	(-) Derivatives, interbank demand loans and cash, other assets (real estate, goodwill)	(9)	-9	-9
Taxonomy-eligible assets (RBM structural ceiling)		70 billion	67 billion	61 billion
Residential real estate loans		41	40	40
Exposures to CSRD companies		3	3	3
Car loans to private individuals after 01.01.2022		1.8	1.5	1.5
Credits Renovation of residential buildings		1	1	1
Project financing of CSRDs and aligned local authorities		0.2	0.1	0.1
Green bonds aligned		0.2	0.2	0.2
Assets eligible for the Taxonomy		47 billion	46 billion	46 billion
Taxonomy eligibility ratio⁽⁶⁾		41%	42%	44%

According to an analysis of the Group's activities, at 31 December 2024, eligible outstandings had risen by €1768 million, an increase of 4% on the previous year.

The eligibility ratio (revenue view⁽⁷⁾) at 31 December 2024 (41%) was down 3% compared with 31 December 2023 (44%). This decrease is mainly due to the application of the FAQ of the European Commission (November 2024), which specifies that general financing for local authorities should be included in the denominator.

The pro-forma version of the eligibility ratio, with application of the FAQ, as at 31 December 2023, is 42%.

Assets eligible for the Green Asset Ratio are then tested for alignment with the European Green Taxonomy.

(1) Regulation (EU) 2015/534 known as FINREP (FINancial REPorting).

(2) EU Directive 2022/2464, known as the CSRD Directive.

(3) The European Commission's FAQ of November 2024 specifies that general funding for local authorities should be included in the denominator.

(4) Other assets consist mainly of changes in the fair value of hedged items when hedging a portfolio's interest rate risk, tangible and intangible fixed assets and deferred tax assets in the FINREP statements.

(5) The European Commission's FAQ of November 2024 specifies that general funding for local authorities should be included in the denominator.

(6) Key performance indicator (KPI) of eligibility based on the KPI of the counterparty's revenues

(7) Key performance indicator (KPI) of eligibility based on the KPI of the counterparty's revenues

Aligned assets - methodology for calculating the Green Asset Ratio

The alignment tests differ depending on the type of counterparty: individuals, companies or local authorities.

Exposures to individuals

The alignment test for retail exposures eligible for the Green Asset Ratio is carried out by the Group, based on technical review criteria relating to the purpose of the credit and the climate change mitigation objective.

Residential real estate

The test to align residential mortgage loans with the Climate change mitigation objective was carried out by phase: the analysis of the substantial contribution criteria followed by the analysis of the Do Not Significant Harm (DNSH) criteria and finally the minimum social guarantees.

According to the provisions of Delegated Regulation (EU) 2021/2139, the identification of home loans aligned with the criteria of substantial contribution to the Mitigation objective consists in using:

- properties built before 2020 that have a class A Energy Performance Diagnostic (DPE) or are among the top 15% of properties in France in terms of primary energy consumption (CEP), i.e. with a CEP of less than or equal to 135 kWh/m² in France (DPE A, B and some C). In addition, properties whose construction is subject to the thermal standard RT2012 meet this criterion.
- properties built after 2020 that are subject to the RE2020 thermal standard⁽¹⁾, i.e. for which planning permission was submitted on or after 31 December 2021.

The Group has adopted a methodological approach in which the collection of ECD data for loans secured by property is based on the ECDs collected from customers. For DPE not collected from our customers, we collect the ECD information from the external database of the French Agency for Energy Transition (ADEME), which may contain uncertainties.

In the absence of information on the date on which planning permission was filed for new buildings financed, the Crédit Mutuel Arkéa Group identifies the thermal standard applicable from the date on which financing was granted, taking into account a conservative margin of two years. For the 2021 construction year, in the absence of information, no exposure was considered aligned.

Secondly, to ensure that the properties selected do not undermine the objective of adapting to climate change (DNSH criteria), the Crédit Mutuel Arkéa Group ensures that these properties are not exposed to a significant level of physical risk or that they have an adaptation plan in place. To do this, the Crédit Mutuel Arkéa Group has set up a physical risk analysis of the property based on public weather data. However, it was unable to gather any information on adaptation plans. Therefore, only properties that are not subject to a significant level of physical risk pass the DNSH criteria test.

Finally, the Group of experts from the Sustainable Finance Platform advising the European Commission states that minimum social guarantees do not apply to mortgages for private individuals⁽²⁾. As a result, home loans to individuals that meet the technical review criteria (substantial contribution and DNSH) are aligned with the European Green Taxonomy.

Renovation, thermal equipment, renewable energy and electric vehicles

The Crédit Mutuel Arkéa Group has taken detailed steps to analyse the technical examination criteria for exposures to individuals eligible for the *Green Asset Ratio*, other than mortgages, as described in the table above. However, the Group was unable to validate the DNSH criteria for these exposures due to the lack of available data, in particular the DNSH for objective 5 of Pollution prevention and reduction.

CSRD companies and local authorities

The alignment of exposures to companies subject to the CSRD and to local authorities eligible for the *Green Asset Ratio* are analysed via different processes depending on the type of financial instrument.

Project finance (Special purpose vehicle - SPV)

The Crédit Mutuel Arkéa Group subjects its exposures to project companies (SPV), whose parent company is a company subject to the CSRD or a local authority, and whose purpose is to operate renewable energies (wind, photovoltaic, methanisation, biomass) or energy infrastructures (heating networks, waste sorting centres, energy recovery units), to the climate change mitigation objective alignment test.

Arkéa Banque Entreprises & Institutionnels' (ABEI) Environmental Transition Division analyses the technical review criteria and minimum social guarantees on the basis of data and supporting documents provided by customers.

Green bonds, equity-accounted securities and other financing

The Crédit Mutuel Arkéa Group documents the aligned portion of green bonds subscribed, *via* dedicated annual allocation and impact reports, independently of the issuer's alignment rate.

In addition, the value of the shares in the insurance subsidiaries accounted for by the equity method, Suravenir and Suravenir Assurances, is weighted by the *Green Asset Ratio* calculated for these subsidiaries.

Lastly, other exposures to companies, such as cash advances, equity securities and debt securities other than green bonds, whose beneficiary is subject to the CSRD, are weighted by the *Green Asset Ratio* published by that counterparty.

The total amount of assets aligned is then transferred to the amount of assets covered, the denominator of the GAR.

(1) Elements of interpretation of Delegated Regulation (EU) 2021/2139 of 4 June 2021 relating to the building sector - French Ministry for the Ecological Transition and Regional Cohesion.

(2) Final Report on Minimum Safeguards, section 6.1 - PLATFORM ON SUSTAINABLE FINANCE, October 2022.

Summary of the Crédit Mutuel Arkéa Group's Green Asset Ratio

The Crédit Mutuel Arkéa Group presents a summary of the Green Asset Ratio based on the KPI of counterparty turnover. All regulatory tables relating to the European Green Taxonomy are available in the appendices (see 4.7 Taxonomy appendices).

	31/12/2024	31.12.23 proforma ⁽¹⁾	31.12.23 reported
Aligned assets	9 billion	8 billion	8 billion
Residential real estate loans of which 80% new constructions	8	7.5	7.5
Exposures to CSRD companies (weighted by the alignment ratios of these companies)	0.5	0.3	0.3
Aligned green bonds subscribed	0.2	0.2	0.2
Project funding for CSRDs and local authorities aligned	0.1	0.1	0.1
GAR denominator	114 billion	109 billion	103 billion
GREEN ASSET RATIO ⁽²⁾	7.70%	7.33%	7.78%

At December 31, 2024, the Crédit Mutuel Arkéa Group's Green Asset Ratio (revenue view⁽³⁾) was 7.70% (€8.79 billion), up 0.37 points compared with the pro-forma version of the 2023 KPI. This increase is mainly due to the increase in the Group's Taxonomy-aligned housing loans.

The Crédit Mutuel Arkéa Group has set up a number of initiatives to encourage investments that comply with the European Green Taxonomy.

4.2.5.3 The customer engagement process in connection with the EU Taxonomy

Since 2020, the subsidiary Arkéa Banque Entreprises et Institutionnels (ABEI) has been supporting financing for sustainable regional economic development. In this respect, through its Environmental Transition Division teams, it has supported the Corporate, Institutional and Real Estate sales teams throughout mainland France in arranging financing (projects and corporate) aimed at contributing to the decarbonisation and diversification of the energy mix through renewable energy projects (photovoltaic, wind, methanisation, geothermal, etc.) and energy efficiency projects (heating networks, etc.). All the projects are analysed to test their alignment with the EU Taxonomy. The commitment of the

Environmental Transition Department is presented in section 4.2.2.5.1 Products and services related to the environmental transition - At the level of Arkéa Banque Entreprises et Institutionnels, of this document.

In addition, the Suravenir and Arkéa Asset Management subsidiaries have undertaken to increase the volume of investments from life insurance activities and the volume of assets under management in line with the EU Taxonomy. These initiatives are detailed in section 4.2.2.5.5 Products and services related to the environmental transition - Asset management activities, of this document.

4.2.5.4 Tables

[see 4.7 Taxonomy appendices]

(1) Application of the European Commission's FAQ of November 2024, which specifies that general funding for local authorities should be included in the denominator.

(2) Key performance indicator (KPI) of alignment based on the counterparty's revenues

(3) Key performance indicator (KPI) of alignment based on the counterparty's revenues

4.3 Social information

4.3.1 Human rights policy of the Crédit Mutuel Arkéa Group

In January 2024, Crédit Mutuel Arkéa's Board of Directors adopted a Group policy on respect for human rights⁽¹⁾. This policy reaffirms that as an economic player, close to its stakeholders and deeply rooted in the regions, the Crédit Mutuel Arkéa Group recognises its responsibility to respect and promote human rights.

Through this policy, the Group is committed to respecting international principles and standards aimed at guaranteeing minimum human rights standards:

- the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights);
- the International Labour Organization Declaration;
- the United Nations Declaration on the Rights of Indigenous Peoples;
- the European Convention on Human Rights;
- the European Union Charter of Fundamental Rights;
- the UN Guiding Principles on Business and Human Rights;
- the OECD Guidelines for Multinational Enterprises;
- the ten principles of the United Nations Global Compact, of which Crédit Mutuel Arkéa has been a signatory since 2015⁽²⁾.

The Crédit Mutuel Arkéa Group's human rights policy covers the following three areas:

- the downstream value chain through its financial activities: financing, private equity, asset management, proprietary investment, banking and insurance services;
- the upstream value chain through its policy of purchasing goods and services;
- managing its human resources.

As of December 2024, this policy was supplemented by the prohibition of:

- financing and investments with companies that violate the principles of the Global Compact;
- the use of companies that violate the Global Compact within the scope of the Group's suppliers.

Crédit Mutuel Arkéa's governance bodies are also involved in defining and monitoring commitments in this area. As part of the duty of care, the Group's duty of care plan, which includes a human rights component, is approved by Crédit Mutuel Arkéa's Executive Management Committee. The Board of Directors of Crédit Mutuel Arkéa is also trained and made aware of these issues. The duty of care plan is an annual assessment, validated by the governing bodies, which must contribute to the continuous improvement of the human rights policy and the operational measures in force (see 4.6 Duty of care plan).

4.3.1.1 Human rights related to consumers and end users

In the course of its activities, the Crédit Mutuel Arkéa Group may directly and indirectly influence the human rights of various categories of individuals. It is aware that understanding value chains is a complex exercise and is adopting a continuous improvement approach to due diligence. As part of its dual materiality analysis, Crédit Mutuel Arkéa met with experts on these issues to obtain their views on the Group's main direct and indirect negative and positive impacts on consumers and end users.

Within Crédit Mutuel Arkéa, a cooperative bank, the directors, who represent the members, are a privileged channel for dialogue and listening to consumers and end-users, particularly in relation to human rights linked to inclusion, through their involvement in solidarity schemes.

These systems are complemented by the regular and ongoing exchanges already taking place with the Group's customers and members. These exchanges are referenced in ESRS 2, part 4.1.2.4 Stakeholder interests and viewpoints (SBM-2).

As a result of these wiretaps, the human rights on which Crédit Mutuel Arkéa has chosen to focus its vigilance and its measures with regard to its activities and in particular in relation to its consumers and end users⁽³⁾ are:

- right to non-discrimination and the fight against inequalities: in relation to the material impacts ESRS S4_IN3, ESRS S4_IN2, ESRS S4_IP1, ESRS S4_IP2;
- respect for privacy and protection of personal data: in connection with material impact ESRS S4_IN1.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-02/politique-droits-humains_credit-mutuel-arkea_finance-durable_csr_2024.pdf

(2) <https://unglobalcompact.org/what-is-gc/participants/73571>

(3) The other human rights covered by the policy mainly concern the company's employees (in relation to ESRS S1) and certain human rights in relation to companies in the value chain.

4.3.1.2 Human rights relating to company employees

In line with the values it stands for, Crédit Mutuel Arkéa places respect for and promotion of human rights at the heart of its human resources management. As such, one of the areas covered by the Human Rights Policy specifically concerns *"the integration of human rights issues into the management of the Group's human resources"*.

Due to its various locations in the European Union, with the majority of its employees in France, Crédit Mutuel Arkéa is, in fact, subject to the application of the various reference texts on human rights in force in this political and geographical area (see for the legislative references cited in the previous sections), in particular on the abolition of forced labour, slavery and child labour. Consequently, it focuses particularly on the following rights:

- Right to non-discrimination and fight against inequalities (ESRS S1_R4, ESRS S1_R6);
- right to health, safety and a safe and healthy working environment (ESRS S1_IN1, ESRS S1_R1);
- workers' right to consultation, freedom of association, right to strike (ESRS S1_R3).

In addition to this vigilance, Crédit Mutuel Arkéa also implements a series of actions aimed at promoting human rights through its human resources management. Thus, the company aims to:

- promote social dialogue, freedom and consultation of workers;
- promote inclusion and diversity;
- reduce stress at work and support mental health;
- prevent and reduce psychological or sexual harassment and sexist behaviour;
- promote a work-life balance;
- develop initiatives to combat violence against women.

These actions to promote human rights are described in detail in the following sections of this document.

4.3.1.3 Whistleblowing, a key element in the protection of human rights

Aware of its responsibility for the exercise of human rights within its staff and its stakeholders, Crédit Mutuel Arkéa provides a reporting tool for any breaches observed in this area on its corporate website⁽¹⁾ (see 4.6.2 The whistleblowing mechanism).

Alerts received, the topics concerned and their processing status are monitored at each Duty of Care Steering Committee meeting. In 2024, 1 alert was received, including 0 concerning human rights.

The Group also promotes this type of mechanism in its business relationships, in particular by taking into account the existence of such warning systems and customer complaints in the ESG risk rating of its corporate customers, for sectors where the risks arising from business practices and product compliance are material.

The Crédit Mutuel Arkéa Group deploys processes to proactively identify cases of non-compliance with human rights in its value chain. Since the end of 2024, exclusions relating to financing, investments and the use of suppliers who do not respect the principles of the Global Compact have been put in place (see the Group's human rights policy⁽²⁾). Controversy research is also integrated into the financing, investment and purchasing processes. In 2024, 8 controversies linked to human rights in the value chain were identified within the scope covered (1,500 largest suppliers and direct private equity investments). These detection processes will be extended to other activities from 2025.

4.3.1.4 Serious human rights incidents

Serious human rights incidents	2024	
	In conjunction with staff	In conjunction with consumers and end users
Number of serious human rights incidents affecting the company	0	0
<i>of which serious incidents that constitute cases of non-compliance with the United Nations guidelines and the OECD guidelines for multinational enterprises⁽³⁾</i>	0	0
Total amount of fines, penalties resulting from serious incidents related to staff	EUR 0	

(1) https://www.cm-arkea.com/arkea/banque/assurances/c_20271/fr/droit-d-alerte

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-02/politique-droits-humains_credit-mutuel-arkea_finance-durable_csr_2024.pdf

(3) For consumers and end users: serious problems and incidents on the upstream and downstream value chain.

4.3.2 Own workforce (S1)

4.3.2.1 Impacts, risks and opportunities related to our employees

Nomenclature	Name of impact, risk or opportunity, nature and time horizon	Policies	Main actions: initiated or continued in 2024 or planned	Targets and indicators
All themes combined				
ESRS S1_IP1	Individual development and well-being of employees (Positive impact: ST, MT, LT)	- Company with a Mission 2022-2024 - Breakdown of commitment No. 5: "Developing the commitment of our employees and supporting them at every stage of their career" - Mission-driven company at 2027 - Implementation of commitment no. 5: "Developing the employability and commitment of our employees" - Priority 1 of the 2024 Dynamic and Human Relations Department's Medium-Term Plan: "Supporting each employee to realise their full potential"	- Organisation of mobility events - Introduction of "Mon parcours Pro" (mission meetings + career meetings + workforce review) - Introduction of a Group intranet dedicated to mobility - Organisation of working hours - Implementation of additional measures relating to family leave and insurance - Implementation of initiatives to promote work-life balance - Definition of a mobility policy (<i>Action to come</i>)	Targets for 2027: Mobility rate Indicators: - Percentage of employees who have taken part in regular performance and career development reviews (%) by gender - Number of employees teleworking - Number of permanent employees on fixed-term contracts at 31/12 - Satisfaction rate Experience barometer
ESRS S1_O1	Human Capital Development Opportunity (Opportunity: ST, MT, LT)	The 2022-2024 Mission Company and the 2024 Medium-Term Plan of the Dynamics and Human Relations Department	- Organisation of working hours - Implementation of additional arrangements for family leave and provident insurance - Implementation of initiatives to promote work-life balance - Deployment of the employer brand - Training of trainees and work-study students	Indicators: - Percentage of employees entitled to compassionate leave - Percentage of employees taking compassionate leave by gender - Percentage of employees covered by social security - Turnover rate
ESRS S1_IP2	Job creation and contribution to training in the regions (Positive impact: ST, MT, LT)	Company with a Mission 2022-2024 - Commitment no. 3: "Developing local cooperation and making a commitment to local vitality; the challenges of employer branding and recruitment"	- Developing and deploying an employer brand - Welcoming work-study students and interns	Indicators: - Characteristics of employees - Breakdown of employees by age Group - Number of trainees and work-study students received over the year - Workforce in the historical territories of the two federations in %
Working conditions				
ESRS S1_IN1	Negative impact on employees linked to a work environment that generates physical and psychosocial risks (Negative impact: ST, MT, LT)	- Human rights policy - Duty of care plan - Single documents for assessing occupational risks - Annual programmes for preventing occupational risks and improving working conditions - Employee representative bodies	- Creation of a dedicated team - Implementation of various measures (Moka care, SSIO, etc.) - Creation of a network of UES Carers - Deployment of awareness-raising initiatives - Development of a dedicated intranet - Deployment of the alert tool - Prevention strategy (<i>Action to come</i>)	Indicators: - Number of accidents at work reported - Number of commuting accidents - Accident rate at work - Number of occupational diseases reported - Number of days lost due to accidents at work or occupational diseases
ESRS S1_R1	Operational risk related to physical and psychosocial risks (Risk: ST, MT, LT)			
ESRS S1_R2	Operational risk linked to an insufficiently attractive remuneration policy (risk: ST, MT, LT)	- Group compensation policy	- Implementation of the compensation policy by each subsidiary - Implementation of the social risk management policy (<i>Action to come</i>)	Metrics: - Salary level - Total annual compensation ratio
ESRS S1_R3	Operational risk related to insufficient social dialogue (Risk: ST, MT, LT)	- Human rights policy - Missions of employee representative bodies	- Implementation of internal communication - Implementation of the social risk management policy (<i>Action to come</i>)	Indicators: - Percentage of employees covered by a collective agreement - Percentage of employees represented by employee representatives
Equal treatment and opportunities for all				
ESRS S1_R4	Operational risk linked to an inadequate policy on equal treatment and inclusion (gender equality, compensation, disability, etc.)	- Company with a Mission 2022-2024 - Implementation of commitment no. 4: "To be exemplary in our own practices by being an inclusive employer" - Company with a Mission to 2027 - Implementation of commitment no. 5: "Developing the employability and commitment of our employees" - Group Inclusion Strategy - Human Rights Policy - Group Ethics Charter	- Creation of a network of Group ambassadors for diversity - Carrying out an internal diagnosis of diversity and inclusion - Rolling out training and awareness-raising initiatives for employees - Setting up partnerships - Signing company agreements - Defining specific programmes for women - Setting up the Cercle des Inclusifs - Deploying the right to alert tool - Implementing the social risk management policy (<i>Action to come</i>)	Targets to 2027: Gender equality Indicators: - Percentage of employees declared with disabilities - Gender pay gap - Distribution by gender at senior management level and distribution of employees by age Group
ESRS S1_R5	Operational risk linked to inadequate or inappropriate employee training	- Focus 4 of the 2024 Dynamic and Human Relations Department medium-term plan: "Helping to make Crédit Mutuel Arkéa a learning company" - Mission-driven company 2022-2024 - Implementation of commitment no. 3: "Be an employer of choice in our regions"	- Deployment of manager and specific training - Provision of a training catalogue including e-learning - Implementation of the social risk management policy (<i>Action to come</i>)	Indicators: - Average number of training hours (hours/employee) - Percentage of Group employees trained
ESRS S1_R6	Risks associated with failure to detect or manage a harassment case (Risk: ST, MT, LT)	- Company with a Mission 2022-2024 - Breakdown of commitment no. 4: "To be exemplary in our own practices by being an inclusive employer" - Human rights policy - Single professional risk assessment documents - Annual programmes for the prevention of professional risks and the improvement of working conditions - Duty of care plan - Missions of employee representative bodies	- Creation of a ESU Benevolent network - Deployment of the right to alert tool - Deployment of awareness-raising initiatives - Implementation of the social risk management policy (<i>Action to come</i>)	Indicators: - Cases, complaints, and serious human rights impacts

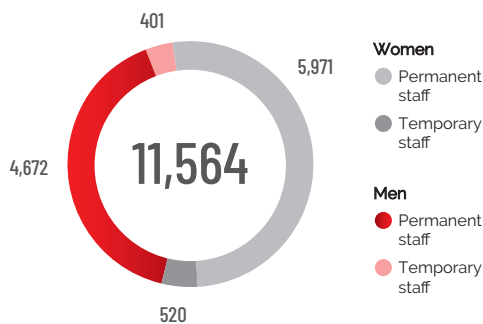
4.3.2.2 Our human capital

4.3.2.2.1 Our employees

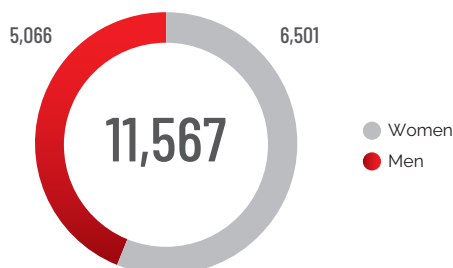
Crédit Mutuel Arkéa is an intermediate-sized Group with 11,564 employees⁽¹⁾ at December 31, 2024. The Group comprises an Economic and Social Unit, the ESU ARKADE, made up of the federations and several subsidiaries⁽²⁾; offering 68% of the total workforce a common collective agreement. Employees outside the ESU Arkade benefit from a collective agreement specific to their subsidiary to which they belong.

Crédit Mutuel Arkéa is mainly present in France, with almost 77.96% of its permanent staff⁽³⁾ based in the historical areas of its two federations, Brittany and Nouvelle-Aquitaine.

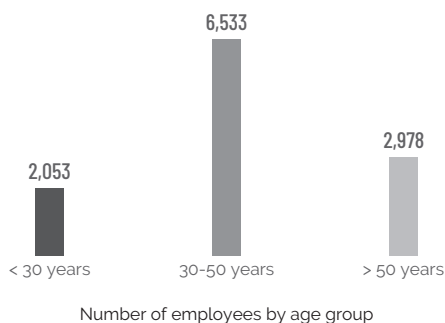
Headcount by contract type at 31 December 2024



Average headcount in 2024⁽⁴⁾



Breakdown by age Group



The desire to be an employer of choice

To seize the human opportunities and challenges of being an employer with a positive impact on its regions, the Group creates the conditions for the commitment of each employee through a personalised experience. Thus, to support and develop the employability of its employees at all levels, the Group invests in employee development *via* training, mobility and maintaining a balance between professional and personal lives. The medium-term plan of the Dynamic and Human Relations Department, implementation of the Group's Transitions 2024⁽⁵⁾ strategic plan, as well as the commitments made in the 2022/2024 and 2027⁽⁶⁾ Company mission roadmaps are proof of this.

On these bases, Crédit Mutuel Arkéa defined the main elements of its employer brand in 2023 and rolled them out throughout 2024, both internally and externally, in particular on social networks. The aim is twofold: to foster a sense of belonging among employees and to raise awareness of the Group's commitment among potential candidates through a unifying message that highlights Crédit Mutuel Arkéa's status as a Company with a Mission.

The employer brand is embodied by four employees providing concrete proof of commitments in terms of human resources in four areas: skills development, innovation, inclusion and the mission-driven society.

In its desire to be a benchmark employer in its regions⁽⁷⁾ (implementation of commitment no. 3 of the 2022/2024 Company Mission Roadmap aimed at "Developing regional cooperation and committing to local vitality"), Crédit Mutuel Arkéa aims to retain and attract talent. The e-nps score⁽⁸⁾, measured using the Experience Barometer sent to all Group employees, is a benchmark indicator in this area. It is -10 in 2024, on a scale between -100 and 100, and is in line with the 2024 target set at -10.

Crédit Mutuel Arkéa has also set a goal for 2024 to maintain⁽⁹⁾ its workforce compared to 2021, including in its historical regions.

This target is reached in 2024. The Group's headcount increased compared to 2021, with 11,564 employees, including 9,008 in the historic territories (Brittany and the Nouvelle-Aquitaine region).

(1) Headcount on 31 December 2024.

(2) UES Arkade comprises the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations, Caisse Régionale du CMSO, Caisse de Bretagne de Crédit Mutuel Agricole, Arkéa Banque Entreprises et Institutionnels, Arkéa Crédit Bail, Arkéa Capital, Federal Finance and, until 31 December 2024, Federal Finance Gestion.

(3) Only employees are taken into account in the sustainability report, as the number of non-employees is not significant at Group level.

(4) Note 37 b-average headcount of the URD shows average FTEs (full-time equivalents) paid in 2024, calculated on the basis of hours paid in the year.

(5) https://www.cm-arkea.com/arkea/banque/assurances/c_8742/fr/notre-plan-strategique-2024

(6) https://www.cm-arkea.com/arkea/banque/assurances/c_8797/fr/notre-qualite-d-entreprise-a-mission

(7) Région Bretagne and Sud-Ouest.

(8) Employee Net Promoter Score: % promoters - % detractors.

(9) At constant scope.

As a company involved in its territories, the Group actively collaborates with schools, including engineering schools and universities. Thus, in 2024, the teams of the Dynamic and Human Relations Department took part in various events such as the hackathon of the Brest National Engineering School, as well as in various forums, *job datings*, and simulations of interviews with the University of Western Brittany, IMT Atlantique, ISEN, etc. The Group thus demonstrates its desire to invest in the professional future of young people.

In addition to these initiatives, and proof of its involvement in the regions, the Group welcomed and supported 974 interns and work-study students in 2024. A symbolic sign of its desire to commit to young people and equal opportunities, at the beginning of 2024, the Dynamic and Human Relations Department welcomed third-year interns, from schools located in priority education areas, in order to introduce them to the company in its many aspects.

The Group sees recent changes in the world of work and the challenges posed for the future as opportunities to be taken into account in its projections. Thus, faced with the profound changes in the working relationship and the new expectations of employees vis-à-vis their employer, in its 2030 strategic plan (which succeeds the 2024 HR Transitions plan), it wishes to develop human capital by striking a fair balance between requirements and experience in the working relationship.

4.3.2.2.2 Internal communication and dialogue

In accordance with its human rights policy⁽¹⁾, the Group promotes social dialogue that respects the various sensitivities and expressions, freedom of association and employee consultations.

Accordingly, each Group company has its own employee representative bodies, in accordance with its own regulatory obligations: union representatives, company or establishment social and economic committees. The Arkade Economic and Social Unit (ESU) and each subsidiary outside this scope negotiate their own company agreements. These agreements cover pay, professional equality, working conditions and the organisation of staff representative bodies.

At Group level, there is a body for economic, social and organisational information: the Group Committee, chaired by the Chief Executive Officer of Crédit Mutuel Arkéa. This body, which meets twice a year, is informed of the situation and prospects of all entities. Without replacing the employee representative bodies specific to each company, the Group Works Council strengthens the quality of information and social dialogue within the Group.

More specifically, within the Arkade UES, the architecture of staff representative bodies has been in place since 2020 following the agreement on staff representation and trade union rights negotiated in 2019. This agreement applies to the three Social and Economic Committees (CSE) in Brittany, the South-West and the Headquarters-PEI⁽²⁾, to the Central Social and Economic Committee of the Arkade UES (CSEC) and to the various associated committees, in particular the safety, health and working conditions committees.

Among the major orientations:

- developing the adaptability and modularity of social models according to employees' life paths, in a search for individual and collective balance;
- transforming each moment into a learning opportunity and encouraging each employee to be the architect of their employability;
- promoting the empowerment and development of employees' actions in the service of the company's overall performance;
- ensuring equal opportunities and helping everyone find their place by fostering an inclusive professional environment.

At the same time, it is also a question of favouring internal career paths at the dawn of the digital transition linked to artificial intelligence (AI), which involves in-depth work on the skills, professions and, more generally, the employability of the Group's employees.

Three principles underpin these ambitions within the Group HR function:

- choose cooperation as the pillar of operation, while respecting the singularities within the HR community;
- consider innovation as a differentiating marker and a means of increasing the Group's impact and efficiency on a daily basis;
- measure the performance and impact of actions through common outcome indicators.

It has made it possible to set up local representatives to relay employee concerns. New professional elections were held at the end of 2023, paving the way for a new four-year term of office.

Chaired by the Group's Managing Director, the CSEC deals with issues relating to the general running of the company, beyond the remit of the CSE. It is consulted alone on major economic and financial projects concerning the company, as well as on health, safety and working conditions, and on recurring consultations concerning the company's strategic direction, economic and financial situation and social policy.

Social dialogue takes the form of negotiating and signing company agreements.

In 2024, all the Group's employees were covered by a social status covering, in particular, working conditions, remuneration, holidays, etc., whether established by a collective agreement (98.38%) or by a unilateral decision of the employer (1.62%). 95.4% of employees work in establishments with employee representatives.

(1) https://www.cm-arkea.com/arkea/banque/assurances/c_22435/fr/politique-droits-humains

(2) Head office-PEI: Head Office and Corporate and Institutional Division.

Collective bargaining coverage and social dialogue⁽¹⁾

Coverage Rate	2024		
	Collective bargaining coverage		Social dialogue
	Employees - EEA ⁽²⁾ (for countries with > 50 employee representatives > 10% of total employees)	Employees - non-EEA (for countries with > 50 employee representatives > 10% of total employees)	Workplace representation (EEA only) (for countries with > 50 employees representing > 10% of total employees)
0-19%			
20-39%	-		-
40-59%		Not applicable	
60-79%			
80-100%	France		France

At the level of the Arkade UES, the Dynamics & Human Relations Department regularly communicates with employee representatives during bargaining committees and CSE meetings. Trade union organisations have access to a number of means of communication, and facilities such as union premises are made available to them.

In addition, an intranet portal dedicated to staff representative bodies and social dialogue is available and accessible to all employees. The site provides information on the operation of employee bodies, the collective agreement and company agreements, as well as the minutes of the various bodies and responses to individual and collective complaints. In addition, employees are kept informed of social dialogue through communications from their representatives and/or management.

Crédit Mutuel Arkéa also has additional mechanisms for direct communication with employees.

The informal face-to-face meetings, known as "Café Comex", between a member of the Executive Committee and around ten employees, continued throughout 2024, giving employees the opportunity to discuss issues of their choice directly with the Executive Committee. Nearly 260 employees were able to take part in 2024.

Each year, before the summer period, the Chief Executive Officer and the Deputy Chief Executive Officer of Crédit Mutuel Arkéa provide an update on the Group's activities to all employees. As regards human resources issues, a video format is used to share topical issues with all the Group's employees on a quarterly basis, providing concrete answers to questions raised in advance on HR issues (training, artificial intelligence, changes in the world of work, employer brand, etc.).

(1) Only countries in which the company has a significant number of employees, i.e. 50 employees representing at least 10% of the total number of employees, are required by the regulations. For Crédit Mutuel Arkéa, this only concerns employees in France.

(2) European Economic Area.

4.3.2.3 Developing skills and attracting and retaining talent

4.3.2.3.1 Skills and leadership development

Training is a fundamental resource for adapting to change, developing employees' skills, facilitating their professional careers and thus contributing to greater efficiency within the company.

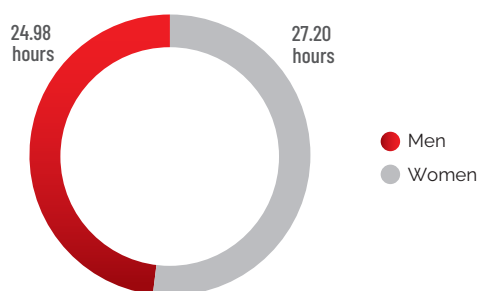
Crédit Mutuel Arkéa aims to "*be a benchmark employer in its regions*" (commitment no. 3 of the Company with a Mission), particularly as "*a learning company*" (priority 4 of the Dynamic and Human Relations Department's 2024 plan) promoting a culture and operations that promote the development of each and every employee's skills. The Group deploys a range of training programmes in line with its corporate strategy to help employees adapt to their jobs, encourage career development and keep them motivated.

Since 2023, the Training Department of the Dynamics and Human Relations Division has held Qualiopi certification, a mark of recognition for the quality of its training activities. This certification requires compliance with thirty-two indicators linked to seven evaluation criteria, such as the suitability of the training offered to the needs of the learners, the quality of the teaching, the adaptation of teaching methods, the collection of feedback, etc. feedback.

The training programmes on offer are varied and focus on diversifying training media and methods. The aim is to offer employees tailor-made programmes to meet their needs.

By 2024, the average number of hours of training per employee had risen to 26.23, with an average number of hours of 27.2 for women in the company and 24.98 for men. The proportion of Group employees is 97%.

Average number of hours of training



Training programmes for all employees

Over the course of 2024, a wide range of training courses were provided, including mandatory sessions such as those on knowledge of the General Data Protection Regulation (GDPR) for all the Group's employees, cybersecurity.

A digital training portal offers a freely accessible catalogue of training courses to help all employees become active players in their own careers. This includes training in regulations, office automation, business tools, health and safety and personal development.

In addition, a repository of soft skills training courses, comprising almost 120 e-learning modules, is available to all employees, on a self-registration basis.

Training programmes for specific target groups

To go further and encourage the exploration of new ways of developing employees' skills, the Group has continued the Cameo programme. Around ten Crédit Mutuel Arkéa employees were able to immerse themselves in the world of start-ups for six months to acquire new project management skills. This certificate course combines theory, coaching and work sessions in innovative companies.

The Group supports its employees in strengthening their business expertise with dedicated career paths, such as that for sales networks. In January 2024, a diploma course in bancassurance was rolled out in partnership with Crédit Mutuel de Bretagne and the Talis school in Rennes. This training will be repeated in 2025.

Crédit Mutuel Arkéa also works to support the development of its managers. People taking up managerial positions within the Group for the first time benefit from a nine-month training programme focusing on managerial attitudes. Called Arkéa Passeport Manager, it ensures a shared vision across the Group of the manager's role. A training programme for more experienced managers was also launched in February 2024 on a voluntary basis. This is a specific support programme covering changes in the world of work, including teleworking and its consequences for managers.

In 2024, a nine-month training course was held for the Group's new executives who joined Arkéa Société des Cadres de Direction (ASCD). At the end of the course, they validated a block of skills from the ESCP Executive Manager Master's programme, culminating in a presentation of joint projects.

4.3.2.3.2 Employee mobility

Adaptation of the roadmap Company with a Mission to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Developing the employability and commitment of our employees (commitment #5)	Rate of inter- and intra-entity mobility greater than 10%	14.32%	2025: rate above 10% 2026: rate above 10%

Crédit Mutuel Arkéa encourages the mobility of its employees to "develop their commitment" and "support them at every stage of their career" and "in their full development" (see commitment no. 5 of the "Company with mission" roadmap and priority 1 of the 2024 HR Transitions medium-term plan). The Group is convinced that professional mobility is essential to the mutual development of its employees and the company. In this respect, the mobility rate is an objective of the Enterprise to Mission Roadmap to 2027. The ambition validated by the Mission Committee is to maintain an annual mobility rate greater than or equal to 10% over the period 2025 to 2027. In 2024, the mobility rate within the Group was 14.32%.

Supporting employees

Each year, during a campaign initiated by the Dynamics and Human Relations Department, a special time is set aside for an exchange between the employee and his or her manager to take stock of assignments completed, skills developed, new assignments and, more broadly, career development prospects. In 2024, the Group overhauled the tools by offering employees of a majority of entities⁽¹⁾ a dedicated and personal space: Mon Parcours PRO. This careers area centralises the employee's annual performance appraisal interviews (RDV Missions) and career interviews (RDV Parcours), as well as job vacancies.

These meetings are the subject of a report made available to the HR departments of the entities concerned, to assist them in managing the careers of their employees. The ultimate aim is to turn these reports into genuine HR development tools.

In addition, every six weeks, a Group-wide Mobility Committee is organised to examine and align employees' requests for mobility with job vacancies in the entities.

In 2024, 87.87% of employees eligible for the performance appraisal system were assessed.

Promoting the Group's businesses

To publicise and promote the diversity of the Group and its business lines, Crédit Mutuel Arkéa has introduced tools and communications to enable employees to play a full part in their professional mobility. The aim is to facilitate access to career opportunities and stimulate a culture of mobility within the organisation.

In 2024, a new intranet portal dedicated to mobility was created. Employees have access to information, support tools, testimonials from colleagues, videos from experts, etc. This space has been enhanced by a digital self-coaching platform (Jobmaker) which offers a self-guided pathway through videos and practical exercises. The aim is to help employees think actively about their career development, identify their strengths, boost their confidence in their skills, clarify their aspirations and define their career development plan.

In spring 2024, two events gave employees the opportunity to find out more about the Group's different business lines through first-hand accounts from colleagues, and to take part in round-table discussions on the challenges of mobility and practical advice. Nearly 2,000 employees attended the broadcasts, which featured 72 speakers to whom employees could put questions live.

Training employees

As part of its drive to encourage internal mobility, the Dynamics and Human Relations Department has developed training courses designed to equip employees with new skills and enable them to change jobs. This is particularly true of the Jump programme, which in 2024 gave around ten employees from several Group entities the opportunity to train as project managers. This programme combined courses with tutoring within the company. This programme represents an additional opening to career development, mobility or retraining for employees and reflects, like other initiatives, the Group's transformation into a learning company.

(1) UES Arkade, Arkéa Banking Services, Arkéa Sécurité, Arkéa Société des Cadres de Direction, Armorique Habitat, Crédit Foncier et Communal d'Alsace et de Lorraine, Arkéa Financements et Services, Fortuneo, Procapital, Suravenir Assurances, Suravenir.

4.3.2.3.3 Pay policy

Designed to promote sound and effective risk management, Crédit Mutuel Arkéa's remuneration policy is consistent with the Group's economic strategy, objectives, values and long-term interests. In accordance with regulations, it does not encourage excessive risk-taking by ensuring that risks are managed appropriately and that conflicts of interest are avoided and that decisions are taken fairly.

Each year, Crédit Mutuel Arkéa's Board of Directors defines and adopts the remuneration policy on the recommendation of the Remuneration Committee and with the support of central management in its preparation and implementation. The policy is drafted and administered by the Dynamics and Human Relations Department. It sets the framework for all remuneration paid within the Crédit Mutuel Arkéa Group.

To ensure that remuneration complies with regulations and is in line with the Crédit Mutuel Arkéa Group's risk appetite framework, the Risk Management and Compliance functions and the Legal Department are involved in drawing up the Group's remuneration policy. In addition, in accordance with the provisions of the French Monetary and Financial Code, the Risk and Internal Control Committee is responsible for examining whether the incentives set out in the remuneration policy are compatible with the Group's situation in terms of the risks to which it is exposed, its capital, its liquidity and the probability and timing of expected profits.

The compensation policy takes into account the following objectives in its principles:

- alignment with Crédit Mutuel Arkéa's Raison d'être (Purpose) and commitments as a company with a mission:
 - by being in line with the Crédit Mutuel Arkéa Group's business strategy, objectives, values and interests;
 - by incorporating both financial and non-financial assessment factors, so that the compensation policy strives to maintain consistency between the overall compensation of employees, the performance of the Crédit Mutuel Arkéa Group and the individual performance of employees;
- the need to attract, motivate and retain profiles that are recognised as high performers and particularly competent in the Crédit Mutuel Arkéa Group's fields of activity;
- consistency of compensation and employment conditions for the Crédit Mutuel Arkéa Group's employees (in particular compensation structure, assessment criteria and changes in compensation) with market practices observed in companies in the same sector.

To be motivating and rewarding, the remuneration policy is based on a fair and objective assessment of individual and/or collective performance. The Crédit Mutuel Arkéa Group's remuneration policy is part of an overall human resources policy designed to promote the company's competitiveness, develop skills, create a calm social climate and respond to social and environmental issues. The Crédit Mutuel Arkéa Group promotes responsible finance and its remuneration policy reflects this.

Crédit Mutuel Arkéa entities include sustainability criteria in their remuneration policies and practices. These criteria are determined on the basis of the strategic, economic and financial objectives of the Group and/or the entity concerned, and condition the award of certain components of remuneration.

Employee remuneration is aligned with the Crédit Mutuel Arkéa Group's sustainability objectives at several levels. Where relevant, remuneration practices include sustainability objectives and ESG risk indicators in the Group's remuneration schemes (profit-sharing, variable pay).

The total remuneration of Crédit Mutuel Arkéa employees consists of a fixed salary, which in the Group, in France and in Belgium, is higher than or equal to the legal minimum wage set by the public authorities. This is supplemented, where appropriate, by:

- annual variable compensation
- exceptional bonuses;
- remuneration packages that can be put in place in Group entities, such as:
 - an employee savings scheme, which enables the majority⁽¹⁾ of employees to share in the Group's results, so that the value created can be shared collectively. To achieve this, employee savings schemes (profit-sharing and incentive schemes) have been developed in order to be as close as possible to the creation of value;
 - health and provident insurance schemes complement other forms of remuneration and are designed to protect employees against unforeseen events;
 - supplementary pension schemes, with the introduction in the UES and in certain subsidiaries of a compulsory retirement savings plan (PERO) for which the employer supports the employee's efforts to save for retirement by paying a contribution based on the reference salary every month;
 - Benefits in kind

Each employee benefits from all or part of these elements depending on the company to which they belong, their job, their responsibilities, their skills and their performance.

(1) In 2024, 96% of the workforce on 31 December 2024 were employees of entities that distributed profit-sharing in 2024.

Crédit Mutuel Arkéa and its subsidiaries are required to have a local remuneration policy, which describes their remuneration practices. The latter must be in line with the Group's remuneration policy, while complying with their own sector-specific regulations.

The Dynamics and Human Relations Department ensures that these policies are consistent with the remuneration policy and principles adopted by the Group. Crédit Mutuel Arkéa's Remuneration Committee examines the remuneration policies of subsidiaries and issues an opinion for the attention of the supervisory body of the subsidiary concerned.

Crédit Mutuel Arkéa regularly compares its practices with those of other groups in the banking sector, asset management companies and insurance companies to ensure that its remuneration packages attract and retain the talent and skills the Group needs.

In 2024, the Group's total annual remuneration ratio is 19.49. At Crédit Mutuel Arkéa, this ratio corresponds to the ratio between the remuneration of the Group's Chief Executive Officer and the median remuneration of the Group's employees.

Methodology for calculating the Group's total annual remuneration ratio

To calculate this ratio, the annual remuneration of the highest paid person (Managing Director) is related to the median annual remuneration of all employees in the restricted Group (excluding the highest paid person). In fact, for the 2024 financial year, the data is calculated on a restricted Group perimeter covering 96% of the workforce. The subsidiaries Keytrade Belgique, Procapital Belgique, Crédit Foncier et Communal d'Alsace et de Lorraine Belgique, Schelcher Prince Gestion, Arkéa Real Estate and Arkéa REIM are not included in the calculation.

The remuneration elements taken into account are the theoretical fixed salary, bonuses, employee savings schemes and benefits in kind.

4.3.2.4 Quality of life at work and employee commitment

4.3.2.4.1 Health and safety at work

Promoting health, safety and well-being at work is a priority for the Group. 100% of employees are covered by a health and safety management system

In view of its activities, physical risks are limited within Crédit Mutuel Arkéa. Accidents at work and on the way to and from work remain infrequent and of low severity:

Health and safety metrics	2024
Number of workplace accidents reported	86
Number of commuting accidents	72
Workplace accident rate ⁽¹⁾	4.16%
Number of occupational illnesses reported	2
Number of days lost due to workplace accidents, work-related	1,202

Risk assessment and prevention programme

To formalise the assessment of all occupational risks, the entities produces a single Occupational Risk Assessment Document (Duerp) each year, on the basis of which the annual Occupational Risk Prevention and Working Conditions Improvement Programme (Papripact) is developed, identifying the HR actions and the means corresponding to their implementation.

Annual programme to prevent occupational risks and improve working conditions:

- sets out a detailed list of measures to be taken over the coming year, including those aimed at preventing occupational risks, and for each measure, the conditions for its implementation, indicators of achievement and an estimate of its cost;
- identifies the company resources that can be mobilised;
- includes a timetable for implementation.

In addition, as part of its duty of care, the Group has drawn up two specific maps. These are:

- a human rights map listing potential negative impacts according to the country where the Group's employees are based. The Dynamics and Human Relations Department draws up the mitigation plan, which focuses on the ongoing roll-out of the Inclusion and Diversity strategy to Group entities;
- a health and safety risk map analysing four themes: physical risks, stress in the workplace, post-traumatic stress and harassment.

A Group-wide occupational risk prevention strategy is currently being validated. The objectives are to enable employees to take responsibility for their own well-being and to encourage all those involved in risk prevention to develop their skills and expertise (particularly HR staff in the entities and those responsible for the single document for assessing professional risks). Three actions have been prioritised: physical health, mental health and social health.

Within the Dynamics and Human Relations Department, a special team is in charge of well-being at work and the prevention of psychosocial risks. It works with all the Group's entities.

Within this department, a risk prevention officer has been appointed for the Arkade UES, with responsibility for ensuring employee safety in the workplace and at workstations, assessing physical and psychosocial risks, defining the necessary action plans and raising awareness of the company's safety culture among all employees.

To complete the network of contacts already in place for issues relating to quality of life and working conditions, a network of sixty Arkade Employees' Ombudsmen is active among Arkade employees. Trained and made aware of the need for confidentiality, they provide a listening ear and act as a relay for existing psychological health services. They receive specific training entitled "Dealing with unhappiness". A trusted link for managers and employees, their role is to listen and refer people to the right person, and to pass on information to the Inclusion and Prevention team to deal with a situation. They can be called upon by any employee, regardless of the organisation to which they are attached.

In addition, managers and various occupational risk coordinators are trained in occupational risk prevention through specific training courses.

Dialogue and whistleblowing procedures

In order to deal with any psychosocial impact, Crédit Mutuel Arkéa has set up dialogue mechanisms with and for all employees.

Each Human Resources department communicates regularly with the employee representatives on the site Social and Economic Committees (CSE), which are chaired by the general management of the entities concerned. The CSEs now exercise the powers of the former CHSCTs. Health, safety and working conditions committees (CSSCT) are set up to examine issues relating to health, hygiene and safety at work.

Employees can speak directly to the employee representatives, a list of whom is available by posting in the workplace, on the company intranet portal and, in the Arkade UES, to the local representatives. The role of local representatives is to bring any individual or collective complaints to the attention of the works council to which they belong, particularly those relating to working conditions (health, safety, harassment, etc.). At least four CSE meetings a year are devoted to this. All employees can consult the ICRs and management's responses to them via the intranet portal, which contains all the minutes of the various bodies.

An anti-sexual harassment and sexual harassment officer is also on hand to listen to employees.

(1) In accordance with Royal Decree 89, the rate of accidents at work corresponds to the number of cases of accidents at work divided by the total number of hours worked, multiplied by 1,000,000.

In 2024, the third edition of the Experience Barometer was held (see 4.3.2.6 Measuring the perception of the employee experience), a Group-wide active listening survey initiated by the Dynamics and Human Relations Department. This annual survey is carried out by means of an anonymous questionnaire sent by e-mail to all employees. It includes the measurement of psychosocial risks and also analyses more broadly the perception of the experience of all employees. The results are communicated to the Group Executive Committee, to the entities' staff representative bodies and to employees.

In this way, the Group's entities can focus their action plans as closely as possible to their needs in order to improve the day-to-day working lives of their employees.

The Group has set up a whistleblowing mechanism⁽¹⁾ which covers whistleblowing relating to:

- risks of serious harm to human rights, health and safety and the environment;
- situations of alleged harassment (reserved for Crédit Mutuel Arkéa employees), covering cases of alleged moral, sexual and sexist harassment (STOP system).

The STOP system, dedicated to moral and sexual harassment and sexist behaviour, was launched at the end of 2020 to combat such behaviour. Using the alert tool, the alleged victim, or a trusted third party, can make a report to trigger the process.

Reports made to the whistleblowing tool concerning risks of serious infringement of human rights, health and safety and the environment, and those relating to situations of alleged harassment, are forwarded to the Inclusion and Prevention Department. The alert is processed (analysed and, if necessary, investigated and acted upon) or transferred to the entity concerned.

The Inclusion and Prevention team, trained specifically to deal with these situations, triggers the activation of a multi-disciplinary unit that will launch an investigation and study the case in the strictest neutrality. If the report is justified, several actions can then be taken, such as specific support or sanctions. Witnesses enjoy the same protection as victims. They may not be dismissed or subjected to discriminatory measures, particularly in terms of pay, promotion, renewal of their employment contract, etc.

A new whistleblowing tool was developed in 2024 to reinforce this system (see 4.6.2 The alert mechanism).

4.3.2.4.2 Work-life balance

Crédit Mutuel Arkéa's ambition to be an exemplary and inclusive employer is expressed on a daily basis by respecting the balance between the professional and personal lives of its employees (commitments 4 and 5 of the Company with a Mission to 2024 roadmap).

Crédit Mutuel Arkéa is firmly committed to promoting quality of life in the workplace and fostering employee fulfilment.

Employees can also make their concerns and needs known to their manager on a day-to-day basis, as well as at more institutional annual meetings such as the RDV Missions or RDV Parcours.

Employees are regularly made aware of health and safety issues in the workplace, in particular through communications (physical, mental and social health) on the company's intranet portal.

Number of cases, complaints and fines	2024
Number of incidents of discrimination, including harassment	16
Number of complaints lodged via channels allowing staff to express their concerns, excluding discrimination, harassment, etc.	0
Total amount of fines, penalties and compensation for damage resulting from the above incidents and complaints	EUR 0

In 2024, no sanctions or convictions for harassment or discrimination were handed down against Crédit Mutuel Arkéa.

Employee well-being initiatives

An intranet site dedicated to the well-being and QWL of employees provides information on the measures in place and the relays available in the working environment. It is a permanent source of information on occupational risk prevention and awareness-raising. Some of the schemes put in place by employers include:

- a new free, anonymous and confidential system that was introduced for employees of the UES in March 2024 (Moka.care). This is a wellbeing and mental health platform offering resources and tools to improve mental and emotional wellbeing (you can book appointments with coaches, psychologists and therapists);
- a documentary database on mental health, called "Outil santé psy", was made available in 2023. It raises awareness of situations of well-being and ill-being in the workplace so that they can be better understood and employees can be directed to the right people;
- access to the Service social interentreprises de l'Ouest (SSIO), which deals with personal, family, professional and administrative issues. It provides answers and personalised support thanks to its specialised experts.

(1) https://www.cm-arkea.com/arkea/banque/assurances/c_20271/fr/droit-d-alerte

Organisation of working time

The organisation of work plays a vital role in simplifying and lightening tasks and contributing to the effective and sustainable protection of employees' health and safety. The Group wants to encourage its employees to work more flexibly.

Within the Arkade UES, as in several other entities, a fixed daily rate has been introduced to allow flexibility in the organisation of daily work. It allows you to move from organising your work on a daily basis to managing the number of days worked each year. Within the Crédit Mutuel Arkéa Group, 22.5% of employees are now concerned (i.e. 2,602 Group employees). Employees are invited to give their views on the all-inclusive day scheme and its impact on their professional and personal lives. These discussions take place twice a year with their manager.

All Group subsidiaries offer or are experimenting with teleworking on the basis defined by the Group framework, which sets a maximum of 100 days of teleworking per calendar year, with a limit of 3 days per week. Access to teleworking enables employees to have a hybrid work organisation and to better articulate their professional/personal lives.

By 31 December 2024, 75% of the Group's employees were teleworking (i.e. 8,681 Group employees).

In 2022, Suravenir Assurances signed a new agreement on the length and organisation of working hours, to bring them more into line with the current expectations of the company, its customers and its employees. At the beginning of each year, all employees in all professions have the option of choosing their average annual working time, based on either 35 or 37 hours. This new agreement allows everyone to adapt their working hours and pay to the different periods of their lives. This choice is not fixed in time.

Family leave

Another aspect of work-life balance is covered by family leave, which enables employees to reconcile family and professional obligations. Within the Group, 100% of employees are eligible, regardless of the entity to which they belong.

Aware of the importance of supporting employees, the Group implements measures that go beyond the regulations. This is the case, for example, with maternity leave, which is 2 weeks longer than the legal provisions for UES employees and 28 days longer at Suravenir.

The reform of paternity leave, which comes into force in July 2021, means that fathers, or people living with the mother of a child, can benefit from extended leave. The company has decided to go further than the legal requirements to promote professional equality among its employees. For example, second-parent leave benefits all family schemes, with an additional 14 days for employees of the Arkade ESU⁽¹⁾ and Suravenir.

Aware of the psychological impact and the professional repercussions for an employee in a caring situation, measures have been taken to help the employees concerned. Within the ESU, an agreement was signed in 2022 for the donation of leave between colleagues. Its application extends beyond the legal provisions, as it also applies to victims of domestic violence. In October 2024, Suravenir signed a company agreement for employees who are carers, enabling them in particular to benefit from paid days off work.

In 2024, 6.82% of the Group's employees took family-related leave, 64.13% of whom were women and 35.87% men.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2023-11/cma-abonde-2-semaines-supplementaires-le-conge-2eme-parent-pour-ses-salaries_cp_15072021.pdf

Social protection

Under the regulations applicable in France and Belgium, all Group employees, regardless of the entity to which they belong, are covered by social protection against loss of income due to major life events (illness, unemployment, industrial accident, parental leave, retirement). As part of its ongoing commitment to the well-being of its employees and their quality of life at work, the Group is reviewing and strengthening its social protection initiatives. Crédit Mutuel Arkéa has introduced a number of measures to take account of the difficulties and sometimes traumatic events that can occur in a person's life, and to help its employees deal with them more effectively.

Crédit Mutuel Arkéa has signed an agreement on supplementary health and provident schemes for a large number of its entities⁽¹⁾. Its purpose is to define the guarantees that employees benefit from in terms of benefits in addition to Social Security coverage in the event of long-term illness and provident benefits in the event of incapacity for work, disability or death. If you are off work, your salary is maintained for a period that varies from one entity to another, up to ninety days for the Arkade, ASCD and Suravenir UESs. After this period, the provident scheme takes over (in addition to the daily allowances paid by Social Security). The supplementary health and provident scheme is compulsory for all employees of the entities concerned and their dependants, and is largely financed by the employer.

We are also keen to support our employees at every stage of their careers, from the moment they join the company until the moment they leave, and have put in place an agreement on early retirement schemes within the UES. Among other things, it offers the possibility of taking end-of-career leave, funded in particular by a retirement time savings account (CETR) open from the age of 50. It also offers employees the opportunity to spend their final year as a skills sponsor, putting their experience at the service of a non-profit organisation under the 1901 Act. This system is also in place at Suravenir.

To improve employees' retirement pensions over and above the statutory provisions, several Group entities have set up a supplementary pension scheme, a compulsory retirement savings plan. This scheme allows you to build up retirement savings by making employer and employee contributions throughout your career.

Initiatives to support employees' personal commitments

Finally, to enable employees to combine their professional and personal lives, the company also supports employees involved in civic-minded events.

In November 2024, Crédit Mutuel Arkéa renewed its partnership with the Garde Nationale to enable its reservist employees (gendarmerie, national police, armed forces) in the Arkade UES to fully carry out their national defence missions. Under this agreement, the employer undertakes to facilitate periods of activity in the operational reserve for its reservist employees by granting them more favourable conditions than those provided for by law (absence, remuneration, authorisation to subscribe to the reactivity clause)⁽²⁾.

Crédit Mutuel Arkéa has also signed agreements with the Departmental Fire and Rescue Service (SDIS) to enable its volunteer firefighter employees to carry out their duties, by granting paid days off.

(1) UES Arkade, Arkéa Société des Cadres de Direction, Suravenir Assurances, Arkéa Banking Services, Arkéa Financements et Services, Fortuneo, Suravenir, Arkéa Sécurité, Armorique Habitat.

(2) The aim of the responsiveness clause is to improve the availability of reservists so that they can respond more effectively to the needs of the armed forces. It allows reservists who have signed an enlistment contract that includes this obligation to be recalled with 15 days' notice.

4.3.2.5 Inclusion, diversity and equal opportunities

4.3.2.5.1 The inclusion strategy

Crédit Mutuel Arkéa places people at the heart of its actions, recognising that the challenges of inclusion and diversity vary according to the local context, the business lines and the structures of the company. As a Company with a Mission, Crédit Mutuel Arkéa is committed to "setting an example in its own practices by being an inclusive employer" (commitment no. 4).

In addition to the code of conduct set out in the internal regulations structuring the diversity of professions and promoting non-discrimination within the company, an ethics charter⁽¹⁾ Group, was unveiled in early 2024. It defines the principles of action that flow from Crédit Mutuel Arkéa's *raison d'être*. It is a guide that sets out in concrete terms the behaviour expected in different situations, in particular so that employees become active players in diversity and inclusion.

To be in line with its principles, the Group adopted an inclusion and diversity strategy at the end of 2023, approved by Crédit Mutuel Arkéa's Board of Directors and Executive Committee. This collaborative strategy is shared with all the Group's subsidiaries, which will adapt it according to their level of maturity in the areas mentioned. Part of the Group's Medium-Term Plan 2025-2030, this initiative aims to position Crédit Mutuel Arkéa as an exemplary and ambitious player in the field of inclusion.

The Inclusion and Diversity strategy is based on the twenty-five discrimination criteria established by the French Human Rights Ombudsman and prioritises seven dimensions: gender identity, health, age, origin, family status, sexual orientation and physical appearance. This prioritisation was made on the basis of feedback from regular exchanges with the Group's local HR departments and from the expectations of employees expressed as part of a diversity and inclusion diagnosis.

This strategy is designed to be progressive and will run until 2030. Each year will be marked by specific and targeted actions, enabling gradual and coherent implementation of the inclusion objectives. The aim is to create an inclusive and caring environment where each individual can flourish and contribute fully to the success of the Group.

At the same time, at the end of 2023, the Group launched a brand new initiative: its first diversity and inclusion diagnosis. This ambitious initiative marks a turning point in the Group's commitment to inclusion and diversity.

The aim was to establish a clear picture of diversity within the organisation, and to assess the feeling of inclusion or discrimination. In 2024, this consisted of examining, collectively and individually, the feelings linked to inclusion or discrimination on different themes, over the last three years. This information is essential for adjusting the Group's inclusion and diversity strategy and adapting the associated priorities and actions.

The inclusion and diversity strategy relies on a network of employees who are willing and committed on a daily basis to promoting these values: the Diversity Ambassadors. Everyone is involved in cultural change and Crédit Mutuel Arkéa's diversity and inclusion policy.

With a renewable two-year commitment, the Inclusion and Prevention Department offers different ways for them to get involved, depending on their wishes and availability, by being a player, facilitator or diversity pilot. The community of Diversity Ambassadors consists of more than 320 employees who form 20 "*embassies*". These involve the whole Group, with a desire to ensure that the entities, business profiles and Ambassador roles are representative and varied (pilot, facilitator, player).

Another channel for identifying possible priorities in the area of inclusion is through the ESCU's network of Benevolent Advisers, who are trained twice a year and meet regularly.

To avoid any form of discrimination, the Group trains its managers and HR functions. A "Recruiting without discrimination" training course was rolled out to around ten recruitment managers in the Group in 2024. Recruiters from the Arkade ESCU also followed the Recruitment School course between 2023 and 2024, which covered the theme of "Recruiting fairly".

A training course entitled "Managing without discrimination" is also offered to managers.

In line with the inclusion and diversity strategy, a study dedicated to age groups in the company was carried out in the second half of 2024 by a sociology researcher. The survey was carried out using standard questionnaires and semi-structured individual and Group interviews. The results of this age study are currently being analysed. From 2025 onwards, they will feed into the inclusion roadmap and the resulting HR actions.

(1) <https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/charte-ethique-credit-mutuel-arkea-janvier-2023.pdf>

4.3.2.5.2 Employees with disabilities

One of the Group's key challenges in terms of diversity and inclusion is to continue and strengthen the employment of people with disabilities and to maintain and support those who are disabled during their working lives. When it drew up its Company with a Mission to 2024 roadmap, Crédit Mutuel Arkéa set itself the goal of setting an example in its own territories by being an inclusive employer (commitment no. 4). The inclusion of a target for increasing the proportion of disabled employees within the Group in this roadmap demonstrates the importance of this commitment.

At 31 December 2024, the proportion of disabled employees was 4.45%⁽¹⁾ (5.3% within the Arkade UES), up 1.25 points on 31 December 2021.

In response to this challenge, the Dynamics and Human Relations Department has undertaken a number of initiatives and communications campaigns to raise employee awareness of disability, including invisible disabilities.

In 2022, within the Arkade ESU, an agreement was signed for the 2023-2025 period on the employment of people with disabilities. This seventh agreement marks the company's determination to further increase its direct employment rate for persons with disabilities and to continue to keep them in employment, with three main objectives:

- develop the integration of persons with disabilities in its regions as part of the recruitment plan and through partnerships with institutions in the sheltered and adapted sector;
- maintain the employability of the employees concerned, in particular by providing support for workstation adjustments and access to vocational training throughout their career;
- improve their working conditions by significantly increasing digital accessibility to the company's tools.

The company also provides additional support for disabled employees, such as up to three days' leave a year to carry out administrative procedures (renewal of the RQTH - recognition of disabled worker status) or medical procedures related to or made difficult by the disability.

The Inclusion and Prevention Department, *via* its Disability Mission, coordinates the promotion and running of the scheme. It organises, in conjunction with the disability correspondents in the various establishments of the Arkade ESU, the monitoring of actions in favour of persons with disabilities. Three members of the team ensure that the right IT tools and equipment are made available, support and train the users concerned, ensure that communications are accessible and anticipate new IT solutions. An intranet portal dedicated to information on disability is available to employees.

The Group's commitment was recognised in 2024, when Crédit Mutuel du Sud-Ouest became the first bank to be awarded the *@HandiWelabel*. This national accolade, awarded by Ohe-Promethee-Charente, recognises committed employers with disabilities for their exemplary practices in terms of awareness-raising, induction, recruitment, integration, accessibility, occupational health and job

retention for people with disabilities. This label underlines Crédit Mutuel du Sud-Ouest's actions in favour of disability and, more broadly, inclusion.

Through various partnerships, the Crédit Mutuel Arkéa Group demonstrates its commitment to the inclusion of people with disabilities in its territories:

- Crédit Mutuel de Bretagne, through the renewal of its sponsorship agreement, supports the Kerpape endowment fund in its objectives to facilitate the development of all the activities of the mutualist centre and, in particular, its research and innovation activities, for example by financing innovative projects;
- a project called Thalent digital was developed in collaboration with the Fund Management Association for the Professional Integration of Disabled People (Agefiph) and APF France handicap. This ten-month applications designer-developer course includes a work placement, a fixed-term contract as a springboard to a service contract within Crédit Mutuel Arkéa's IT development teams to validate the skills acquired;
- Crédit Mutuel Arkéa has also renewed its partnership with the Start-up & Handicaps competition for its 4th year. This competition, organised by the Morbihan Chamber of Commerce and Industry, highlights innovations in favour of inclusion and disability. Its aim is to promote and encourage start-ups that stand out in six key areas: health and well-being, mobility, sport, housing, employment and social life, and digital health.

In addition to these initiatives, the Group is raising awareness among its employees to help them better understand the realities faced by some people with disabilities and to promote an inclusive approach. To mark the European Week for the Employment of People with Disabilities (EWEEDP) in 2024, a number of initiatives and communications were carried out across the Group. These initiatives underline the importance of raising employees' awareness of the challenges faced by people with disabilities, while promoting the process of being recognised as a disabled worker.

Several entities (Fortuneo, Crédit Mutuel de Bretagne, Crédit Mutuel Sud-Ouest, Procapital, Arkéa Capital, Suravenir, Suravenir Assurances and Arkéa Asset Management, etc.) have renewed their traditional Duoday scheme, which gives a disabled person the opportunity to spend a day learning about the company and its activities. During this 2024 edition, around sixty immersive day offers were proposed on the Group perimeter.

In October 2024, a day dedicated to disabled sports enabled employees at the company's Brest campus to raise awareness of disability by taking part in a number of immersive sporting activities. The event was organised in partnership with the Comité départemental Handisport Finistère, with which a sponsorship agreement has been signed⁽²⁾. This event demonstrates the Group's determination to promote not only professional inclusion, but also social inclusion and the well-being of its employees.

(1) The number of employees with disabilities corresponds to the number of employees declared in HR tools as having a disability and for whom there is recognition of the status of Disabled Worker (RQTH) or validation of the status of "person with disability" in Belgium.

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-10/20241001_-_signature_convention_credit_mutuel_arkea_x_comite_departemental_handisport_finistere_.pdf

4.3.2.5.3 Gender diversity and balance

Adaptation of the roadmap Company with a mission to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Developing the employability and commitment of our employees (commitment #5)	Professional equality index above 90/100 and improvement in the index of the 5 weakest Group entities by 2024	93.6/100	2025: index higher than 90/100 2026: index higher than 90/100

Crédit Mutuel Arkéa is convinced that these are levers for performance and innovation, and as the first European bank to be headed by a pair of women⁽¹⁾, we are committed to guaranteeing professional equality and promoting the representation of women in positions of responsibility. When drawing up its 2024 "Company with a Mission" roadmap, Crédit Mutuel Arkéa set itself the goal of being exemplary in its own practices by being an inclusive employer.

To this end, the gender equality index has been incorporated into the Company with a Mission 2022-2024 objectives and is included in the roadmap to 2027, with the target of maintaining an average annual index of more than 90/100 over the period 2025 to 2027.

With a weighted average of the gender equality index⁽²⁾ of 93.6/100 in 2024 for the Group, well above the regulatory requirements, Crédit Mutuel Arkéa proves its commitment to professional equality.

By 2025, the teams in the Dynamics and Human Relations Department, working with the Inclusion and Prevention Department and the entities' HR departments, will be supporting Group subsidiaries whose professional equality index is below 85/100, in their action plans to improve it.

The Group's remuneration policy, based on the principle of equal pay for equal work or work of equal value, is consistent with this approach. The Group is firmly committed to reducing the pay gap. The gender pay gap is 15.61% in 2024. This gender pay gap is due to the under-representation of women in positions of responsibility and higher hierarchical levels. Women are often less present in positions of high responsibility, which has an impact on their pay levels. On the other hand, the gap is reduced to -0.34% when comparing equivalent jobs in terms of responsibilities and qualifications.

4

Methodology for calculating the gender pay gap CSRD

To calculate the gender pay gap as requested by CSRD, the difference between the average gross hourly pay of male employees and the average gross hourly pay of female employees is divided by the average gross hourly pay of male employees and then multiplied by 100.

For the 2024 financial year, the data is calculated on a restricted Group scope covering 96% of the workforce (permanent and fixed-term contracts). The subsidiaries Keytrade Belgique, Procapital Belgique, Crédit Foncier et Communal d'Alsace et de Lorraine Belgique, Schelcher Prince Gestion, Arkéa Real Estate and Arkéa Real Estate Investment Management are not included in the calculation. The remuneration elements taken into account in the calculation are the theoretical fixed salary, bonuses, employee savings and benefits in kind.

Methodology for calculating the weighted average pay gap

The calculation of the weighted average pay gap is based on an initial calculation at the level of each subsidiary of a weighted average pay gap per job⁽³⁾ on the basis of the median salary, then a Group consolidation is carried out by means of a consolidated calculation weighted by the number of employees.

For the 2024 financial year, the data is calculated on the basis of a limited number of permanent employees. The subsidiaries Keytrade Belgique, Procapital Belgique, Crédit Foncier et Communal d'Alsace et de Lorraine Belgique, Schelcher Prince Gestion, Arkéa Real Estate and Arkéa Real Estate Investment Management are not included in the calculation.

Only the theoretical fixed full-time employee is taken into account in this calculation.

For several years now, Crédit Mutuel Arkéa has been transforming its culture and processes in order to achieve a lasting balance between men and women in all professional areas and at all hierarchical levels. Its management bodies, such as the Executive Committee and the General Management Committee, are evenly balanced. This is the result of a proactive, long-term policy, reflecting several years of commitment to increasing the number of women in key positions.

39.43% of the Group's senior managers, represented by the employees⁽⁴⁾ belonging to the subsidiary Arkéa Société des Cadres de Direction, are women.

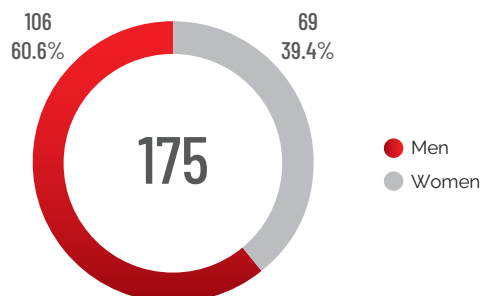
(1) https://www.cm-arkea.com/arkea/banque/assurances/pa_28002/fr/leadership-au-feminin-le-credit-mutuel-arkea-donne-l-exemple

(2) Scope of the professional equality index: Group scope excluding Belgian subsidiaries and French companies not subject to the obligation to publish a professional equality index.

(3) Or by job level or status, depending on the granularity chosen by the subsidiary.

(4) Present at the headcount.

Number of employees at senior management level at 31 December 2024



Crédit Mutuel Arkéa's stated aim is to accelerate the rise of women in the company to the highest positions of responsibility in the short and medium term. To this end, the "Boosting Potential" project was launched in the last quarter of 2021, with the aim of stimulating the accession of women to the highest positions of responsibility, using a structural and global approach to highlight female leadership. Four programmes have been drawn up and rolled out by the Dynamics and Human Relations Department, based on a sociological study conducted in 2019-2020. These four accelerators, aimed at four typical employee profiles, will be tested in 2022-2023:

- Potentials: a twelve-month awareness-raising programme for young female employees. This programme is currently being redeveloped;
- Le révélateur: this personalised mentoring scheme *with* a promoting manager and an HR manager aims to explore the potential of participants *through* Group events and formal and informal meetings with an identified Group of female employees. Mentoring is provided at entity level;
- Déclic: this programme includes tailor-made coaching with an individual diagnosis and a personalised support plan for the Group's high-potential women. It was extended to high-potential males in 2024;
- In search of the incredible talent: an anonymous electronic voting campaign was launched among the Group's most senior executives and managers⁽¹⁾. The aim is to elect female employees and include them in support programmes to help them prepare for management positions in the future. This programme is currently being redeveloped;

For several years, the Arkade UES has been working to promote professional equality in all its aspects. A new agreement on professional equality, the seventh in this area, was negotiated with the social partners in 2024 for application in 2025. These negotiations are taking place at a time when gender equality, sexism and domestic and sexual violence are still issues that affect the daily lives of our employees. The shared conviction is that the company must play a role in both internal and external improvement in the face of this reality. The aim of this agreement is to build on the work of the previous agreement and the inclusion and diversity strategy. For example, it includes workshops to help people understand the obstacles to taking paternity leave, and hotel accommodation for victims of domestic violence. In addition, employees undergoing gender transition will be able to benefit from HR and managerial support.

Crédit Mutuel Arkéa's commitment to the local community and society also extends beyond the company, spreading its values throughout its ecosystem. This ambition has been realised *through* partnerships with the Observatoire de la Mixité, within the Institut du Capitalisme Responsable, and with the ENSTA Bretagne engineering school for mentoring female students.

Similarly, the Cercle des Inclusifs⁽²⁾, which is part of the Group's Corporate and Institutional Division, aims to share its approaches, experiences and expertise in the field of inclusion with economic players outside the company. Since 2023, forty awareness-raising workshops have been held for 1,000 students and employees of external companies.

In February 2024, the Group was also a partner in the Ada Lovelace challenge, initiated by the École nationale supérieure des sciences appliquées et de technologie (Enssat) in Lannion. The aim of the challenge is to combat inequalities between men and women in training and careers in technology, and to encourage young women at secondary school to take up IT and digital careers. The Group has supported this event for several years, underlining its commitment to inclusion and gender diversity, particularly in the digital and IT professions.

(1) Executives, ASCD executives and department managers reporting to an executive.

(2) <https://site.arkea-banque-ei.com/dispositif-esg/gamme-transition/cercle-des-inclusifs/>

4.3.2.6 Measuring the perception of the employee experience

HR policies and actions influence the commitment and satisfaction of the Group's employees, ranging from the importance of human capital to internal communication, skills development and quality of life at work. These elements are essential for creating a working environment that is conducive to performance and team development.

In order to adapt its practices, Crédit Mutuel Arkéa allows employees to express their feelings through the Experience Barometer. This is an annual survey⁽¹⁾, administered to all Group employees (on permanent or fixed-term contracts). This 'cold' survey aims to measure the perception of the work experience within the Group.

The Experience Barometer measures a number of key indicators at Group level:

- job satisfaction;
- satisfaction with direct working relationships;
- fulfilment at work;
- recommendation and net promoter score (e-nps);
- belonging to the Group;
- progress within the Group;
- loyalty;
- the risk of attrition;
- fairness;
- inclusion;
- quality of life and working conditions.

The Group also measures employee loyalty and the effectiveness of its HR policies through its turnover rate. In 2024, 593 employees on permanent contracts left the company, representing a turnover rate of 5.59% of the average workforce⁽²⁾.

The results of the Experience Barometer are analysed at both Group and entity level and communicated to employees.

Concrete action plans are then defined, enabling the company to embark on a path of progress.

In 2024, 87% of employees were satisfied with working at Crédit Mutuel Arkéa according to the satisfaction rate measured by the Experience Barometer⁽³⁾.

(1) Voluntary employee survey conducted by the Opinionway institute to ensure the strict confidentiality of responses.

(2) Given the definition of CSRD, which only takes account of departures, this is a departure rate and not a turnover rate.

(3) The participation rate in the experience barometer is 53% in 2024.

4.3.3 Consumers and end-users (S4),

Crédit Mutuel Arkéa's relationship with all its customers and members involves many social issues. A good knowledge and understanding of these issues is made possible by a customer culture that is promoted and encouraged throughout the Group. This knowledge of our customers has enabled the Group to identify priority themes, linked to:

- providing access to financial products and services for as many people as possible and helping customers in financial difficulty;
- support for social and societal issues that are priorities for territories and customers, by directing financing and investment and developing new offerings;
- the use of data and responsible marketing practices to help protect customers.

The Crédit Mutuel Arkéa Group has not set specific targets for material impacts, risks or opportunities relating to access to housing, access to information and protection of privacy.

4.3.3.1 Customer centricity

Adaptation of the roadmap Company with a Mission to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Commitment to a Crédit Mutuel Arkéa customer promise (commitment #4)	Percentage of employees who have attended new customer culture training > 80%	19% ⁽¹⁾	2025: raise employees' awareness of the customer promise by rolling out an internal communication system 2026: raise awareness of the customer promise among new recruits, with integration into the new recruit pathway

Customer centricity relates to all the impacts, risks and opportunities associated with consumers and end-users. To take this to the highest level and coordinate the development of customer satisfaction across all its customer-facing entities, the Group has set up an organisation supported by a cross-functional initiative as part of its medium-term "Transitions 2024" plan.

The measurement and development of customer satisfaction was integrated into the Company with a Mission roadmap to 2024, and this commitment continues in the new roadmap to 2027. The Group is committed to developing a customer culture among its employees through dedicated training. It has set itself the target of having trained 80% of its workforce by the end of 2027. The customer culture training module was rolled out from the last quarter of 2024. As a result, only Arkéa Banking Services employees have been trained. This training programme complements the initiatives already undertaken by the Group over many years.

The cross-functional initiative is supported by seven employees and a community of twenty-six 'customer satisfaction' advisors, to promote better understanding of the specific features of each business unit and share best practice. By involving all the entities in contact with customers, this approach has succeeded in creating synergy around a shared ambition: "Putting in place common tools to improve the Group's customer satisfaction and develop a customer culture among employees".

After defining a customer satisfaction measurement strategy in 2023, by 2024 100% of the Group's twenty-two entities in contact with customers will measure at least one customer satisfaction indicator (CSAT⁽²⁾, NPS⁽³⁾, CES⁽⁴⁾) and 41% of entities will measure all three.

For example, in 2024, the customer satisfaction indicators were as follows:

- the NPS for individual customers of the network of local banks affiliated to the Crédit Mutuel de Bretagne federation is 46, while that for professional customers is 45. The overall satisfaction score is 8.3/10 for private customers and 8.1/10 for business customers;
- the NPS for individual customers of the network of local banks affiliated to the Crédit Mutuel du Sud-Ouest federation is 59, while that for professional customers is 46. The overall satisfaction score is 8.6/10 for private customers and 8.1/10 for business customers;
- suravenir Assurances' NPS is 40 and the satisfaction score is 7.9/10;
- the NPS of Arkéa Banque Entreprises et Institutionnels is 38.8 and the CSAT is 96.1%;
- arkéa Financements & Services' NPS is 55 and its CSAT is 91%.

(1) Training deployed in the last quarter of 2024.

(2) The Net Promoter Score (NPS) measures the propensity and probability of customers recommending a brand, product or service. NPS calculation = Percentage of promoters (scores 9 and 10) - Percentage of detractors (scores from 0 to 6).

(3) The **Customer Satisfaction Score** (CSAT) measures customer satisfaction by adding together the percentage of customers who say they are either very satisfied or satisfied with their purchase or experience.

(4) The **Customer Effort Score** (CES) measures the effort made by customers to obtain satisfaction, to obtain the appropriate response to their request. It is obtained by adding the respondents making a lot of effort with respondents making an extreme effort.

4.3.3.2 Impacts, risks and opportunities related to consumers and/or end-users.

Nomenclature	Name of impact, risk or opportunity, nature and time horizon	Policies	Main actions: initiated or continued in 2024 or planned	Targets and Indicators
Social inclusion				
ESRS S4_IN3	Negative impact related to exclusion of banking and insurance clients due to product and service structuring or business policies (Negative impact: ST, MT, LT)	- Company with a Mission 2022-2024 - "Breakdown of commitment no. 4: "Promote banking inclusion and the financial well-being of our most vulnerable customers" commitment no. 5: "Making our local banks engines for local solidarity" - Company with a Mission to 2027 - Declensions of: "commitment no. 4: "Promoting the banking inclusion of our most vulnerable customers" and "Improving the financial well-being of all our customers" - "Pursuing the Group's commitments to corporate philanthropy and solidarity" - Scheme relating to the right to an account - Scheme relating to financially vulnerable people - Scheme for potentially vulnerable elderly people	- Tools to promote accessibility to financial products and services (websites, mobile applications, ATMs, etc.) - Solidarity schemes - Setting up governance dedicated to financial well-being (<i>Action to come</i>) - Supporting our customers in a personalised and proactive way by using financial well-being indicators to offer a global approach (<i>Action to come</i>) - Capitalising on life moments and/or detecting events that could have an impact on our customers' financial well-being in order to enrich our relationship plans (<i>Action to come</i>)	Targets to 2027: - Annual number of meetings with customers targeted at financially vulnerable people and prevention of over-indebtedness - Annual amounts paid out for solidarity and sponsorship - Develop targeted educational initiatives to provide better support for customers and raise their awareness Indicators: - Number of beneficiaries of the specific offer dedicated to vulnerable customers (credit institutions 15589) - Number of local banks where action for the hearing impaired is deployed
ESRS S4_IP1	Support for the most vulnerable customers and members (Positive impact: ST, MT, LT)	- Company with a Mission 2022-2024 - Variations of: "commitment no. 4: "Promote banking inclusion and the financial well-being of our most vulnerable customers" commitment no. 5: "Making our local banks the driving force behind local solidarity" - Company with a Mission to 2027 - Declinations of: "commitment no. 4: "Promote the banking inclusion of our most vulnerable customers" - "Continuing the Group's commitment to corporate philanthropy and solidarity"	- Solidarity scheme - Deployment of the Crédit Mutuel Arkéa Endowment Fund	Targets to 2027: - Annual rate of customer contacts for financially vulnerable people and prevention of over-indebtedness - Annual amounts paid out for solidarity and sponsorship Indicators: - Amount of personal microcredit financed over the year - Amount of credit lines made available (intermediated professional microcredit)
ESRS S4_IP2	Support for access to housing via financing, investment and social landlord activities (Positive impact: ST, MT, LT)	- Group real estate strategy - Real estate financing policy	- Launch of Duoprismo for first-time buyers (Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest) - Participation in innovative initiatives to support housing - Continued financing of social housing and intermediate housing - Deployment of the "energy renovation advance" loan at Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest (<i>Action to come</i>)	Indicators: - no indicators published
ESRS S4_O1	Development of products and services in support of major social and societal issues in the regions (Opportunity: short, medium and long term)	- Company with a Mission to 2027 - commitment no. 1: "Taking into account and measuring the impact of our offerings" and "Deploying internal measures to strengthen the consideration of ESG dimensions" - "commitment 3: "Supporting the development of our territories" and "Supporting local public sector players in the territories" - Transitions 2024 strategic plan - Priority 1: "Expanding our range of offerings and services to support transitions" - Agriculture, wine growing and food policy - Local health support policy - Real estate financing policy	- Launch of Alter Agrinovéo to finance agricultural change (animal welfare, working conditions, quality products, short distribution channels, decarbonisation) - Deployment of Arkéa Créative Care	Targets to 2027: - Integrate impact criteria into the design of new products and services, and take stock of existing products and services - Systematically take account of the just transition and sovereignty in the Group's environmental commitments - Annual growth in outstandings injected into the real economy - Production of loans granted to local public-sector players Indicators: - Total number of Arkéa Assistance users
Privacy				
ESRS S4_IN1	Impact on the privacy of Group customers due to a lack of protection or inappropriate use of data (Negative impact: ST, MT, LT)	- Information systems security policies - Group personal data protection system - Mutualised personal data protection delegate - Group data charter	- Assessment of data protection impacts and risks - Employee training and awareness - Data management area in the customer area of the networks of local banks that are members of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations	Indicators: - Percentage of employees trained in information systems security
ESRS S4_R1	Risks related to insufficient or defective protection of the personal data of the Group's customers (risk: ST, MT, LT)	- Charter for the responsible use of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest data		
Information-related impacts for consumers and/or end-users				
ESRS S4_IN2	Impact on customers by failure to provide access to quality information and responsible marketing practices (Negative impact: ST MT, LT)	- Company with a Mission at 2027 - Implementation of commitment no. 4: "Improving the financial well-being of all our customers" - The Group's Ethics Charter - Arkéa Banque Entreprises et Institutionnels' quality approach and responsible commercial relations - Membership of the Union des marques' FAIR programme for CMB and CMSO - Framework for handling complaints framework for handling complaints - Framework for investment service providers - Framework for product governance and supervision - Framework for prior approval of new products and projects - Framework for intermediation supervision	- Work in progress on the roll-out of a "Parcours Conseil Epargne" (PCE) advisory tool - Simplification and educational approach to documentation to ensure that our offers, products and services are properly understood - Customer dialogue system - Development of targeted educational initiatives to improve customer support and awareness (<i>Action to come</i>)	Target to 2027: - Develop targeted educational initiatives to provide customers with better support and raise their awareness Indicators: - Number of cases eligible for mediation for institutions subject to banking mediation regulations

4.3.3.3 Financial and social inclusion

As a Company with a Mission, Crédit Mutuel Arkéa is committed to:

- encourage its employees to work together for the common good, in particular by living out its mutualist values (commitment no. 5);
- inclusion, and therefore cultivates a lasting relationship of trust with all its members and customers, from the forerunners to the most vulnerable (commitment no. 4).

These commitments aim to limit the impact of potential exclusion from banking and insurance services as a result of the structuring of products and services or commercial policies, and to provide support for the most vulnerable customers and members.

When Crédit Mutuel Arkéa drew up its Company with a Mission to 2024 roadmap⁽¹⁾, its ambitions included serving local communities and promoting banking inclusion and the financial well-being of the most vulnerable customers. The development of the new Company with a Mission roadmap to 2027 is in line with some of these ambitions. It aims to:

- promote the banking inclusion of our most vulnerable customers (commitment no. 4);
- improve the financial well-being of all our customers (commitment no. 4);
- pursue the Group's commitments to corporate philanthropy and solidarity (commitment no. 5).

In addition to the Company with a Mission commitments, there are other measures implemented within the Group to promote social inclusion (initiatives within the entities, measures to comply with regulatory requirements relating to customer protection, etc.).

4.3.3.3.1 Sponsorship and local solidarity

Adaptation of the Company with a Mission roadmap to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Continuing the Group's commitment to corporate philanthropy and solidarity (commitment #5)	Annual amounts paid for solidarity and sponsorship: over €10 million	€8.65 million*	2025: more than €10 million 2026: more than €10 million

(*) This amount does not include the amounts allocated to the skills sponsorship scheme and the donations made by PhiNOE. With these additional amounts, the total is €10.87 million.

Local bank support schemes

The solidarity schemes are managed directly by the local banks, each of which has a specific budget to support individual members, professionals and member associations, with the support of the Crédit Mutuel Arkéa endowment fund (see below). Solidarity initiatives focus on employment, help for families and support for associations. The specific actions of the solidarity schemes in relation to support for financially vulnerable people are detailed in paragraph 4.4.3.3.2 Access to banking services and support for financially vulnerable people.

The Crédit Mutuel Arkéa endowment fund

The actions of the Crédit Mutuel Arkéa Endowment Fund⁽²⁾ complement the solidarity schemes run by the local banks. Created in 2023 to strengthen the Group's corporate philanthropy initiatives, the Endowment Fund aims to pool the corporate philanthropy and solidarity budgets distributed by Crédit Mutuel Arkéa, the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and their local banks.

The Endowment Fund embodies the fulfilment of a general interest mission; In particular, it is a strategic management tool that insures overall consistency between sponsorship activities and the Raison d'être (Purpose), the roadmap for Crédit Mutuel Arkéa's Company with a Mission and the Group's strategy. By pooling resources and improving the allocation of resources, it makes it possible to increase sponsorship budgets.

The endowment fund provides disinterested help to individuals in financial difficulty via the payment of financial donations, and to general interest associations via financial or in-kind donations (computer equipment, for example). Its articles of association cover a wide range of areas, including education, health, sport, disability, social inclusion, culture and food aid.

The Endowment Fund's budget was €3.6 million for 2024.

The Endowment Fund is a decentralised organisation based as close as possible to the regions. While the fund's Board of Directors is the decision-making body when it comes to defining strategy, the budget and the sponsorship envelope, it delegates its powers to the relevant local committees: two regional committees to support emblematic solidarity initiatives with a departmental or regional scope, and almost 300 local committees that list potential beneficiaries and approve the granting of donations.

The Insurance Solidarity Fund

In addition to all these measures, there is the insurance solidarity fund⁽³⁾ (detailed in section 4.4.3.3.2), the purpose of which is to help loyal members facing serious events not covered by their insurance policies.

In total, for the 2024 financial year, the amount allocated to the various solidarity and sponsorship programmes described above amounted to €8.65 million.

(1) <https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-05/rapport-de-mission-2023.pdf>

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-04/20240418_-_communiqu%C3%A9_credit_mutuel_ark%C3%A9a_-_fonds_de_dotation_vdef.docx.pdf

(3) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2023-11/solidarites-18022023_cp_21022023.pdf

4.3.3.3.2 Access to banking services and support for people in financial difficulty

Adaptation of the Company with Mission roadmap to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Promoting banking inclusion for our most vulnerable customers (commitment #4)	Annual contact rate for financially vulnerable people and prevention of over-indebtedness ⁽¹⁾ > 65	71.41%	2025: > 65% 2026: > 65%

Crédit Mutuel Arkéa has introduced a number of measures to protect vulnerable customers and prevent them from being excluded from banking services. The compliance framework is validated by the Compliance and Permanent Control Committee, which reports to the Group's executive body, and is monitored on an ongoing basis.

The right to an account

The framework scheme for the right to an account gives people who have been refused an account access to basic banking services free of charge, subject to certain conditions.

An annual contact is proposed to ensure that the services offered meet their needs. In addition, Crédit Mutuel Arkéa has decided to limit incident charges to €25 per month for beneficiaries of the right to an account.

The protection scheme for financially vulnerable people

In addition, a system, based on the charter for inclusive banking and the prevention of overindebtedness⁽²⁾, provides a framework for the protection of financially vulnerable people within the Group.

This system relies on automated and manual detection mechanisms to identify customers' financial fragility and offer them solutions tailored to their situation. Customers in a situation of proven fragility benefit from a ceiling on charges for payment incidents of €25 per month, as set out in the charter for banking inclusion and the prevention of overindebtedness approved by the decree of 16 September 2020. At Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest and Fortuneo, these fees are waived for customers who subscribe to the special⁽³⁾ service for vulnerable customers.

	2024
Number of beneficiaries of the specific offer dedicated to vulnerable customers*	29,547

(*) Scope: Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest.

As part of their efforts to prevent over-indebtedness, institutions such as Crédit Mutuel Arkéa, Fortuneo, Arkéa Financements & Services and Crédit Foncier et Communal d'Alsace et de Lorraine are required to detect potential vulnerable situations.

For example, Crédit Mutuel Arkéa uses an artificial intelligence model to identify events that could lead to financial fragility. Customers identified in this way can be interviewed to discuss their difficulties and examine possible solutions. Crédit Mutuel Arkéa also provides budget support for people in difficulty through specialised partners. The annual meeting of people identified as financially vulnerable is an Company with a Mission to be achieved by 2024. It has been extended under the Company with a Mission to 2027 by including people who have been the subject of a preventive detection of over-indebtedness, with a target set at 65%.

Financially vulnerable people	2024
Contact rate with financially vulnerable people	70.75%
Meeting rate of financially vulnerable people and prevention of over-indebtedness	71.41%

The annual rate of meetings is calculated as the ratio of the number of meetings actually carried out over the year to the number of meetings identified during the year as needing to be carried out within three months of identification.

At Group level, the Banking Inclusion Coordination Committee steers and supervises initiatives to support financially vulnerable customers.

(1) Scope: Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest.

(2) The protection of financially fragile people has become a reality with the SRAB (Separation and Regulation of Banking Activities) Act of 26 July 2013. A banking inclusion and debt prevention charter has been adopted by the French Association of Credit Institutions and Investment Companies.

(3) Banks must offer people in financial difficulty a specific range of banking services. It includes ten basic banking services and a cap on bank incident charges at €20 per month. At Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest, the offer is called Budg'Equilibre.

The solidarity scheme for the financially vulnerable

In addition, as part of the solidarity programme, special schemes have been set up to help members in financial difficulty. These schemes have been directly managed by the Boards of Directors of the local banks, within the framework of an annual budget allocated to them. They aim to help people in temporary difficulty through three other levers of action:

- personal microloans;
- help for borrowers in difficulty;
- the "sensitive accounts" system (reversal of charges).

Through its partners, personal microloans of up to €8,000 can also be granted by local banks. These loans are aimed at people who are not eligible for "standard" credit. As social support, these microloans can finance the acquisition or maintenance of a vehicle, household equipment, promote autonomy, access to housing or contribute to family cohesion projects. In 2024, the total amount of personal microcredit granted was €2.41 million.

Since 1994, Crédit Mutuel Arkéa has been a partner of the Association for the right to economic initiative (Adie). This partnership notably provides for the opening of credit lines enabling Adie to grant microloans and honour loans. These schemes benefit business creators in Brittany and in the South West.

Assistance to borrowers in difficulty consists of occasional payment of the loan maturities of members (with a ceiling of €7,500 per year per member) experiencing temporary difficulties in repaying their loans following an accident. In 2024, the total amount of aid granted to borrowers was €169,250.

Furthermore, since 2020, in addition to providing financial assistance to borrowers in difficulty, the local banks now have the possibility of supporting customers experiencing temporary difficulties, whether or not they are borrowers, up to a limit of €1,000 per beneficiary. The financial donation scheme for private individuals has been used extensively.

In addition, a system was also created in 2022 to provide significant amounts of support to loyal members faced with exceptional situations not covered by the guarantees in their insurance policies or the solidarity schemes mentioned above (accidents of life, problems accessing credit, uncovered claims leading to serious human consequences). This measure, allocated by the Suravenir Assurances and Suravenir subsidiaries, is aimed at certain members of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest.

Lastly, the "sensitive accounts" scheme (reversal of charges) enables the Boards of Directors of the local banks to grant a reversal of charges for members with high monthly expenses. In 2024, more than €278,412 was not debited or was reversed for the benefit of members.

2024

Amount of credit lines made available (intermediated professional microloans)	€2.67 million

4.3.3.3.3 Developing clients' financial well-being

Adaptation of the Company with Mission roadmap to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Improve the financial well-being of all our customers (commitment #4)	Develop targeted educational initiatives to improve customer support and awareness: develop a personalised budget/savings assessment to provide recommendations for improving our customers' financial well-being		2025: develop pricing and budget management tools. Priority target: young people 2026: developing savings education. Priority target: customers with no or insufficient precautionary savings

In its 2027 Company with a Mission roadmap, Crédit Mutuel Arkéa committed to carrying out even more actions aimed at strengthening the financial education of customers of the local savings banks' networks in order to enable them to improve their budget management by providing them with useful and tailored educational resources.

To help all their customers get to grips with their finances and their budget, the branches affiliated to the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and Fortuneo offer a budget support service in addition to the specific offer for people in vulnerable situations⁽¹⁾. This service provides a simplified breakdown of income and expenditure. At Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest, it can also be used to send personalised alerts and anticipate expenditure.

4.3.3.3.4 Marketing products to potentially vulnerable elderly people

Within the Group, the policy of marketing insurance, banking and/or financial products to elderly people identified as potentially vulnerable aims to protect and support this population.

A pre-detection system uses vulnerability indicators to identify individuals and offer them specific protection or support measures. In addition, internal documentation specifies the commercial practices adapted to prevent situations of inappropriate marketing, by adjusting the digital tools and the product offering proposed to this population.

4.3.3.3.5 Access to home loans after a health event

Faced with the difficulty some people have in obtaining a home loan following a health problem, the Group wanted, from 2018, to step up its support for this population excluded from loan insurance. This commitment has resulted in the creation of an expert unit and a system designed to find tailor-made solutions for these customers, enabling them to realise their housing plans and become homeowners (primary, secondary or rental residence).

4.3.3.3.6 Accessibility of financial products and services

Crédit Mutuel Arkéa's corporate website, the websites of the local bank networks and those of the Group's main subsidiaries have been designed to make them easy to use for everyone, in compliance with the standards defined by the Web Accessibility Initiative⁽²⁾ (WAI).

The mobile apps of the local bank networks are accessible to persons with disabilities using assistance technologies. With at least one system per point of sale, withdrawals have also been made accessible to visually impaired people by audio guidance on ATMs, which requires the use of earphones or headsets. All ATMs are installed at a height that complies with accessibility standards for people with reduced mobility (PRM standards). Finally, so that deaf or hard-of-hearing people can contact an advisor by telephone and be sure of understanding the person they are speaking to, the local bank networks offer a connected real-time transcription or interpretation service⁽³⁾.

(1) <https://www.cmb.fr/reseau-bancaire-cooperatif/web/comptes-et-cartes/piloter-vos-comptes/gestion-de-budget-en-ligne-avec-bud-jet>
<https://www.cmso.com/reseau-bancaire-cooperatif/web/comptes-et-cartes/piloter-vos-comptes/gestion-de-budget-en-ligne-avec-bud-jet>
[https://www.fortuneo.fr/compte-bancaire/budget#:~:text=La%20cat%C3%Aggorisation%20des%20op%C3%Agrations%20sur,application%20mobile%20\(1\)%20Fortuneo.](https://www.fortuneo.fr/compte-bancaire/budget#:~:text=La%20cat%C3%Aggorisation%20des%20op%C3%Agrations%20sur,application%20mobile%20(1)%20Fortuneo.)

(2) The Web Accessibility Initiative is a project of the non-profit World Wide Web Consortium (W3C). It aims to improve access to the web for people with disabilities.

(3) <https://mon.cmb.fr/public/accessibilite/sourds-et-malentendants>
<https://mon.cmso.com/public/accessibilite/sourds-et-malentendants>

4.3.3.4 The development of products and services to support the major social and societal challenges of the regions

Adaptation of the Company with a Mission roadmap to 2027	2027 targets	Base year (2024)	Milestones, intermediate targets
Take into account and measure the impact of our offers (commitment #1)	Integrating impact criteria into the design of new products and services, and taking stock of existing products and services in our ranges: application to the "credit for professionals and farmers" range		2025: application to the "credit and non-life insurance for individuals" ranges 2026: application to the "bank savings for individuals" range
Deploy internal systems to strengthen ESG considerations (commitment #1)	Systematic consideration of the just transition ⁽¹⁾ and sovereignty in the Group's environmental commitments		2025: creation of a Group ESG expert sector watch to support networks and teams working closely with companies
Supporting the development of our regions (commitment #3)	Annual growth in outstandings injected into the real economy: + 4%		2025: + 4% 2026: + 4%
	Production of loans to local public bodies: €1,685 million	€1,643 million	2025: €1,650 million 2026: €1,670 million

Crédit Mutuel Arkéa's raison d'être places the challenges of the regions and their stakeholders at the heart of its mission, with the ambition of being able to offer them innovative solutions in response to their needs and aspirations. Two of the Group's commitments under its Articles of Association specifically express its objectives in terms of developing solutions, products and services to support the major challenges facing local and regional authorities:

- commitment no. 2: support each of our stakeholders in their environmental transition;
- commitment no. 3: develop regional cooperation and promote local vitality.

(1) To ensure fair and inclusive environmental measures: decent work, social and solidarity economy, inclusion, fight against precariousness, taking into account demographic changes.

The Sustainable Finance 2020-2024 roadmap.

These commitments were set out in the Group's first Sustainable Finance roadmap, validated by Crédit Mutuel Arkéa's Board of Directors in 2019, which aimed in particular to "develop new offerings to support priority transitions" by:

- giving stakeholders the means to progress and anticipate transitions through appropriate financing and services (creation of a transition sector, launch of impact loans, subsidised loans, etc.);
- clarifying and giving greater meaning to the investment and savings products offered to the Group's stakeholders (passbooks and thematic funds geared towards priority regional transitions, etc.).

This roadmap, developed jointly with the business units, has helped to identify the priority transitions that are sources of opportunities for the Group, enabling us to prioritise the relevant actions for the period 2020 to 2024. It has been translated into sectoral and thematic policies, which have been approved by Crédit Mutuel Arkéa's Board of Directors:

- the climate strategy⁽¹⁾, affirming the opportunities associated with this issue (see paragraph 4.2.2.2.1 Crédit Mutuel Arkéa's ambitions);
- healthcare support policy in the regions⁽²⁾;
- the property financing policy⁽³⁾ (see section 4.3.3.5 Supporting access to housing *via* financing, investment and social landlord activities);
- the agriculture/ wine-growing /food policy⁽⁴⁾ (see section 4.2.3.4.2 Group policies relating to biodiversity issues).

The Sustainable Finance 2025-2030 roadmap

During 2024, the new strategic plan and its translation into a new Sustainable Finance roadmap were defined for the period 2025 to 2030, based on the priority material issues for the Group's territories and customers (see 4.1.2.1 Strategy, business model and value chain (SBM-1)):

- in the environmental field: mitigation and adaptation to global warming, biodiversity and water are priorities;
- while taking into account:
 - territorial sovereignty (food, defence, transport, energy, relocation, etc.);
 - the just transition to ensure fair and inclusive measures. In particular, the just transition must contribute to achieving the following Sustainable Development Goals: MDG 1 (no poverty), MDG 8 (decent work and economic growth) and MDG 10 (reduced inequality).

In order to roll out the Sustainable Finance roadmap and coordinate the integration of these issues as effectively as possible, the Group has set up a dedicated Sustainable Finance business line in 2021 (see section 4.1.2.1 Strategy, business model and value chain (SBM-1)). The Group is also organising itself into sector-based business lines to respond more effectively to the social, societal and environmental

challenges of its territories and sectors, and to develop the associated opportunities:

- the real estate sector (see paragraph 4.3.3.5 Supporting access to housing *through* financing, investment and social landlord activities), in order to develop synergies within the Group in terms of offerings that meet the challenges of access to housing;
- the maritime industry⁽⁵⁾, created in 2022 to support players in the sector on a day-to-day basis and in their transition. This sector enables the Group to position itself as an aggregator of solutions and a facilitator of ecosystems. The Group decided to address all the sectors that make up the richness and diversity of the maritime economy while placing innovation and the ambition to be the preferred partner of sea-techs at the heart of its commitment.
- the Wines & Spirits sector⁽⁶⁾, launched at the beginning of 2022 in Aquitaine, which aims to support the development of sustainable agricultural and winegrowing systems, combining economic performance with positive environmental and social impacts. Supported by Crédit Mutuel du Sud-Ouest and Arkéa Banque Entreprises et Institutionnels, it provides a collective dynamic for the sector.

These cross-functional departments are complemented by organisations specific to certain entities, involving both employees and directors. For example:

- as part of the Group's maritime network, Crédit Mutuel de Bretagne has set up a maritime network with experts in each Breton department and twenty-five advisers in the territorial units (groups of local banks) with a coastline. Crédit Mutuel de Bretagne's maritime sector also relies on a Maritime Commission composed of directors from the maritime world, who are a source of proposals and help to validate the Group's intentions in this sector;
- organisations dedicated to the agricultural sector within Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest: elected directors from the agricultural world are involved on a daily basis, and several governance bodies ensure that strategies are developed jointly: Caisse de Bretagne du Crédit Mutuel Agricole within Crédit Mutuel de Bretagne, the Agriculture and Viticulture commissions within Crédit Mutuel du Sud-Ouest, and the Arkéa Agri commission, which coordinates across the board with all the entities concerned within the Crédit Mutuel Arkéa Group. Discussions between elected representatives and employees are a regular feature of cooperative life, and form part of an iterative process that enables us to take full account of the challenges and expectations of the farming community and propose appropriate solutions.

Although linked to social and societal issues and needing to be considered in a coherent way, in a just transition logic, the actions deployed and planned to seize opportunities linked to environmental issues are described in the chapters dedicated to environmental ESRS.

(1) https://www.cm-arkea.com/arkea/banque/assurances/c_5691/fr/strategie-climat-2020-2024

(2) https://www.cm-arkea.com/arkea/banque/assurances/pa_25039/fr/politique-sante-2022

(3) https://www.cm-arkea.com/arkea/banque/assurances/c_21687/fr/politique-financement-de-l-immobilier

(4) https://www.cm-arkea.com/arkea/banque/assurances/c_21710/fr/politique-agriculture-viticulture-agroalimentaire

(5) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-02/arkea_depliant_12_pages_filiere_maritime-210x297_4-min.pdf

(6) https://www.cm-arkea.com/arkea/banque/assurances/pa_28981/fr/filiere-vins-et-spiritueux

Deployment of a framework for assessing the impact of offers

In order to be able to offer customers of the local bank networks a wider range of impact products and services, Cr dit Mutuel Ark a is committed to building and deploying a common impact assessment framework.

This benchmark will enable us to take stock of the catalogue of offers and systematise the inclusion and assessment of extra-financial impact criteria (environmental and social) in new offers. It will also promote the impact of our offerings to customers, members and stakeholders through distinctive signs, giving them clear and verifiable points of reference.

Responsible agriculture and food sovereignty

In the areas where the Group is based, the agricultural sectors are key to their socio-economic balance. In its agriculture, winegrowing and agri-food policy⁽¹⁾, the Group is renewing its commitment to:

- meet the need for food sovereignty around high-quality production in sufficient quantities and in line with the requirements of consumers who expect safe, healthy and sustainable food.
- securing income and supporting the creation of value on farms, to enable them to live and innovate;
- support the setting up of new farms and contribute to generational renewal, since half of all farm managers will be retiring by 2030, and tomorrow's agriculture will not be possible without farmers;
- stimulate research and development into innovative, sustainable solutions.

Through its policy of supporting the agri/viti/agro sector, the Cr dit Mutuel Ark a Group is affirming its responsible positioning, which aims to contribute to Sustainable Development Goals 2, 15, 12 and 13.

The Cr dit Mutuel de Bretagne and Cr dit Mutuel du Sud-Ouest branches support their farmer members in all the changes they face, whether environmental or social. Taking them into account must make it possible to meet society's expectations and also improve competitiveness in a context of the search for food sovereignty and heightened global competition.

The local banks Cr dit Mutuel de Bretagne and Cr dit Mutuel du Sud-Ouest are actively involved in helping young farmers set up, many of whom today do not come from a farming background or are setting up outside the family framework. For example, they take part in local initiatives or join forces with industry players, and are also respective partners of Initiative Bretagne and Initiative Nouvelle-Aquitaine, which support the setting up of young farmers (agricultural loans of honour).

In 2024, Alter Agrinov o, a new offering dedicated to agricultural transitions, was launched to support projects in the areas of animal welfare, working conditions for farmers and employees, quality chains, short distribution channels and decarbonisation.

In order to be able to provide farmers with even greater support as they make the transition, and to offer them tailored solutions, the Group is continuing its work to gain a better understanding of the ESG maturity of customers in the sector.

Access to healthcare, homecare and social ties in the regions

The Group's healthcare policy is fully in line with Sustainable Development Goal no. 3: "Empowering people to live a healthy life and promoting well-being at all ages".

Built on the basis of sector studies and listening to the Group's internal stakeholders involved in supporting these issues, the policy of supporting health in the regions covers:

- supporting players in the healthcare and medico-social sectors, *through* financing, investments and equity investments made by the Group's entities;
- providing financial and extra-financial solutions and services to individual customers to help them deal with health-related issues (insurance, personal protection, etc.).

To meet the challenge of living well in the regions, various Group entities offer solutions to support:

- access to healthcare for all:
 - The Cr dit Mutuel de Bretagne and Cr dit Mutuel du Sud-Ouest local banks offer their customers a range of insurance products designed by Suravenir Assurances to cover various health and long-term care risks: health insurance, long-term care insurance, life accident cover and insurance to help carers. Suravenir Assurances strives to offer products that are accessible to all;
 - in the field of public health, Cr dit Mutuel Ark a finances the University Hospitals (CHU) and the main hospitals in Brittany and the South-West.
- the ageing of the population, identified as a major issue in the regions. Cr dit Mutuel Ark a has developed connected services for elderly, frail and dependent people. The aim of all these services is to offer people safety, comfort and well-being, wherever they live. Ark a Assistance is the historic company that deploys these services in the home with the aim of providing safety and comfort for the elderly and/or dependent person in their own home and reassuring their relatives: fall detection, remote assistance, family social network, connected watch, etc. The Ark a Cr ative Care brand is deployed in establishments and markets services with the same objective of ensuring comfort and safety for residents (24-hour assistance, remote access to the residence's services, detection of abnormal situations, home automation, etc.). In nursing homes, these services also aim to facilitate the work of care staff, with the deployment of a new nurse call system and virtual night rounds.

(1) The agriculture, winegrowing and agri-food policy is the result of active collaboration between directors and representatives of the Group entities and subsidiaries concerned, in line with the cooperative model.

4.3.3.5 Support for access to housing *via* financing, investment and social housing activities

Faced with the demographic and social challenges of access to housing, the Crédit Mutuel Arkéa Group has made this one of the three pillars of its real estate strategy:

- supporting home ownership and the evolution of housing by adapting to the different stages of occupants' lives;
- accelerate energy and environmental transitions to help consume fewer resources;
- contributing to the vitality of local areas by supporting companies and institutions in their real estate projects.

Through this strategy, the Group is asserting its positioning with:

- individual customers: through its financing and advisory activities, in which housing plays an important part, the Crédit Mutuel Arkéa Group is committed to helping its customers with their real estate projects. This support is provided at every stage of their residential development and the building of their assets;
- real estate players: to support these professionals with tailored products and services.

To implement this strategy, the Group has set up a real estate business line⁽¹⁾, which brings together all the businesses involved in this strategy: financing, investments, insurance, social landlords, services and proptech.

In 2023, the Group refined this strategy by adopting a real estate financing policy. This policy sets out the objectives and measures implemented to enhance the positive impact of our financing activities on access to housing. It aims to contribute to United Nations Sustainable Development Goal 11, which promotes access to housing. Specifically for residential real estate, this policy covers individual customers:

- financing the acquisition of an existing residential real estate or a property to be built;
- financing for improvements, renovations or extensions;
- for professional, business and institutional customers in the real estate sector: corporate financing.

Our real estate financing policy focuses in particular on supporting home ownership and the evolution of housing by adapting to the different stages of occupants' lives.

As a social landlord, Armorique Habitat will become a company with a mission in 2021. Its Raison d'être (Purpose) expresses the ambition to enhance and strengthen the positive impact of its action in the service of social housing and balanced regional development: "Quality of life through housing, for everyone and in complete confidence", for:

- develop a high level of service for our customers;
- commit to local development through an adapted and responsible offer;
- working day in, day out to improve the quality of life at work in the service of socially responsible housing;
- limit the environmental impact of our activities.

In order to implement these policies, the organisation of a cross-functional real estate business line makes it possible to structure, increase the density of and improve the clarity of the solutions offered by the Group in order to develop strategic, commercial, operational synergies between the various business lines and in-house expertise for the benefit of all customers: individuals, professionals, companies and institutional investors.

A Real Estate Steering Committee regularly monitors the actions and initiatives deployed within the Group in connection with the real estate strategy, including the focus on housing. Dedicated managers are also deployed in certain entities, as is the case with the Retail Customers division, which has a dedicated real estate manager.

In 2024, against a particularly complex backdrop for the real estate sector and access to housing, the Group has continued to roll out new initiatives, in addition to those already implemented over many years:

- the development of offers or schemes to facilitate access to housing for certain groups who may be excluded, or to make it easier for them to stay in their homes:
 - first-time buyers are currently among the customers most penalised by the real estate market and banking regulations. With this in mind, in 2024 the Group launched Duoprime⁽²⁾, a dedicated co-investment real estate solution to support first-time buyers in their projects and enable them to comply with the regulatory effort ratio without this systematically resulting in a major deterioration in the amount of living expenses. This new offer complements those already available for "assisted" home ownership, such as the zero-rate loan and the zero-rate eco-loan;
 - people who have difficulty obtaining a mortgage after a health event (see paragraph 4.3.3.5 Access to a mortgage after a health event);
 - mortgage consolidation: offered by Crédit Foncier et Communal d'Alsace et de Lorraine, this gives a new lease of life to home-owning households by reducing the monthly cost of their loan over a longer period. This scheme helps households in financial difficulty due to a combination of loans to stay in their homes.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-02/brochure_filiere_immobiliere_version_web.pdf

(2) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-06/communiqu%C3%A9_credit_mutuel_ark%C3%A9a_-_duoprime_27062024.docx_1.pdf

- participation in innovative housing support initiatives:
 - Pressure on the real estate market means that some working people have to give up their career plans for lack of affordable housing. This difficulty acts as a brake on the development of local businesses and can limit the region's economic growth. In 2024, a number of like-minded companies decided to build a residence in Concarneau dedicated to their employees and those of neighbouring employers. Crédit Mutuel Arkéa contributed to this transaction through its subsidiary Arkéa Banque Entreprises et Institutionnels⁽¹⁾ ;
 - since the beginning of 2018, some cities, in consultation with social housing players, have facilitated home ownership in very tense areas through real and solidarity-based leasing (BRS). This home ownership scheme enables households (subject to means testing) to own their own home. As the land remains the property of a non-profit housing organisation (OFS), the purchase price of the home is lower than the market price. Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest are offering a dedicated service for projects carried out under the Bail Réel Solidaire scheme.
- continued funding for social housing and intermediate housing⁽²⁾ ;
- the deployment of actions and offers to promote the energy transition in property (link with ESRS E1): these contribute to improving the quality of housing and maintaining it in the stock. This includes the roll-out of the impulse sustainable property loan⁽³⁾ from Arkéa Banque Entreprises et Institutionnels (financing the construction of property developments and energy renovation work). The deployment of initiatives to promote energy-efficient home renovation should also help to support housing for as many people as possible: the Nidomio platform⁽⁴⁾, financing for energy-efficient renovation work (Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest, Arkéa Financements et Services, etc.). In the first quarter of 2024, Armorique Habitat launched an ambitious energy renovation programme for 144 homes in fourteen communes in Finistère.

These various initiatives are monitored on a regular basis as part of the work of the property industry. Indicators are analysed annually by the entities to assess the effectiveness and scale of the Group's actions to promote housing.

(1) https://www.cm-arkea.com/arkea/banque/assurances/pa_28350/fr/le-credit-mutuel-arkea-annonce-le-financement-de-la-residence-d-actifs-ti-ar-porz-a-concarneau-dans-le-finistere

(2) This type of housing enables the middle classes to find accommodation at a lower price than the private rental market.

(3) <https://site.arkea-banque-ei.com/dispositif-esg/gamme-transition/impulse-immobilier-durable/>

(4) <https://www.nidomio.fr>

4.3.3.6 Protection of privacy

4.3.3.6.1 The privacy protection framework

In accordance with the General Data Protection Regulation (GDPR), the Group's data protection policy governs data processing, data breaches and customer complaints within the Group. Rolled out across all the Group's entities, it is supplemented by additional thematic modules, including one on cookies. A permanent control system is in place in all entities to ensure compliance with the key points of this policy.

In addition, the Group's data charter underlines Crédit Mutuel Arkéa's commitment to transparent and responsible use of data. For example, the Group's data charter is adapted by the local bank networks⁽¹⁾ and made available to customers.

Crédit Mutuel Arkéa has a shared Data Protection Officer and each Group entity has a Data Protection Officer who implements the data protection policy and disseminates best practice. The Data Protection Officer reports quarterly to the Group's Compliance and Permanent Control Committee and annually to Crédit Mutuel Arkéa's Executive Committee. The information includes key indicators such as the number of data breaches, exercises of access rights and complaints. A summary of the main events is presented to the Board of Directors twice a year, along with any serious shortcomings.

In addition, a charter for employees, accessible on the Group's intranet and provided to each new employee, aims to provide information on the legal provisions and internal rules concerning the secure use of data on the Internet and internal tools, including the workstation.

To strengthen its data management system, Crédit Mutuel Arkéa has appointed a Chief Data Officer in 2022.

Data protection, one of the major aspects of IT risk management, is also covered by the Group IT System Security Policy (ISSP) and related thematic policies, which are defined and regularly reviewed by the IT Risk Management Committee.

4.3.3.6.2 Data protection risk and impact assessment

In accordance with the "privacy by design" principle, a risk analysis relating to personal data is carried out before any project is launched, to ensure that the principles of the RGPD are taken into account right from the design stage. In addition, an in-depth impact analysis is carried out by the Data Protection Officers prior to any project to process personal data of particular sensitivity. The study aims to ensure that personal data protection measures respect customers' rights and are appropriate. These analyses must be validated by the Data Protection Officer, who may recommend that certain projects be abandoned.

Based on ISO 27001 and 27002 standards, the ISSP determines the general IT risk management guidelines within the Group. Among the thematic policies associated with the PSSI, the one on data protection includes a classification of data and associated protection measures.

IT risk is supervised by the Group's senior executives, in particular by the IT Risk Governance Committee. This committee receives reports, including a quarterly dashboard showing the state of IT risks through monitoring indicators, particularly those relating to data confidentiality and security. The results of work on IT risk management are also presented to this committee.

IT risk management is covered, particularly for security risks, by systems for identification, detection, response, protection and recovery, such as periodic intrusion tests, establishment of a security operating centre.

These measures and control systems are regularly strengthened on the basis of an annual monitoring plan approved by the IT Risk Governance Committee. An internal incident response unit with the label Computer Emergency Response Team (CERT) helps to further strengthen the existing systems. CERT Crédit Mutuel Arkéa joined the French interCERT association in 2021.

Crédit Mutuel Arkéa involves its subcontractors in data security and protection. The Group's framework contract includes data security requirements, with specific clauses for each service and service provider, as well as an RGPD appendix and a security action plan if necessary. These clauses make subcontractors accountable and guarantee compliance with the RGPD and the PSSI. In addition, the Supplier Code of Conduct covers the respect and protection of personal data and privacy.

In addition, the organisational and technical practices put in place ensure a "security by design" approach, by requiring a risk assessment to be carried out on all the Group's IT projects, covering all aspects of operational risk (business continuity, outsourcing, protection of personal data, IT risk, etc.), with the possibility of formalising remedial measures. Other systems make it possible to verify the technical implementation of security rules (secure development cycle, implementation of access controls, encryption measures, identification of vulnerabilities, audit trails, etc.) across the entire Group information system.

(1) https://www.cmb.fr/reseau-bancaire-cooperatif/upload/docs/application/pdf/2023-07/charte-donnees_cmb.pdf
https://www.cmso.com/reseau-bancaire-cooperatif/upload/docs/application/pdf/2023-07/charte-donnees_cmso.pdf

4.3.3.6.3 The dialogue and incident management process

The confidentiality policies set out in the contracts and on the websites of the Group's entities detail the processing carried out, its purposes, the recipients of the personal data and how long it is kept. In addition, the communication channels (e-mail or postal address) for contacting the departments responsible for handling requests or complaints concerning personal data are specified. The address of the Data Protection Officer is also given in full transparency. In addition, Crédit Mutuel Arkéa requires a privileged contact address for the personal data protection officer of its business relations (intermediation, outsourcing, etc.) in order to deal with requests relating to personal data.

Many entities provide forms on their websites to facilitate requests relating to RGPD rights (access, opposition, modification, deletion, etc.). In addition, in the local bank networks, information on the management of customer data is centralised in a dedicated section of the customer area⁽¹⁾.

To address customer concerns about the protection of personal data, the Data Protection Officer and his team monitor indicators relating to customer complaints and requests concerning the collection of personal data. A quarterly summary, providing information on the volume of requests, the reasons for them and the response times, is sent to the Compliance and Permanent Control Committee. In

addition, for the local bank networks, the strategic customer satisfaction barometer (every three years) and the cold satisfaction measurement (following a recent exchange with the customer) include an indicator of the level of confidence customers have in the bank's use of their data.

The framework procedures for managing breaches and complaints are rolled out across all entities to ensure uniform practices and maximum responsiveness. All breaches and complaints are recorded in a register within each entity and in a centralised register, enabling the Data Protection Officer to have an overview and decide on actions, including staff awareness initiatives.

In the event of an incident or complaint, the procedure requires an action plan to be formalised and submitted to the Data Protection Officer for approval. Each incident or data breach is the subject of a detailed action plan, which is followed up. In the event of a serious incident during processing, the personal data protection authorities (the CNIL in France) are notified immediately by the Data Protection Officer, and a crisis unit may be set up in accordance with the Group's incident management procedure. Those affected by the data breach are informed of the nature of the breach, its consequences and the remedial measures taken.

4.3.3.6.4 Raising awareness and training

2024	
Percentage of targeted⁽²⁾ staff aware of information systems security	87.62%

Training on SSI and RGPD risks is compulsory for all employees. Generally speaking, changes in information systems (digitisation, outsourcing, cloud), uses (nomadism, information sharing) and threats mean that all users need to be made aware of ISS risks, particularly cyber risks, and key information systems security personnel need appropriate training.

The awareness-raising and training system ensures a long-term safety culture, an essential link in the implementation of the Group's ISSP. This system is based on the following elements:

- a user charter distributed to all users of the Crédit Mutuel Arkéa Group information system. It sets out the main rules to be complied with and the control and monitoring resources implemented by the Group;
- awareness-raising and training whose priority topics are defined on the basis of the weaknesses and threats observed, the main risk management systems and feedback from other financial institutions.

The ISS training plan establishes the type and frequency of sessions for each target Group. It includes:

- an e-learning training module, mandatory for all employees, on an annual basis and including at least:
 - information on ISS risk;
 - a reminder of the rules defined in the ISSP and in the user charter;
- additional training modules adapted to certain business lines, activities or categories of target groups defined upstream: security of IT developments and projects, payment security (PCI-DSS standard⁽³⁾), nomadic groups and teleworkers, etc. ;
- The Payment Card Industry Data Security Standard (PCI-DSS) defines the minimum data security requirements in the payments ecosystem.

The percentage of targeted staff who were trained in awareness of information system security was 87.62% in 2024.

(1) https://www.cmb.fr/reseau-bancaire-cooperatif/upload/docs/application/pdf/2023-07/charte-donnees_cmb.pdf
https://www.cmso.com/reseau-bancaire-cooperatif/upload/docs/application/pdf/2023-07/charte-donnees_cmso.pdf

(2) Employees of the Arkade Economic and Social Unit, Arkéa SCD and the subsidiaries receiving the risk dashboard and/or having appointed their own Chief Information Security Officer (CISO): Arkéa Direct Bank, Suravenir, Procapital, Crédit Foncier et Communal d'Alsace et de Lorraine, Arkéa Banking Services, Monext, Suravenir Assurances and Arkéa Financements & Services.

(3) The Payment Card Industry Data Security Standard (PCI-DSS) defines the minimum data security requirements in the payments ecosystem.

4.3.3.7 Access to information and responsible marketing practices

4.3.3.7.1 The framework in force within Crédit Mutuel Arkéa

Crédit Mutuel Arkéa looks after the experience it offers its customers. Through its Code of Ethics⁽¹⁾, it has defined three main principles relating to the latter:

- a relational approach based on five principles: simplicity, responsiveness, clarity, proximity and sincere attention;
- collaboration with its customers;
- continuous improvement in customer relations.

Arkéa Banque Entreprises et Institutionnels has set out its quality policy and customer support procedures in a document entitled "Quality approach and responsible commercial relations"⁽²⁾. In addition, in 2024, the local bank networks signed up to the FAIRe programme of the Union des marques⁽³⁾, which includes fifteen commitments aimed in particular at promoting responsible communication. With a view to continuous improvement, they evaluate their practices annually and submit a report to the Trademark Union.

A number of compliance frameworks are in place to ensure quality information and responsible commercial practices

4.3.3.7.2 Prior approval and product governance systems

Crédit Mutuel Arkéa requires a prior compliance check for new products and services. This verification includes an analysis of the impacts and risks associated with marketing, taking into account aspects such as compliance with regulations and the suitability of the product for the target population. A tool is used to formalise and reference all the projects submitted before the launch.

In addition, the Crédit Mutuel Arkéa Group's product governance and monitoring system aims to provide a framework for the obligations of producers and distributors in the marketing of financial instruments, banking and insurance products. This system defines:

throughout the product life cycle, from design to complaints management. They include

- prior approval of new products and projects;
- product governance and monitoring;
- the marketing of contracts entrusted to intermediaries;
- with regard to financial instruments: obligations to inform clients about investment services, knowledge of clients with regard to investment services and assessment of employees' knowledge and skills;
- handling complaints.

These framework measures are implemented by all reporting entities and are subject to internal control so that corrective action can be taken if necessary.

In addition, customers and end-users can access detailed information on products and services on the web and through in-branch documentation. In addition, employees in contact with customers are trained and guided by procedures to promote ethical marketing.

- the responsibilities of producers and distributors with regard to target customers and the treatment of marketed products;
- the process of developing and validating products and testing them before they go to market;
- the procedures for exchanging information between producers and distributors, and the need for expertise on the part of the staff involved;
- regular monitoring and management of conflicts of interest, ensuring that products and services meet customer standards and expectations.

(1) <https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2024-01/charte-ethique-credit-mutuel-arkea-janvier-2023.pdf#:~:text=Nous%20sommes%20attentifs%20%C3%A0%20leurs,un%20Code%20de%20conduite%20fournisseurs.&text=Nous%20accordons%20une%20attention%20particul%C3%A8re,dans%20une%20d%C3%A9marche%20RSE%20aboutie.>

(2) <https://site.arkea-banque-ei.com/wp-content/uploads/2015/12/demarchequalite.pdf>

(3) <https://uniondesmarques.fr/nos-services/communication-marketing-responsables/programme-faire>

4.3.3.7.3 Transparency and dialogue with customers

Within the local bank networks, educational efforts are being made through:

- regulatory documentation as close as possible to the language used by customers (general banking conditions, special conditions, pricing conditions);
- simplified product information sheets;
- customer information meetings;
- relaying national events such as the financial education week or the socially responsible finance week and promoting these themes on its social networks or in the local bank.

The Group encourages communication and dialogue with customers via websites and social networks, and involves them in various projects *through* questionnaires, tests or participative projects. For example, Suravenir Assurances conducts targeted listening sessions to gather customer feedback and adapts its proposals according to the results. In addition, within the local bank networks:

- since 2016, more than 3,500 panellists from the "Construire Demain" community have given their opinions to help build the bank of tomorrow;

- since 2021, the annual CoExperience event has brought together members, directors and employees to generate and implement ideas for improvement. In 2024, CoExperience's ambition was to co-construct a personalised assessment of the customer-members of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest, as part of the financial well-being project (commitment no. 4 of the Company with a Mission to 2027 roadmap). In November 2024, more than 40 participants worked on this project;
- regular surveys and round tables are used to identify customer expectations and incorporate their feedback into projects to improve the customer experience;
- digital tools are regularly updated to improve services and the fluidity of interactions, based on user feedback to transform irritants into effective solutions.

These questionnaires, tests and participative projects enable the solutions to evolve.

At the level of the local bank networks, a system for dealing with customer dissatisfaction, as close as possible to its expression, is put in place during the hot (daily measurement) and cold (structural measurement of overall satisfaction) surveys. The manager of the structure to which the dissatisfied customer is attached and his or her advisor have access to the details of the responses and can look for solutions.

4.3.3.7.4 Handling complaints.

The framework system for handling complaints sets out the procedures for managing complaints within the Group. It also stipulates that where several players are involved in the business relationship, their roles and responsibilities with regard to complaints management must be clearly established from the outset of the relationship. This includes transparency about the channels through which complaints are transmitted and the existence of a mediation system. It is recommended that customers be informed of the procedures, in particular on the websites of the entities.

Customers may submit a complaint in writing (letter, e-mail, electronic form, etc.) and/or verbally (telephone, customer meeting, etc.). Each reporting entity must ensure that complaints are dealt with swiftly and appropriately, identify malfunctions and take corrective action. It must analyse the quality of its complaints handling system and monitor it quantitatively using indicators. The Group also encourages the sharing of best practice through a dedicated committee structure. By way of example, the Community of Practice brings together every year the heads of customer relations and compliance of the Group's entities. It encourages

improvement by sharing good practice, initiatives and tools, and capitalising on experience.

If the claimant is not satisfied with the entity's response, he or she may ask for the claim to be reconsidered or appeal to an independent mediator. The latter proposes a conciliation solution and seeks to reach an agreement between the parties. In conjunction with the Ombudsman, each reporting entity provides a mediation system, which is assessed every three years by the Financial Sector Consultative Committee.

Crédit Mutuel Arkéa's ombudsman⁽¹⁾ is responsible for dealing with disputes relating to banking products and services for individuals not acting for professional purposes. The claimant or his representative may refer the matter to the Committee within two months of the first written complaint to the bank. In 2024, 491 cases were declared admissible by Crédit Mutuel Arkéa's ombudsman.

Some of the Group's entities use the services of professional mediators for their customers. For example, disputes relating to financial products and insurance are handled by the Autorité des marchés financiers Ombudsman and the Insurance Ombudsman respectively.

(1) <https://lemediateur.creditmutuelarkea.fr>

Crédit Mutuel Arkéa's ombudsman is shared by Crédit Mutuel de Bretagne, Crédit Mutuel du Sud-Ouest, Fortuneo, Crédit Foncier et Commercial d'Alsace et de Lorraine and Federal Finance.

4.3.3.8 Main interactions with consumers and end-users at Crédit Mutuel Arkéa

Topic	Category of customers concerned or their legitimate representatives or trusted intermediaries	Main Group entities concerned	Dialogue methods (times, type of dialogue, frequency)	Methods of taking into account and evaluating the effectiveness of the dialogue	Operational manager (function and role)
Financial inclusion	Financially vulnerable people	Crédit Mutuel de Bretagne Crédit Mutuel du Sud-Ouest	Detection of fragility, face-to-face interviews with the advisor, telephone or video contacts	Assessment by monitoring the number of customers met, analysing the situation so that solutions can be implemented (dedicated offer - Budg'Equilibre, solidarity schemes, support from a specialist partner, etc.)	Responsible for the structure to which the client belongs
	Individual customers looking to finance the purchase and/or renovation of a home	Crédit Mutuel de Bretagne Crédit Mutuel du Sud-Ouest	Access to housing (first-time buyers ⁽¹⁾): one-off qualitative study to advise on the Duoprismo offering in 2024 Home renovation (all customers): one-off qualitative studies of energy renovation by advisers and customers in 2024	Incorporating the results of studies into the design and/or adaptation of offers	Marketing, data and customer experience department and sales departments of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest
Housing	Developers, social landlords and local authorities financed by the Group	Arkéa Banque Entreprises et Institutionnels	Organisation of the annual property and housing "speed dating" event (11th edition in 2024) Participation in the HLM conference Participation in the SIBCA (low-carbon property exhibition)	Number of visitors to the real estate "Speed Dating" event Number of appointments for other conferences and trade fairs	Head of Real Estate Market and Head of Institutional Market
	Social landlord customers	Armorik Habitat	Cantonal meetings (8 meetings organised with almost 2,500 tenants invited)	Annual measurement of the tenant satisfaction rate carried out by an external service provider (the tenant satisfaction rate is an objective of the Company with a Mission roadmap). In particular, this survey measures communication with the landlord	Territories Director
	Customers, former customers, prospective customers, solicited persons, third parties acting on behalf of a customer or former customer	All Group entities	Complaints can be made at different times in the relationship (before, during or after the service is provided) and by different means (written, oral).	Quantitative monitoring using indicators (volume of complaints, reasons and response times) and a committee procedure to improve services and adjust practices Annual report on mediation presented to the Board of Directors of Crédit Mutuel Arkéa	Customer relations and compliance officers within each entity Mediator for cases within his area of responsibility
Access to information				Evaluation using hot and cold surveys to measure customer satisfaction	
	Clients	Local bank networks	Several methods of dialogue and listening, at different stages in the life of the projects (round tables, co-construction workshops, surveys, participative tests, etc.) Recurring frequency for satisfaction measurement (daily, quarterly, cold) and non-recurring frequency for other listening methods	Taking account of user feedback to update digital tools and improve services. Satisfaction reports to deal with dissatisfaction by getting back in touch with customers to identify solutions	Marketing, Data and Customer Experience Department Responsible for the structure to which the client belongs
Protection of personal data				Monitoring the volume of complaints, the reasons for them and the response times set out in the quarterly summary presented to the Compliance and Permanent Control Committee	
	Clients	All Group entities	Interactions at the request of customers at various stages: before, during or after the collection of personal data	For the local banks, monitoring of an indicator on the level of customer confidence in the use of their data by the bank in the strategic barometer of customer satisfaction and measurement of cold satisfaction	Personal Data Protection Officer
			Dialogue when handling complaints and requests for access, modification or deletion of data	Procedures for monitoring violations and complaints centralised and analysed to ensure continuous improvement	Marketing, Data and Customer Experience Department

(1) First-time buyers are among the customers most penalised by the property market and the banking regulations in place.

4.4 Governance information (G1)

4.4.1 Impacts, risks and opportunities of doing business

Nomenclature	Name of impact, risk or opportunity, nature and time horizon	Policies	Main actions: initiated or continued in 2024 or planned	Targets and Indicators
Customer culture				
ESRS G1_IP1	Involvement of members in the governance of the company (Positive impact; ST, MT, LT)	- Company with a Mission at 2027 - Implementation of commitment no. 1: "Involving our members and promoting our model of co-operative and regional governance" - Directors' Charter for Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest - Governance Charter for the second tier - Crédit Mutuel de Bretagne Directors' guidelines - Crédit Mutuel du Sud-Ouest Directors' handbook	- New procedures for organising meetings of the Board of Directors of local banks - Development of a collaborative methodology for recruiting directors - Development of a culture of cooperation for directors and employees - Opening of a remote voting solution for general meetings - Provision of kits for running members' meetings	Targets to 2027: - Membership rate - Voting rate at general meetings of local banks - Measurement of the director experience
Protecting whistleblowers				
ESRS G1_IN1	Impact of an insufficient or failed organisation of the company on the effective level of protection of internal or external whistleblowers (Negative impact; ST, MT, LT)			
ESRS G1_R1	Risks related to insufficient or deficient organisation in terms of whistleblower protection (Risk; ST, MT, LT)	- Whistleblowing system - Integration of the whistleblowing system in the Operating Rules of the Crédit Mutuel Arkéa Board of Directors and in the second-degree governance charter	- Training in the whistleblowing system - Updating the whistleblowing system - ESG risk rating of corporate clients incorporating the theme of business ethics	Undefined targets and indicators
ESRS G1_IN2	Negative impact related to financing or shareholdings in entities whose organisation and effective level of protection of internal or external whistleblowers are potentially insufficient or failing (Negative impact; ST, MT, LT)			
Corruption and bribery				
ESRS G1_IN3	Negative impact linked to insufficient or faulty practices with regard to corruption and bribe payments (Negative impact; ST, MT, LT)			
ESRS G1_R2	Risks related to insufficient or deficient organisation in terms of corruption prevention (Risk; ST, MT, LT)	- Ethics charter - Anti-corruption declaration by senior executives - System to combat corruption and influence peddling - Professional whistleblowing system	- Promoting the Ethics Charter - Anti-corruption training and awareness - Updating the framework anti-corruption mechanism	Indicators: - Percentage of risk functions covered by anti-corruption and bribery training programmes - Number of convictions and amount of fines for breaches of anti-corruption and bribery legislation - Training in the fight against corruption and bribery
ESRS G1_IN4	Negative impact due to financing or shareholdings in entities particularly exposed to corruption risk (Negative impact; ST, MT, LT)			

4.4.2 The Group's cooperative and mutualist model

Adaptation of the Company with a Mission roadmap to 2027	2027 target	Base year (2024)	Milestones, intermediate targets
Involve our members and promote our cooperative and regional governance model (commitment #1)	Membership rate: 80%	78.73%	2025: 79.3% 2026: 79.6%
	Voting rate at General Meetings of local banks: 7.5%	4.09%	2025: 5% 2026: 6.5%
	Measuring the administrator experience:		2025: co-construction of the barometers of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest directors' experience
	monitoring of the progress of action plans by the Vie Coopérative commissions of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest and changes to the indicators to be monitored where necessary		2026: management of results at local bank level and definition of action plans in conjunction with the Vie Coopérative commissions of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest

As mentioned in GOV-1, the Group's governance is based on a cooperative and mutualist model, which is characterised by strong local roots, local decision-making and a balance between the interests of member-policyholders and the company's management imperatives. This specific model embodies strong values which contribute directly to reinforcing Crédit Mutuel Arkéa's corporate culture, business ethics and promoting a common model.



The member is at the heart of corporate governance

The organisation of Crédit Mutuel Arkéa, a cooperative and mutualist company, enables all members to participate, directly or indirectly, in collective decision-making. By holding at least one share, he or she is both a shareholder and a customer. Cooperative governance allows representation of the stakeholders of the company at the level of the Boards of Directors.

At the level of the local banks, the directors, who are volunteers, are elected by and from among the members. This system ensures that the Board of Directors of each of the local banks, regional federations and Crédit Mutuel Arkéa is truly representative of the members, independent of the company's management.

Elected for three years (Brittany) or four years (South-West), the administrators listen to the members and relay their expectations and suggestions to their Board of Directors. In particular, they are directly involved in the Crédit Mutuel Arkéa federations' solidarity schemes. They represent their federation at local or departmental events and help to strengthen relations with the various players in the local economy and the voluntary sector.

The directors' involvement in local life nourishes and strengthens Crédit Mutuel Arkéa's local roots. As consumer witnesses, they also ensure a balance between the interests of the members they represent and the company's management imperatives. The elected directors' control of the decisions taken by the operating structures ensures that the company's actions are sustainable over the long term. This control emphasises responsible management to ensure the sustainability of economic, social and environmental investments.

Directors are supported throughout their term of office with regular training. In addition, the Directors' Charter and the Reference Guide for local bank directors set out in detail the level of commitment expected of directors.

The involvement of the directors in local life and their role as ambassadors, acting as a link between the local bank and its member customers, enables them to have a positive impact. Crédit Mutuel Arkéa has therefore approved the implementation of a policy to modernise its membership, which aims to achieve four objectives:

- rethinking local bank Board meetings;
- recruit and retain new directors;
- increase the number of members;
- modernising General Meetings and increasing the voting rate at local bank General Meetings.

Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest's General Secretariats are monitoring this policy of modernising the membership as part of the objectives set out in the Company with a Mission 2022/2024 and 2027 roadmaps.

Objective 1: rethink Board meetings and actions implemented

As part of their policy to modernise membership, the federations, in collaboration with their elected representatives, have redesigned their Board meetings to make them more dynamic and attractive. It is now possible to organise Board meetings in a mixed format, with some directors present remotely and others in person. In addition, the fact that meetings are held away from the caisse premises (in companies, local associations, etc.) means that we can fully immerse ourselves in local life. Crédit Mutuel de Bretagne's local branch Chairman/Manager teams have been trained to co-chair their Board meetings.

In addition, the extranet space dedicated to elected representatives, which will be made available to them in 2023, will provide them with tools to help them prepare for Board meetings, as well as documents to consult in advance of meetings, with the aim of leaving more time for discussion during the meeting.

The modernisation of Board meetings at Crédit Mutuel de Bretagne was the subject of a satisfaction survey of directors, chairmen and branch managers. It is currently being analysed and has received 80% positive feedback.

In June 2024, Crédit Mutuel du Sud-Ouest delivered a toolkit for elected representatives to help them run more dynamic Board meetings and train new Chairman/Managing Director teams to co-lead meetings.

Objective 2: recruit and retain new directors and actions implemented

A collaborative approach between elected representatives and employees was introduced at Crédit Mutuel de Bretagne in October 2023 to coordinate the process of recruiting and retaining directors. In 2024, Crédit Mutuel du Sud-Ouest continued to implement the best practices of "Cooptathon", a recruitment initiative developed jointly with elected representatives in 2023.

Objective 3: increase the number of members and actions implemented

As part of the Company with a Mission to 2024 roadmap, work has been carried out to increase the membership rate of the federations and reach a consolidated rate of 77.9%. The target for the membership rate is 80% by 2027.

The introduction of a tool to monitor the number of new members has been accompanied by an extensive programme of events and training for employees and directors to develop their culture of cooperation.

Within the federations, new recruits and managers now receive a half-day training session on the cooperative banking model. Current employees follow a compulsory training module on the cooperative model and shares. The measurement indicator is the rate at which employees follow the training. A quarterly programme of team meetings has also been drawn up to enable employees to take ownership of this unique model and to promote its uniqueness and strengths to members and customers. Numerous teaching tools have been created and made available to them (language elements, teaching videos, glossary, etc.).

The opening of a dedicated members' area for employees of central services and subsidiaries is helping to develop the cooperative culture within the Group, as are "cooperative cafés".

Objective 4: Increase the number of votes cast at general meetings of local banks

The development of a remote voting solution has helped to modernise the 2024 General Meetings (GMs) and significantly increase the turnout at local banks' GMs. The objective of the Company with a Mission roadmap for 2022/2024 is to double the rate of attendance at local bank general meetings by 2024 (at the time of the 2025 general meetings) compared with 2021. This rate has been increased from 1.1% in 2021 to 4.09% at the 2024 General Meetings. The objective of the new Company with a Mission roadmap to 2027 is to achieve a voting rate of 7.5% at General Meetings.

In addition to the different formats of specific General Meetings that have been tested at the Unité territoriale level (grouping of local banks), kits for running members' meetings during General Meetings and educational tools on General Meetings were specially designed in 2024 and made available to advisers and directors.

4.4.3 Business ethics

In line with its status as a company with a mission, Crédit Mutuel Arkéa aims to set an example in the conduct of its business and constantly strives to align with an ethical and security-driven approach aimed at protecting the interests of its customers and preserving its integrity and reputation.

Number of convictions and amount of fines for violations of anti-bribery and corruption legislation		2024
Number of convictions		0
Amount of fines		EUR 0

4.4.3.1 Business Conduct Framework and Corporate Culture

Crédit Mutuel Arkéa has made compliance with ethical rules a priority in order to guard against the negative impacts and risks associated with potential malpractice or malicious behaviour in the Group's activities. In compliance with the regulatory requirements to which it is subject, the Group has put in place framework measures including a system for combating corruption and influence peddling, organised around the eight pillars enshrined in the "Sapin 2" law, and a system for professional whistleblowing which allows anyone to report, even anonymously, a breach, offence or malfunction. These framework measures are validated by the Compliance and Permanent Control Committee. They must be adapted by Crédit Mutuel Arkéa and each of its subsidiaries and controlled companies, taking into account their specific environment.

The anti-corruption and influence peddling system

Crédit Mutuel Arkéa's anti-corruption and influence peddling framework complies with the requirements of the "Sapin 2" law and is adapted to its risk profile, activities, governance structure, organisation, size, business sector, geographical locations and the various categories of third parties with which it interacts. With the aim of helping to prevent the risks of corruption and influence peddling, the framework includes several key elements:

- a risk map for corruption and influence peddling;
- a system for assessing third parties (customers, suppliers, intermediaries, subcontractors, etc.);
- a code of conduct describing the situations and behaviour to be avoided. This code of conduct is incorporated into the internal regulations of the Group's entities;
- in-house training on the risks of corruption (see section 4.4.3.4 Training and information on business ethics);
- an internal whistleblowing system (see section 4.4.3.3 Professional whistleblowing system);
- anti-corruption accounting control procedures as part of the general framework of controls already in place within Crédit Mutuel Arkéa (first, second and third level controls).

The anti-corruption and influence peddling framework and the whistleblowing framework were updated in 2024.

As part of its financing, the Crédit Mutuel Arkéa Group takes into account questions relating to business ethics in the specific ESG risk analyses carried out via its tool for granting credit to companies with a turnover of more than ten million euros.

The Group also works closely with its customers to understand and meet their expectations. Crédit Mutuel Arkéa's approach is thus based mainly on promoting a culture of ethics and responsibility within the company, a responsible compliance approach based on internal procedures governing the Group's activities and offers that are constantly adapted to customer expectations and needs.

The rules of ethics are shared up to the highest levels of the company

On 9 December 2021, the Chairman of the Board of Directors and the Chief Executive Officer of the Group signed an anti-corruption declaration⁽¹⁾ in which they committed themselves to the fight against corruption and influence peddling and affirmed the principle of zero tolerance in this respect.

In addition, in line with the Group's raison d'être, an ethics charter⁽²⁾ was approved by Crédit Mutuel Arkéa's Board of Directors on 19 December 2023. It sets out the behaviours to be adopted by Crédit Mutuel Arkéa employees in three areas, depending on their interactions with customers, suppliers and internally:

- societal and environmental commitment;
- respect, mutual aid and trust;
- transparency, integrity and exemplarity.

The ethics charter provides guidance on who to contact if necessary and reiterates the principle of zero tolerance in the fight against corruption.

In order to help spread a culture of ethics and compliance and to encourage the adoption of these policies, a training and information programme has been set up for Crédit Mutuel Arkéa employees and directors (see section 4.4.3.4 Training and information on business ethics). Crédit Mutuel Arkéa's corporate website also contains a declaration of anti-corruption by senior executives and a code of ethics. It also includes information on whistleblowing procedures and procedures to combat corruption and influence peddling, including summaries⁽³⁾ of these procedures.

(1) https://www.cm-arkea.com/arkea/banque/upload/docs/application/pdf/2023-11/declaration-anti-corruption_conformite_2023.pdf

(2) https://www.cm-arkea.com/arkea/banque/assurances/pa_25549/fr/charte-ethique

(3) https://www.cm-arkea.com/arkea/banque/assurances/c_8746/fr/deontologie

4.4.3.2 Involvement of corporate governance in promoting business ethics

In line with their commitment to fight corruption and influence peddling, notably through the anti-corruption declaration and the ethics charter, Crédit Mutuel Arkéa's executive officers and supervisory board are regularly informed.

Every quarter, Crédit Mutuel Arkéa's Compliance and Permanent Control Committee, which reports to the executive body, analyses the main indicators and alert thresholds defined in the risk appetite framework.

It monitors these and any shortcomings, failures, non-compliances or regulatory changes that are detected.

At the same intervals, Crédit Mutuel Arkéa's Board of Directors is informed of risk indicators with alert thresholds, disciplinary proceedings against a Group entity, and major shortcomings/deficiencies in compliance.

4.4.3.3 The whistleblowing system

In addition to the usual channels for reporting problems (management, internal control, employee representative bodies), the whistleblowing system helps to reduce the negative impact and risks of corruption and bribery within the Crédit Mutuel Arkéa Group.

This system, approved by Crédit Mutuel Arkéa's Board of Directors, is available to employees as well as to any person concerned by the regulations, such as job applicants, former employee directors, shareholders, external employees, co-contractors and subcontractors.

The whistleblowing system makes it possible to identify and report, anonymously or otherwise, illegal or contrary to the code of conduct or similar internal rules within the Crédit Mutuel Arkéa Group. It gives everyone the opportunity to express their opinion if they think that an instruction received, a transaction under consideration or, more generally, a particular situation does not comply with the rules governing the conduct of Crédit Mutuel Arkéa's activities. It can also be used to report information relating to crimes, offences, threats, harm to the public interest, breaches or an attempt to conceal a breach of the applicable law.

4.4.3.3.1 Protection of whistleblowers

At Crédit Mutuel Arkéa, compliance officers are responsible for collecting and processing alerts. Reports can be sent to them in writing, confidentially and anonymously if necessary.

Compliance officers have the necessary skills, authority and resources to carry out their duties, including dedicated procedures and operating methods. They are bound by an enhanced confidentiality commitment vis-à-vis their superiors and the persons involved, protecting:

- the identity of the parties involved (whistleblowers and natural and legal persons linked to them, respondents, any facilitators);
- the facts alleged;
- any information communicated.

Any breach of this confidentiality may result in disciplinary action.

Compliance Officers shall ensure that the whistleblower and those associated with the whistleblower are protected against any negative consequences or unfair measures, such as reprisals or discrimination. They take appropriate measures to guarantee the safety of those who express their concerns, and work with the various Group functions as necessary to implement these safeguards.

Lastly, Crédit Mutuel Arkéa employees are regularly made aware of the rules of professional conduct and ethics through training or awareness-raising sessions, including the internal whistleblowing system (see section 4.4.3.4 Training and information on business ethics).

4.4.3.3.2 Investigation procedures

Compliance officers will acknowledge receipt of reports in writing within seven working days. If the alert is admissible, they shall inform the author in writing, within a maximum of three months from the acknowledgement of receipt, of the measures envisaged to assess the allegations and, if necessary, to remedy them. An investigation is carried out to verify the facts reported, with the help of experts if necessary and the General Inspection and Periodic Control Department (DIGCP), on a confidential and anonymous basis if necessary. An investigation report recording the facts and evidence is drawn up, establishing or dispelling the suspicion. If a

malfunction is confirmed, it is dealt with according to the usual processes so that the necessary corrective measures can be put in place.

Compliance officers are not involved in any operational activities, thus guaranteeing their independence from the management chain. This independence also applies to other parties involved in the handling of alerts, such as authorised employees, the DIGCP and other competent structures within the company involved in investigations, while respecting confidentiality and neutrality.

4.4.3.4 Training and information on business ethics

The directors' anti-bribery declaration has been communicated to all the Group's directors and employees. In addition, since 2022, entertaining communication sequences have been regularly broadcast to all directors, managers and employees on topics such as the fight against corruption and the right to make whistleblower disclosures. In addition, in order to promote the principles enshrined in the Code of Ethics, in 2024 communications were sent out to the Group's employees to present concrete examples of good practice and gather questions and suggestions from employees.

In order to publicise its policies, information on business ethics is made available on Crédit Mutuel Arkéa's intranet (examples: access to the whistleblowing platform, internal regulations containing the anti-corruption code of conduct, ethics charter, etc.). In addition, employees are notified by e-mail of any changes to the internal rules, and the Compliance and Permanent Control Department also informs those concerned of any changes to the framework provisions.

At the same time, Crédit Mutuel Arkéa implements a corruption risk training programme, for which the anti-corruption compliance officers are informed of the timetable and course content.

The training courses (face-to-face and/or distance learning) are tailored to the different audiences and their levels of exposure to the risk of corruption. They cover several themes: regulatory obligations and related sanctions, commitment of the governing body, issues of corruption, behaviour and responsibilities in relation to corruption, and code of conduct. The training programme is updated *at least* every two years, in line with the updated risk mapping.

The training programme gives priority to employees who are most exposed to the risk of corruption and who have been identified as such on the basis of risk mapping. This includes, in particular, people in contact with exposed third parties (sales representatives, buyers, etc.). For example, Crédit Mutuel Arkéa's corruption risk mapping shows that the functions most exposed to the risk of corruption in relation to the activities carried out are as follows:

- at the level of the central services, the back offices dealing with settlements;
- at local bank network level, the functions in charge of means of payment;
- central services supporting the local bank networks, credit granting activities and real estate activities.

The aim of these training courses is to provide an understanding and knowledge of the processes and risks involved, the steps to be taken to reduce these risks, the behaviour to adopt when faced with improper solicitation, and the disciplinary sanctions incurred in the event of non-compliant practices.

In 2024, 78.93% of the population considered to be in need of training, including as a priority those functions considered to be at risk, had completed a training programme in the fight against corruption and acts of bribery.

In addition to giving priority to those to be trained, a more comprehensive training/awareness-raising plan is drawn up and implemented so that all employees, regardless of their exposure to risk, are gradually trained in the prevention and detection of corruption.

Specific training courses are devoted to the internal whistleblowing system governed by the "Sapin 2" law, depending on the activities carried out by employees (collection of reports, processing procedures, obligations of line managers, etc.).

Crédit Mutuel Arkéa also offers its directors training in business ethics, including the fight against corruption. The training courses are part of the induction programme for new local bank administrators and are included in the continuing education plan for second-level administrators. They must be renewed every two years.

In 2024, training initiatives were also undertaken for the Risk and Internal Control Committee and will continue in 2025 for the directors of Crédit Mutuel Arkéa and all subsidiaries.

4.5 Information certification report

Report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852

Crédit Mutuel Arkéa
Société Anonyme Coopérative
1, rue Louis Lichou
29480 Le Relecq-Kerhuon

This is a translation into English of the statutory auditors' report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852 of the Company issued in French and it is provided solely for the convenience of English speaking users.

This report should be read in conjunction with, and construed in accordance with, French law and the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

To the general assembly,

This report is issued in our capacity as statutory auditor of Credit mutuel ARKEA. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the year ended 2024 and included in section 4 in the group management report (hereinafter "the Sustainability Report").

Pursuant to Article L. 233-28-4 of the French Commercial Code, Credit mutuel ARKEA is required to include the above mentioned information in a separate section of the group management report. This information has been prepared in the context of the first time application of the aforementioned articles, a context characterized by uncertainties regarding the interpretation of the laws and regulations, the use of significant estimates, the absence of established practices and frameworks in particular for the double-materiality assessment, and an evolving internal control system. It enables to understand the impact of the activity of the credit mutuel ARKEA on sustainability matters, as well as the way in which these matters influence the development of the business of the group, its performance and position. Sustainability matters include environmental, social and corporate governance matters.

Pursuant to Article L.821-54 paragraph II of the aforementioned Code our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the sustainability reporting standards adopted pursuant to Article 29 ter of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for *European Sustainability Reporting Standards*) of the process implemented by Credit Mutuel ARKEA to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;
- compliance of the sustainability information included in the Sustainability Report with the requirements of Article L. 233-28-4 of the French Commercial Code, including ESRS; and
- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code

It is also governed by the H2A guidelines on "*Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852*".

In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement.

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by Credit Mutuel ARKEA in the group management report, we have included an emphasis of matter paragraph hereafter.

Limits of our engagement

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

Furthermore, this engagement does not provide guarantee regarding the viability or the quality of the management of Credit Mutuel ARKEA, in particular it does not provide an assessment, of the relevance of the choices made by Credit Mutuel ARKEA in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

It does, however, allow us to express conclusions regarding the entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information that would be included in the the Sustainability Report are not covered by our engagement

Compliance with the ESRS of the process implemented by Credit Mutuel AREKA to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code

Nature of procedures carried out

Our procedures consisted in verifying that:

- the process defined and implemented by Credit Mutuel ARKEA has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities, that lead to the publication of information disclosed in the Sustainability Report, and
- the information provided on this process also complies with the ESRS.

We also checked the compliance with the requirement to consult the social and economic committee.

Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Credit Mutuel ARKEA with the ESRS.

Concerning the consultation of the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code we inform you that this requirement has been complied with.

Elements that received particular attention

- Concerning the identification of stakeholders

Information regarding the identification of stakeholders is mentioned in paragraph 4.1.2.4 "The interests and points of view of stakeholders[NB1]" in the sustainability report.

We have reviewed the analysis carried out by Credit Mutuel ARKEA to identify:

- the stakeholders who can affect the entities within the scope of the information or can be affected by them, their activities, and direct or indirect business relationships in the value chain;
- the main users of the sustainability report (including the main users of the financial statements).

We conducted interviews with the Department of Sustainable Finance and the individual in charge of sustainability whom we deemed appropriate, and we inspected the available documentation. Our procedures included:

- assessing the consistency of the main stakeholders identified by Credit Mutuel ARKEA with the nature of its activities and geographical location, taking into account its business relationships and value chain;
- exercising our critical thinking to assess the representativeness of the stakeholders identified by Credit Mutuel ARKEA;
- evaluating the appropriateness of the description given in section 4.1.1.3.2 "Interests and points of view of the Group's stakeholders[NB2]" of the Sustainability Report, particularly concerning the methods of collecting the interests and viewpoints of stakeholders implemented by Credit Mutuel ARKEA, as well as the commitments made by Credit Mutuel ARKEA to these stakeholders within the framework of its strategic plan and mission-driven enterprise roadmap.

- Concerning the identification of impacts, risks and opportunities

Information regarding impacts, risks, and opportunities is presented in section 4.1.3.2.1 "Procedures for identifying and evaluating material impacts, risks, and opportunities[NB1]" of the Sustainability Report.

We reviewed the process implemented by Credit Mutuel ARKEA concerning the identification of impacts (negative or positive), risks, and opportunities ("IRO"), real or potential, in relation to sustainability issues mentioned in paragraph AR 16 of the "Application Requirements" of ESRS 1.

We assessed:

- the activities included in the scope selected for the identification of IRO;
- the consistency of the actual and potential impacts, risks, and opportunities identified by Credit Mutuel ARKEA with available sector analyses and the Group's sustainability strategy;
- the use of experts and other external resources.
 - Concerning the assessment of impact materiality and financial materiality

Information on the assessment of impact materiality and financial materiality is presented in section 4.1.3.2 "Information on the materiality assessment process" [NB2] of the Sustainability Report.

We reviewed, through interviews with management and inspection of available documentation, the impact materiality and financial materiality assessment process implemented by Credit Mutuel ARKEA and evaluated its compliance with the criteria defined by ESRS 1.

We particularly:

- assessed the consistency of the thresholds thus determined with our knowledge of Credit Mutuel ARKEA;
- verified that all identified real or potential impacts (positive or negative), risks, and opportunities were evaluated;
- examined whether Credit Mutuel ARKEA evaluated the IRO independently of any mitigation measures;
- evaluated the appropriateness of the information provided in section 4.1.1.4 "Double materiality analysis and management of impacts, risks, and opportunities" of the Sustainability Report.

We examined the decision-making process established by Credit Mutuel ARKEA and evaluated the presentation provided in section 4.1.1.4 "Double materiality analysis and management of impacts, risks, and opportunities" [NB3] of the Sustainability Report.

We evaluated how Credit Mutuel ARKEA established and applied the materiality criteria defined by the ESRS 1 standard, including the setting of thresholds, to determine the material information published:

- for indicators related to the identified material IROs according to the relevant ESRS thematic standards;
- for information specific to Credit Mutuel ARKEA.

Compliance of the sustainability information included in the Sustainability Report with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enable an understanding of the general basis for the preparation and governance of the sustainability information included in the Sustainability Report, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope chosen by Credit Mutuel ARKEA for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, that this information does not contain any material errors, omissions or inconsistencies, i.e. that are likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in the Sustainability Report, with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in the paragraphs "Sources of uncertainty regarding estimates and results" of section 4.1.1.2 "Information relating to specific circumstances (BP-2)" and "4.2.2.4 The group's carbon footprint" [NB1] of the Sustainability Report, which particularly outline, in the context of the first year of application of the CSRD:

- the scope of activities and sectors chosen for the establishment of the transition plan; and
- regarding the measurement of financed emissions, the limitations related to the availability and quality of data, the assumptions used, and the methodologies applied to determine estimates related to decarbonization targets and the greenhouse gas emissions balance.

Elements that received particular attention

■ Information provided in application of environmental standards (ESRS E1 to E5)

Here are the elements that received special attention from us concerning the compliance with ESRS of the information presented in section 4.2.2.4 "The group's carbon footprint[NB2]".

Regarding the information provided for the greenhouse gas emissions balance (ESRS E1-6), as mentioned in sections 4.2.2.4.1.1 "The measurement of the group's own operations carbon footprint", 4.2.2.4.2.1 "The measurement of financed GHG emissions in the banking sector", 4.2.2.4.3.1 "The measurement of financed emissions in the asset management sector", and 4.2.2.4.4.1 "The measurement of financed emissions in the life insurance sector[NB3]" our procedures notably consisted of:

- Reviewing the processes, methodologies, frameworks, data, and estimates used by Credit Mutuel ARKEA to establish the published information, including the implementation and associated internal control system; and
- For financed emissions (scope 3, category 15 of the GHG Protocol):
 - Understanding the asset coverage scope as described and assessing its justification in light of the applied framework;
 - Verifying that the basis of calculation of the financed emissions corresponds to the asset coverage scope as described in the methodological notes associated with paragraph 4.2.2.4 "The group's carbon footprint[NB1]" and reconciling it with the consolidated balance sheet;
 - Assessing the method for determining estimates, including selected sector proxies;
 - Verifying the arithmetic accuracy of the financed emissions calculation based on a sample.

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of procedures carried out

Our procedures consisted in verifying the process implemented by Credit Mutuel ARKEA to determine the eligible and aligned nature of the activities of the entities included in the consolidation.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in paragraph 4.2.5.2 "The green asset ratio - methodology and figures on the Credit Mutuel ARKEA Group perimeter[NB2]" of the Sustainability Report which presents the main methodological choices adopted by the Group to assess the alignment of household credits.

Elements that received particular attention

We have determined that there were no such elements to report in our audit.

Paris-La-Défense et Neuilly-sur-Seine, April 10th, 2025

The Statutory Auditors

Deloitte & Associés	PricewaterhouseCoopers Audit
Tour Majunga 6 Place de la Pyramide 92908 Paris-La-Défense Cedex <i>Anne-Elisabeth Pannier</i>	63 rue de Villiers 92208 Neuilly-sur-Seine Nicolas Jolivet
Partner	Partner
 Amandine Huet	 Anne Parenty
Partner	Partner

4.6 Duty of care plan

4.6.1.1 The duty of care plan report

In order to meet the requirements set by the law of 27 March 2017 relating to the duty of care of parent companies and principals, the Crédit Mutuel Arkéa Group deploys a duty of care plan relating to risks of serious violations of human rights and fundamental freedoms, health & safety and the environment.

The Group's duty of care plan is divided into four parts: potential negative impacts as a company, as a customer in its relations with suppliers and service providers, potential negative impacts related to its financial business lines and potential negative impacts as a service provider. It has a dedicated organisation and management.

Organisation, governance and management of the duty of care plan

The implementation of the duty of care within the Group is coordinated by a cross-functional Steering Committee, whose role is to ensure that the duty of care is deployed by the Group's entities, to monitor validated actions and to set out the progress plan. This committee, led by the Sustainable Finance Department of the General Secretary and Institutional Communications Department, brings together the Dynamics and Human Relations, Organisation and Resources, Purchasing, Risk and Compliance and Permanent Control Departments. In 2024, it met three times.

The Group's duty of care plan is also monitored through:

- indicators of the means put in place to prevent negative impacts;
- and indicators of the results of the action plans in the three areas (negative impacts as a company, as a principal, in financial activities and as a service provider), which make it possible to assess the effectiveness of the actions taken.

The duty of care plan was approved by the Crédit Mutuel Arkéa Group's Executive Management Committee on 4 November 2024 and presented to the Group's Strategy and Societal Responsibility Committee on 21 January 2025.

Duty of care correspondence - CSRD materiality analysis

Duty of care theme	Correspondence materiality analysis CSRD	
As a company	Human Rights	Non-material, but still within the scope of the duty of care. Please refer to the minutes below
	Health - Safety	■ ESRS S1 - 4.3.2.4.1 Health and safety at work
	Environment	■ ESRS E1 - 4.2.2.4.1.1 Measuring the carbon footprint of the Group's own operations ■ ESRS E1 - 4.2.2.4.1.2 Targets for the Group's own operations and 4.2.2.4.1.3 Actions planned for the Group's own operations
As a customer	Human rights / Health and safety / Environment	Non-material, but still within the scope of the duty of care. Please refer to the minutes below.
As a financier/investor	Human Rights	Non-material, but still within the scope of the duty of care. Please refer to the minutes below
	Health - Safety	Non-material, but still within the scope of the duty of care. Please refer to the minutes below
	Environment	■ ESRS E1 - 4.2.2.4.2 Footprint on the bank scope ■ ESRS E1 - 4.2.2.4.3 Footprint on the asset management scope ■ ESRS E1 - 4.2.2.4.4 Footprint on the life insurance scope
As a service provider	Financial inclusion	■ ESRS S4 - 4.3.3.3 Financial and social inclusion
	Protection of privacy	■ ESRS S4 - 4.3.3.6 Protection of privacy

Major actions that marked the year 2024

In 2024, work was carried out to ensure the consistent implementation of **the regulatory requirements of the duty of care and those of the Directive on the publication of sustainability-related information by enterprises (CSRD)**.

As a result, work has been carried out to ensure that the mapping of the negative impacts of the CSRD and the mapping of the impact of the duty of care now constitute **a single joint exercise**. The methodology for identifying and assessing impacts is described in ESRS 2 (paragraph 4.1.3.2 Information on the materiality assessment process). The negative impacts assessed as material are presented in section 4.1.2.2 Material impacts, risks and opportunities and the link with the strategy and business model (SBM-3).

As a result, the content of the duty of care plan has been expanded to include **three new areas of negative impact assessed** as material for the Group:

- negative impacts on water *via* the downstream value chain (banking);
- negative impacts on inclusion *via* products and services (own operations);
- negative impacts on customer privacy (own operations).

Summary of the 2024 duty of care plan

As a company	I. Human Rights ■ Potential negative impact: impact level assessed as low for 100% of employees (presence in two Western European countries); ■ Net negative impact: all negative impacts identified as low for all entities; ■ Mitigation plan: training, awareness-raising and deployment of an inclusion strategy (see ESRS S1 chapter 4.3.2.5.1 Inclusion strategy). II. Health - Safety ■ Physical risks: impact assessed as low (accidents at work and commuting accidents infrequent); ■ Psychosocial risks: identified as a potential negative impact: - stress at work: workload, clarity of roles and change (including change support); - post-traumatic stress: aggression or serious incident; - and, harassment. ■ Mitigation plan: see ESRS S1 chapter 4.3.2.4.1 Health and safety at work. III. Environment ■ Significant negative impacts identified and mitigation plans: - Climate impact: CO₂ emissions linked to travel per occupant are available in ESRS E1 chapter 4.2.2.4.1 The footprint of our own operations; - Use of resources: energy consumption is specified in ESRS E1, chapter 4.2.2.4.1 The footprint of our own operations.
As a customer	Human rights / Health and safety / Environment Mapping results ■ Measure: negative non-material impacts; ■ The majority of purchases are concentrated in purchasing families with a "low" and "limited" level of negative impact. These purchasing families are increasing; ■ Decrease in purchasing volumes for purchasing categories with a "high" level of negative impacts. ■ No more purchases for purchasing categories with a "very high" level of negative impacts; Mitigation plans ■ Continued use of mapping and adaptation of purchasing processes; ■ Continued application of the recommendations of the French Standardisation Association (AFNOR) methodology; ■ Responsible "Supplier Relations and Purchasing" (RFAR) label awarded by the Labelling Committee of the French National Purchasing Council (CNA) in June 2024; ■ Application of a roadmap following the award of the RFAR label.
As a financier/ investor	I. Human Rights ■ Measure: non-material negative impact ■ Mitigation plan: - Banking perimeter: human rights policy and deployment from the end of 2024 of an exclusion relating to non-compliance with the Global Compact (financing/ investments); - Private equity: due diligence measures in the investment process and during the holding phase; - Asset management: inclusion in the ESG approach (best-in-class approach). II. Health - Safety ■ Measure: non-material negative impact ■ Mitigation plan: - Banking perimeter: "Greta" ESG risk assessment, including health and safety criteria; - Private equity: due diligence measures in the investment process and during the holding phase; - Asset management: integration into the ESG approach (best-in-class approach). III. Environment ■ Climate - Measurement: emissions financed on the business perimeter (in the ten most carbon-intensive sectors) and on the home loans of Crédit Mutuel de Bretagne et du Sud-Ouest, Arkéa Banque Privée and Fortuneo, measured at the end of 2023, in June 2024 and in December 2024. Commitment made on corporate and financial exposures within the scope of the Suravenir euro fund (managed by Arkéa Asset Management), with a portfolio decarbonisation target of 60% by 2030 (compared with 2019). ; - Mitigation plan: sectoral targets for reducing carbon intensity (decarbonisation trajectories by 2030, adoption of new targets in 2024: electricity generation, maritime transport). Details available in ESRS E1, parts: 4.2.2.4.2 Footprint in banking, 4.2.2.4.3 Footprint in asset management and 4.2.2.4.4 Footprint in life insurance. ■ Biodiversity - Measure: material negative impact on the banking and asset management perimeter; - Mitigation plan: construction of a Group biodiversity strategy by the end of 2025. Details available in ESRS E4, parts: 4.2.3.4 Policies, actions and targets related to financial activities. ■ Water consumption New theme included in the scope of the duty of care. - Measure: negative material impact on the bank perimeter; - Mitigation plan: development of a Group policy on resource conservation (by the end of 2026). Details are available in ESRS E3, section 4.2.4.2 Policies, actions and targets related to banking activities.
As a service provider	I. Financial and social inclusion New topic included in the scope of the duty of care: previously identified but not assessed. ■ Measure: negative material impact on consumers and end users; ■ Mitigation plan: right to account scheme, scheme to protect financially vulnerable people, solidarity scheme, etc. Details are available in the ESRS S4, part 4.3.3.3 Financial and social inclusion. II. Privacy New theme included in the scope of the duty of care. Previously identified but not assessed. ■ Measure: negative material impact on consumers and end users; ■ Mitigation plan: Group data protection policy, data charter, personal data protection delegate, annual monitoring plan, etc Details are available in the ESRS S4, section 4.3.3.6 Protection of privacy.

A - Negative impacts as a company

Human Rights

Each year, the Group maps out the potential negative impact of its direct activities on human rights (as a company), including an analysis of changes in the geographical presence of its workforce. This analysis is obtained by cross-referencing the country where the Group's⁽¹⁾ workforce is based with the mapping of the levels of potential negative impact on human rights by country.

The level of **potential negative impacts** is thus qualified as "low" for 100% of the workforce. The Group was mainly present in France, with 97.4% of the workforce at 31 December 2024, but also in one Western European country, with 2.6% of the workforce at 31 December 2024. To date, no country in which it operates has been assessed as having a high negative impact.

B - Negative impacts as a customer

The Purchasing Department, in charge of the Group's purchasing policy, builds systems aimed at better understanding the negative impacts related to human rights, health & safety, ethics and the environment caused by suppliers and service providers. This department manages a responsible purchasing approach shared with the Group's internal and external stakeholders. Crédit Mutuel Arkéa has been a signatory of the Conseil National des Achats' Charte Relation Fournisseurs et Achats Responsables since 2017 and was unanimously awarded the RFAR label in June 2024 for the scope of the Crédit Mutuel Arkéa banking establishment bearing bank code 15589 (Fédération du Crédit Mutuel de Bretagne and affiliated Crédit Mutuel branches, Fédération du Crédit Mutuel du Sud-Ouest and affiliated Crédit Mutuel branches, Crédit Mutuel Arkéa).

The actions taken are consistent with the implementation of the recommendations of the European Banking Authority (EBA) as part of the outsourcing of the Group's services. These recommendations include a section on the management of negative impacts in terms of human rights, ethics, fair practices and the environment.

Concerning the **organisation and governance of sustainable procurement**:

- in 2020, a service provider listing and monitoring committee was set up at Group level whose missions are to:
 - validate the listing of service providers for critical or important services;
 - rule on service providers with major alerts, including on CSR matters;
 - monitor and control the compliance of referenced service providers, and track the progress of remediation plans;
 - monitor regulatory changes.

In addition to this analysis of potential negative impacts, the Dynamics & Human Relations Department assesses the **level of "net" impacts** for each entity. These **negative impact on human rights** (discrimination including gender inequality, child labour, forced labour, indecent working conditions, lack of right to education, lack of respect for freedom of association, right to information, privacy and data protection) are all at a **low level for all entities** (stable compared with 2023). Despite the low level of impact, Crédit Mutuel Arkéa pays particular attention to each of these issues (see 4.3.2.5.1 Inclusion strategy).

Health - Safety

The action plans implemented to manage these negative impacts are presented in ESRS S1, section 4.3.2.4.1 Health and safety at work.

Environment

The associated action plans are available in ESRS E1, section 4.2.2.4.1 The footprint of our own operations.

In 2024, this committee met twice face-to-face and was consulted remotely on 6 occasions.

- a Responsible Purchasing Committee, created in 2023, met 3 times in 2024. This committee coordinates the implementation of the Group's responsible purchasing policy, and its main task is now to steer the roadmap for the work that will follow the award of the RFAR label in June 2024. In addition to the Purchasing Department, it involves the various stakeholder departments of the Group on this topic (Compliance and Permanent Control Department, General Secretary and Institutional Communications Department, Finance and Overall Performance Department, and Organisation and Resources Department).

The mapping of negative impacts relating to purchases is the cross-referencing of outstandings by purchasing category (in 2024, 62 categories) and the level of CSR impacts of the latter (four levels: low, limited, high and very high). This mapping is based on AFNOR recommendations, which the Purchasing Department has incorporated into its processes. Since the implementation of the AFNOR recommendations, the **vast majority of purchases are now made in categories with a "limited" and "low" level of negative impacts** (including health and safety, human rights and environmental aspects). The share of these purchasing families is rising slightly and will represent 87% of the total purchasing budget in 2023. This work has also meant that there are no longer any purchasing families with a "very high" level of negative impact. The proportion of purchases with a high level of negative impact now represents only 13% of the total amount, and is down by 6% between 2022 and 2023. Over a typical year, the Group makes 88% of its purchases from French suppliers⁽²⁾.

Since 2023, the Purchasing Department has been using a controversy identification tool at the sourcing stage, to detect potential controversial suppliers at an early stage. It is also used to identify, on a weekly basis, any controversies involving the Group's 1,500 main suppliers (identified on the basis of annual invoiced turnover and involvement in a service qualified as critical or important by the EBA).

(1) On a permanent contract.

(2) The reference period for the Group's financial consolidation is 2023. Subsidiaries accounted for by the equity method are excluded from the scope.

In addition to the AFNOR mapping, the Group has strengthened its individual knowledge of suppliers through the deployment, since 2021, of CSR questionnaires, the results of which are integrated into the purchasing process during the tender phase and in the monitoring of business relationships.

The Purchasing Department's selection process for service providers also includes environmental, social and societal criteria. For services of equivalent quality, suppliers and subcontractors may be selected on the basis of criteria such as the employee compensation policy, training plans set up to promote their development or prevent risks, resource management and waste treatment policies. Specific criteria such as the use of the adapted sector, the quality of a company with a mission and obtaining the CSR label also enable us to reward companies that are virtuous in these areas.

C - Negative impacts within the framework of the Group's financial activities

As part of its financing and investment activities, the duty of care is fully integrated into the Group's aim to strengthen the consideration of ESG issues in all its activities, in accordance with its sustainable finance roadmap. Crédit Mutuel Arkéa has set up a governance structure to organise and monitor its action plans (see 4.1.2.1 Strategy, business model and value chain (SBM-1)).

Each year, Crédit Mutuel Arkéa reviews its mapping of potential negative impacts on human rights, health & safety and the environment related to its financing and investments.

Human Rights

The Human Rights theme is not material. However, this non-materiality does not exclude it from the scope of the duty of care. Crédit Mutuel Arkéa has updated the maps and associated mitigation plans.

In early 2024, Crédit Mutuel Arkéa adopted a human rights policy (see 4.3.1.3 Whistleblowing, a key element in the protection of human rights). Prior to the validation of this policy, Crédit Mutuel Arkéa's Board of Directors was trained on human rights in December 2023. In private equity, human rights due diligence is applied to the investment process and during the holding phase. In asset management, Arkéa Asset Management relies on a data provider to select the best players in terms of ESG practices, implement a commitment process and monitor controversies.

In addition, the Group's standard contracts with suppliers and service providers include clauses relating to compliance with labour law and the fight against corruption. Since 2017, the Group has had a Supplier Code of Conduct⁽¹⁾. By signing it, the supplier undertakes to comply with human rights principles (no use of forced and child labour, non-discrimination, etc.) and labour rights (compensation, working hours and holidays, collective bargaining, etc.), business ethics (fight against corruption, conflicts of interest, etc.) and respect for the environment. This Code of Conduct was updated in 2024 in order to broaden the scope of application (respect and protection of personal data and privacy, no recourse to illegal employment, fight against sectarian abuses, right of withdrawal, commercial practices, fight against fraud).

Health - Safety

Health and safety is not a material issue in the downstream value chain (financing and investment). This non-materiality does not, however, exclude this subject from the scope of the duty of care. Crédit Mutuel Arkéa has updated its risk maps and associated mitigation plans.

Since April 2023, as part of its financing, the Crédit Mutuel Arkéa Group has taken into account the health and safety of workers through the Greta ESG risk assessment (Global Risk ESG Topics Assessment) when granting loans to companies with more than €10 million in revenues. In private equity, health and safety due diligence is an integral part of the investment process and the holding phase. In asset management, Arkéa Asset Management relies on a data provider to select the best players in terms of ESG practices by sector, monitor any controversies and implement a commitment process.

Environment

Following the materiality analysis, the impacts of GHG emissions and energy consumption were identified as material. The associated action plans are presented in ESRS E1, parts: 4.2.2.4.2 Banking footprint, 4.2.2.4.3 Asset management footprint and 4.2.2.4.4 Life insurance footprint.

The direct impacts on biodiversity associated with financing and investment activities have been identified as material. The associated action plans are available in ESRS E4, section 4.2.3.4 Policies, actions and targets related to financial activities.

Lastly, water consumption is included in the scope of the duty of care, because of its materiality within the scope of banking activities. The associated action plans are available in ESRS E3 - 4.2.4.2 Policies, actions and targets related to banking activities.

(1) https://www.cm-arkea.com/arkea/banque/assurances/c_5206/fr/code-de-conduite/-fournisseurs

D- Negative impact as a service provider

Financial and social inclusion

The risks of customers being excluded from banking and insurance services as a result of the structuring of products and services or commercial policies have been identified as material following the impact materiality analysis. The associated action plans are available in the ESRS S4, part 4.3.3.3 Financial and social inclusion.

4.6.1.2 Whistleblowing mechanism

A whistleblowing and reporting system dedicated to serious health & safety risks, human rights and the environment has been in place since 2018. Staff representative organisations (from the Arkade Economic and Social Unit) were involved in the development of the whistleblowing mechanism. The scheme is open to employees, service providers and subcontractors, and to anyone inside or outside the company.

Privacy

The impacts on the privacy of the Group's customers due to a lack of protection or inappropriate use of data have been identified as material. The associated action plans are available in ESRS S4, section 4.3.3.6 Protection of privacy.

To make this report, Crédit Mutuel Arkéa provides the secure platform of the publisher Whistleblower Software ApS, which is accessible 24/7⁽¹⁾. All information communicated is encrypted and stored in this secure and independent information system, which complies with confidentiality rules. The mechanism can be used anonymously, without reprisals, and in the local language.

(1) <https://whistleblowersoftware.com/secure/gage2fab-g2b6-4bfd-bgof-8331c3e3ba58/channel-select>

4.7 Taxonomy appendices

o. Summary of KPIs to be published by credit institutions in accordance with Article 8 of the regulation establishing the Taxonomy

		Total environmentally sustainable assets	KPI****	KPI*****	% coverage (in relation to total assets)***	% of assets excluded from the GAR numerator (Article 7(2) and (3) and Section 1.1.2 of Annex V)	% of assets excluded from the GAR denominator (Article 7(1) and Section 1.2.6 of Annex V)
Main KPI	Green asset ratio (GAR) stock	8803	7.70%	7.77%	79.92%	31.42%	20.08%
Additional KPIs	GAR (flow)	708	5.68%	5.82%	82.63%	27.90%	17.37%
	Trading book*	-	-	-			
	Financial guarantees	110	2.28%	2.09%			
	Assets under management	486	3.30%	5.41%			
	Fees and commissions income**	-	-	-			

(*) For credit institutions that do not meet the conditions of Article 94(1) or Article 325a(1) of the CRR

(**) Fees and commissions on services other than lending and asset management

(***) % of assets covered by the KPI over banks' total assets

(****) based on the counterparty's turnover KPI

(*****) based on the counterparty's CapEx KPI, except for general lending activities, for which the revenue KPI is used

4

4

Cm		31.12.2024												
		Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM • CCA • WTR • CE • PPC • ORGANIC)				
		Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
		Of which use of proceeds		Of which enabling		Of which use of proceeds		Of which enabling		Of which use of proceeds		Of which enabling		
• GAR – Assets covered by numerator and denominator														
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	19	-	-	-	3	-	-	-	47,419	8,803	8,319	76	110
2	Financial undertakings	5	-	-	-	-	-	-	-	2,703	315	89	5	30
3	Credit institutions	-	-	-	-	-	-	-	-	2,265	254	78	4	9
4	Loans and advances	-	-	-	-	-	-	-	-	621	58	-	-	-
5	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	1,643	196	78	3	9
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Other financial companies	5	-	-	-	-	-	-	-	438	61	10	1	22
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-
12	of which management companies	5	-	-	-	-	-	-	-	124	35	10	-	13
13	Loans and advances	1	-	-	-	-	-	-	-	6	1	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	4	-	-	-	-	-	-	-	118	33	10	-	13
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-
16	of which insurance undertakings	-	-	-	-	-	-	-	-	314	26	-	1	9
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-	-	-	314	26	-	1	9
20	Non-financial corporations	13	-	-	-	3	-	-	-	661	342	84	70	79
21	Loans and advances	13	-	-	-	3	-	-	-	398	152	22	2	14
22	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	234	184	61	68	66
23	Equity instruments	-	-	-	-	-	-	-	-	29	6	-	-	-
24	Households									43,886	8,061	8,061	-	-
25	of which loans collateralised by residential immovable property									41,055	8,061	8,061	-	-
26	of which building renovation loans	-	-	-	-	-	-	-	-	1,019	-	-	-	-
27	of which motor vehicle loans									1,813	-	-	-	-
28	Local governments financing	-	-	-	-	-	-	-	-	169	85	85	-	-
29	Financing for housing	-	-	-	-	-	-	-	-	84	-	-	-	-
30	Other local government financing	-	-	-	-	-	-	-	-	85	85	85	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (but included in the denominator)	-	-	-	-	-	-	-	-	-	-	-	-	-
33	Financial and non-financial undertakings													
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations													
35	Loans and advances													
36	of which loans collateralised by commercial immovable property													
37	of which building renovation loans													
38	Debt securities													
39	Equity instruments													
40	Non-EU country counterparties not subject to NFRD disclosure obligations													
41	Loans and advances													
42	Debt securities													
43	Equity instruments													
44	Derivatives													
45	On demand interbank loans													
46	Cash and cash-related assets													
47	Other categories of assets (e.g. Goodwill, commodities etc.)													
48	TOTAL GAR ASSETS	19	-	-	-	3	-	-	-	47,419	8,803	8,319	76	110
49	Other assets not included in the GAR calculation													
50	Sovereign													
51	Exposures to central banks													
52	Trading book													
53	Total assets	19	-	-	-	3	-	-	-	47,419	8,803	8,319	76	110
OFF-BALANCE SHEET EXPOSURES - UNDERTAKINGS SUBJECT TO NFRD DISCLOSURE OBLIGATIONS														
54	Financial guarantees	7	-	-	-	-	-	-	-	380	110	-	4	12
55	Assets under management	80	-	-	-	9	-	-	-	1,792	486	-	45	205
56	of which debt securities	50	-	-	-	6	-	-	-	1,135	276	-	41	102
57	of which equity instruments	30	-	-	-	3	-	-	-	656	209	-	4	103

Cm		31/12/2023 (pro forma)															
		Climate change mitigation (CCM)						Climate change adaptation (CCA)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Of which towards Taxonomy relevant sectors (Taxonomy-eligible)						Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)					
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)					
Total gross carrying amount																	
GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	66,972	45,559	7,979	7,747	130	109	7	4	-	1	45,566	7,983	7,747	130	110	
2	Financial undertakings	10,211	2,330	130	105	1	7	2	1	-	-	2,332	131	105	1	7	
3	Credit institutions	7,353	2,119	105	105	-	-	1	-	-	-	2,120	105	105	-	-	
4	Loans and advances	3,400	1,017	-	-	-	-	-	-	-	-	1,017	-	-	-	-	
5	Debt securities, including specific use of proceeds (UoP)	3,952	1,102	105	105	-	-	1	-	-	-	1,103	105	105	-	-	
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
7	Other financial companies	2,858	211	26	-	1	7	1	1	-	-	211	26	-	1	7	
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
12	of which management companies	178	56	5	-	-	4	-	-	-	-	56	5	-	-	4	
13	Loans and advances	22	11	2	-	-	-	-	-	-	-	11	2	-	-	-	
14	Debt securities, including specific use of proceeds (UoP)	156	46	4	-	-	4	-	-	-	-	46	4	-	-	4	
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
16	of which insurance undertakings	2,680	154	20	-	1	3	1	1	-	-	155	21	-	1	4	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	2,680	154	20	-	1	3	1	1	-	-	155	21	-	1	4	
20	Non-financial corporations	1,486	610	290	84	129	102	5	3	-	1	615	293	84	129	103	
21	Loans and advances	955	344	134	12	16	3	5	3	-	1	349	137	12	16	4	
22	Debt securities, including specific use of proceeds (UoP)	480	228	152	72	112	99	-	-	-	-	228	152	72	112	99	
23	Equity instruments	51	38	4	-	-	-	-	-	-	-	38	4	-	-	-	
24	Households	48,791	42,490	7,495	7,495	-	-	-	-	-	-	42,490	7,495	7,495	-	-	
25	of which loans collateralised by residential immovable property	40,232	40,232	7,495	7,495	-	-	-	-	-	-	40,232	7,495	7,495	-	-	
26	of which building renovation loans	861	861	-	-	-	-	-	-	-	-	861	-	-	-	-	
27	of which motor vehicle loans	2,026	1,396	-	-	-	-	-	-	-	-	1,396	-	-	-	-	
28	Local governments financing	6,483	129	64	64	-	-	-	-	-	-	129	64	64	-	-	
29	Financing for housing	65	65	-	-	-	-	-	-	-	-	65	-	-	-	-	
30	Other local government financing	6,418	64	64	64	-	-	-	-	-	-	64	64	64	-	-	
31	Collateral obtained by taking possession: residential and commercial immovable properties	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
32	Assets excluded from the numerator for GAR calculation (but included in the denominator)	42,049	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
33	Financial and non-financial undertakings	33,295															
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	32,112															
35	Loans and advances	29,598															
36	of which loans collateralised by commercial immovable property	3,050															
37	of which building renovation loans	12															
38	Debt securities	885															
39	Equity instruments	1,629															
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1,183															
41	Loans and advances	5															
42	Debt securities	1,156															
43	Equity instruments	22															
44	Derivatives	3,945															
45	On demand interbank loans	473															
46	Cash and cash-related assets	147															
47	Other categories of assets (e.g. Goodwill, commodities etc.)	4,188															
48	TOTAL GAR ASSETS	10,9020	45,559	7,979	7,747	130	109	7	4	-	1	45,566	7,983	7,747	130	110	
49	Other assets not included in the GAR calculation	29,450															
50	Sovereign	14,795															
51	Exposures to central banks	14,180															
52	Trading book	474															
53	Total assets	138,470	45,559	7,979	7,747	130	109	7	4	-	1	45,566	7,983	7,747	130	110	
OFF-BALANCE SHEET EXPOSURES - UNDERTAKINGS SUBJECT TO NFRD DISCLOSURE OBLIGATIONS																	
54	Financial guarantees	4,917	399	105	8	9	3	65	32	-	1	464	137	8	9	4	
55	Assets under management	17,151	239	239	-	4	113	6	6	-	4	244	244	-	4	117	
56	of which debt securities	8,859	151	151	-	3	67	3	3	-	1	154	154	-	3	68	
57	of which equity instruments	6,583	88	88	-	1	46	3	3	-	3	91	91	-	1	49	

1. Assets included in the GAR calculation - CapEx-based

€m		31.12.2024																	
		Climate change mitigation (CCM)						Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)			
		Of which towards Taxonomy relevant sectors (Taxonomy-eligible)						Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
Total gross carrying amount																			
Of which use of proceeds																			
Of which transition al																			
Of which enabling																			
Of which use of proceeds																			
Of which enabling																			
GAR – Assets covered by numerator and denominator																			
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	69,381	47,308	8,872	8,319	92	94	77	8	-	2	-	-	-	-	7	-	-	-
2	Financial undertakings	9,930	2,446	349	89	22	42	22	5	-	1	-	-	-	-	-	-	-	-
3	Credit institutions	6,822	1,946	272	78	20	5	9	-	-	-	-	-	-	-	-	-	-	-
4	Loans and advances	2,202	632	71	-	7	-	8	-	-	-	-	-	-	-	-	-	-	-
5	Debt securities, including specific use of proceeds (UoP)	4,619	1,314	201	78	13	5	1	-	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Other financial companies	3,108	500	77	10	3	37	13	5	-	1	-	-	-	-	-	-	-	-
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	of which management companies	346	177	48	10	1	27	6	3	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	10	5	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	335	172	48	10	1	27	4	3	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	of which insurance undertakings	2,763	323	30	-	2	9	7	2	-	1	-	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	2,763	323	30	-	2	9	7	2	-	1	-	-	-	-	-	-	-	-
20	Non-financial corporations	1,501	807	376	84	69	52	55	3	-	1	-	-	-	-	7	-	-	-
21	Loans and advances	998	429	189	22	9	16	55	3	-	1	-	-	-	-	7	-	-	-
22	Debt securities, including specific use of proceeds (UoP)	469	350	187	61	60	36	-	-	-	-	-	-	-	-	-	-	-	-
23	Equity instruments	34	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24	Households	50,404	43,886	8,061	8,061	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25	of which loans collateralised by residential immovable property	41,055	41,055	8,061	8,061	-	-	-	-	-	-	-	-	-	-	-	-	-	-
26	of which building renovation loans	1,019	1,019	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
27	of which motor vehicle loans	2,125	1,813	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	7,546	169	85	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-
29	Financing for housing	84	84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	7,461	85	85	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (but included in the denominator)	44,943	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
33	Financial and non-financial undertakings	35,788	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	34,542	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35	Loans and advances	31,140	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
36	of which loans collateralised by commercial immovable property	3,239	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37	of which building renovation loans	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
38	Debt securities	1,834	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
39	Equity instruments	1,569	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1,246	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
41	Loans and advances	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
42	Debt securities	1,207	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
43	Equity instruments	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
44	Derivatives	3,293	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45	On demand interbank loans	456	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
46	Cash and cash-related assets	133	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Other categories of assets (e.g. Goodwill, commodities etc.)	5,273	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48	TOTAL GAR ASSETS	114,324	47,308	8,872	8,319	92	94	77	8	-	2	-	-	-	-	7	-	-	-
49	Other assets not included in the GAR calculation	28,716	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50	Sovereign	17,414	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51	Exposures to central banks	10,909	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
52	Trading book	393	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
53	Total assets	143,040	47,308	8,872	8,319	92	94	77	8	-	2	-	-	-	-	7	-	-	-
OFF-BALANCE SHEET EXPOSURES - UNDERTAKINGS SUBJECT TO NFRD DISCLOSURE OBLIGATIONS																			
54	Financial guarantees	4,824	278	100	-	9	10	3	1	-	-	-	-	-	-	2	-	-	-
55	Assets under management	14,710	1,870	750	-	57	322	132	46	-	16	55	-	-	-	10	-	-	-
56	of which debt securities	6,796	972	265	-	44	100	98	28	-	3	29	-	-	-	5	-	-	-
57	of which equity instruments	6,790	898	485	-	14	222	34	18	-	13	26	-	-	-	5	-	-	-

Cm	31.12.2024													
	Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
	Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)					
	Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)					
		Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which transitionals	Of which enabling		
GAR – Assets covered by numerator and denominator														
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	19	-	-	-	1	-	-	-	47,411	8,880	8,319	92	96
2	Financial undertakings	2	-	-	-	-	-	-	-	2,470	354	89	22	43
3	Credit institutions	-	-	-	-	-	-	-	-	1,955	272	78	20	-
4	Loans and advances	-	-	-	-	-	-	-	-	640	71	-	7	-
5	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	1,314	201	78	13	5
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Other financial companies	2	-	-	-	-	-	-	-	515	82	10	3	38
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-		-	-	-		-	-	-		-	-
12	of which management companies	2	-	-	-	-	-	-	-	185	50	10	1	27
13	Loans and advances	2	-	-	-	-	-	-	-	8	-	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	176	50	10	1	27
15	Equity instruments	-	-		-	-	-		-	-	-		-	-
16	of which insurance undertakings	-	-	-	-	-	-	-	-	330	32	-	2	10
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-		-	-	-		-	330	32		2	10
20	Non-financial corporations	17	-	-	-	1	-	-	-	886	379	84	69	53
21	Loans and advances	13	-	-	-	1	-	-	-	505	192	22	9	17
22	Debt securities, including specific use of proceeds (UoP)	3	-	-	-	-	-	-	-	353	187	61	60	36
23	Equity instruments	-	-		-	-	-		-	28	-		-	-
24	Households									43,886	8,061	8,061	-	-
25	of which loans collateralised by residential immovable property									41,055	8,061	8,061	-	-
26	of which building renovation loans									1,019	-	-	-	-
27	of which motor vehicle loans									1,813	-	-	-	-
28	Local governments financing	-	-	-	-	-	-	-	-	169	85	85	-	-
29	Financing for housing	-	-	-	-	-	-	-	-	84	-	-	-	-
30	Other local government financing	-	-	-	-	-	-	-	-	85	85	85	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (but included in the denominator)	-	-	-	-	-	-	-	-	-	-	-	-	-
33	Financial and non-financial undertakings													
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations													
35	Loans and advances													
36	of which loans collateralised by commercial immovable property													
37	of which building renovation loans													
38	Debt securities													
39	Equity instruments													
40	Non-EU country counterparties not subject to NFRD disclosure obligations													
41	Loans and advances													
42	Debt securities													
43	Equity instruments													
44	Derivatives													
45	On demand interbank loans													
46	Cash and cash-related assets													
47	Other categories of assets (e.g. Goodwill, commodities etc.)													
48	TOTAL GAR ASSETS	19	-		-	1	-	-	-	47,411	8,880	8,319	92	96
49	Other assets not included in the GAR calculation													
50	Sovereign													
51	Exposures to central banks													
52	Trading book													
53	Total assets	19	-	-	-	1	-	-	-	47,411	8,880	8,319	92	96
OFF-BALANCE SHEET EXPOSURES - UNDERTAKINGS SUBJECT TO NFRD DISCLOSURE OBLIGATIONS														
54	Financial guarantees	8	-	-	-	1	-	-	-	291	101	-	9	10
55	Assets under management	78	-	-	-	2	-	-	-	2,147	796	-	57	337
56	of which debt securities	41	-	-	-	1	-	-	-	1,146	293	-	44	103
57	of which equity instruments	37	-	-	-	1	-	-	-	1,002	503	-	14	235

		31/12/2023 (pro forma)															
		Climate change mitigation (CCM)						Climate change adaptation (CCA)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Of which towards Taxonomy relevant sectors (Taxonomy-eligible)						Of which towards Taxonomy relevant sectors (Taxonomy-eligible)				Of which towards Taxonomy relevant sectors (Taxonomy-eligible)					
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)					
		Total gross carrying amount			Of which use of proceeds	Of which transitional	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which transitional	Of which enabling	
€m																	
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	66,972	43,675	8,027	7,747	126	48	92	4	-	-	43,767	8,031	7,747	126	48	
2	Financial undertakings	10,211	320	145	105	1	11	85	2	-	-	405	146	105	1	11	
3	Credit institutions	7,353	216	113	105	-	-	83	-	-	-	299	113	105	-	-	
4	Loans and advances	3,400	31	-	-	-	-	30	-	-	-	31	-	-	-	-	
5	Debt securities, including specific use of proceeds (UoP)	3,952	185	113	105	-	-	54	-	-	-	185	113	105	-	-	
6	Equity instruments	-	-	-		-	-	-	-		-	-	-		-	-	
7	Other financial companies	2,858	104	32	-	1	11	2	2	-	-	105	34	-	1	11	
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-	-		-	-	-	-		-	-	-		-	-	
12	of which management companies	178	84	13	-	-	6	-	-	-	-	84	13	-	-	6	
13	Loans and advances	22	12	6	-	-	-	-	-	-	-	12	6	-	-	-	
14	Debt securities, including specific use of proceeds (UoP)	156	73	7	-	-	6	-	-	-	-	73	7	-	-	6	
15	Equity instruments	-	-	-		-	-	-	-		-	-	-		-	-	
16	of which insurance undertakings	2,680	19	19	-	1	4	2	2	-	-	21	21	-	1	4	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	2,680	19	19		1	4	2	2	-	-	21	21		1	4	
20	Non-financial corporations	1,486	736	323	84	125	37	7	2	-	-	739	326	84	125	37	
21	Loans and advances	955	385	178	12	16	4	7	2	-	-	388	180	12	16	4	
22	Debt securities, including specific use of proceeds (UoP)	480	314	146	72	109	34	-	-	-	-	314	146	72	109	34	
23	Equity instruments	51	37	-		-	-	-	-		-	37	-		-	-	
24	Households	48,791	42,490	7,495	7,495	-	-	-	-	-	-	42,490	7,495	7,495	-	-	
25	of which loans collateralised by residential immovable property	40,232	40,232	7,495	7,495	-	-	-	-	-	-	40,232	7,495	7,495	-	-	
26	of which building renovation loans	861	861	-	-	-	-	-	-	-	-	861	-	-	-	-	
27	of which motor vehicle loans	2,026	1,396	-	-	-	-					1,396	-	-	-	-	
28	Local governments financing	6,483	129	64	64	-	-	-	-	-	-	129	64	64	-	-	
29	Financing for housing	65	65	-	-	-	-	-	-	-	-	65	-	-	-	-	
30	Other local government financing	6,418	64	64	64	-	-	-	-	-	-	64	64	64	-	-	
31	Collateral obtained by taking possession: residential and commercial immovable properties	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
32	Assets excluded from the numerator for GAR calculation (but included in the denominator)	42,049	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
33	Financial and non-financial undertakings	33,295															
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	32,112															
35	Loans and advances	29,598															
36	of which loans collateralised by commercial immovable property	3,050															
37	of which building renovation loans	12															
38	Debt securities	885															
39	Equity instruments	1,629															
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1,183															
41	Loans and advances	5															
42	Debt securities	1,156															
43	Equity instruments	22															
44	Derivatives	3,945															
45	On demand interbank loans	473															
46	Cash and cash-related assets	147															
47	Other categories of assets (e.g. Goodwill, commodities etc.)	4,188															
48	TOTAL GAR ASSETS	109,020	43,675	8,027	7,747	126	48	92	4	-	-	43,767	8,031	7,747	126	48	
49	Other assets not included in the GAR calculation	29,450															
50	Sovereign	14,795															
51	Exposures to central banks	14,180															
52	Trading book	474															
53	Total assets	138,470	43,675	8,027	7,747	126	48	92	4	-	-	43,767	8,031	7,747	126	48	
OFF-BALANCE SHEET EXPOSURES - UNDERTAKINGS SUBJECT TO NFRD DISCLOSURE OBLIGATIONS																	
54	Financial guarantees	4,917	318	151	8	9	1	51	24	-	-	369	175	8	9	1	
55	Assets under management	17,151	475	475	-	11	158	10	10	-	10	485	485	-	11	158	
56	of which debt securities	8,859	198	198	-	6	73	4	4	-	3	202	202	-	6	73	
57	of which equity instruments	6,583	277	277	-	5	85	6	6	-	6	283	283	-	5	85	

2. GAR Information by segment - turnover-based

Breakdown by sector - 4-digit NACE level (code and heading)	Climate change mitigation (CCM)				Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)			
	Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount	
	€m	Of which environment tally sustainable (CCM)	€m	Of which environment tally sustainable (CCM)	€m	Of which environment tally sustainable (CCA)	€m	Of which environment tally sustainable (CCA)	€m	Of which environment tally sustainable (WTR)	€m	Of which environment tally sustainable (WTR)	€m	Of which environment tally sustainable (CE)	€m	Of which environment tally sustainable (CE)
C13.96 - Manufacture of other technical and industrial textiles	3	-			3	-			3	-			3	-		
C20.13 - Manufacture of other inorganic basic chemicals n.e.c.	5	-			5	-			5	-			5	-		
C20.15 - Manufacture of fertilisers and nitrogen compounds	1	-			1	-			1	-			1	-		
C22.21 - Manufacture of plastic plates, sheets, tubes and profiles	51	-			51	1			51	-			51	-		
C24.20 - Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	5	-			5	-			5	-			5	-		
C25.62 - Machining	24	-			24	-			24	-			24	-		
C26.51 - Manufacture of instruments and appliances for measuring, testing and navigation	1	-			1	-			1	-			1	-		
C26.70 - Manufacture of optical instruments and photographic equipment	18	1			18	-			18	-			18	-		
C27.11 - Manufacture of electric motors, generators and transformers	1	-			1	-			1	-			1	-		
C28.22 - Manufacture of lifting and handling equipment	18	1			18	-			18	-			18	-		
C28.96 - Manufacture of plastics and rubber machinery	1	-			1	-			1	-			1	-		
C30.30 - Manufacture of air and spacecraft and related machinery	16	-			16	-			16	-			16	-		
D35.11 - Production of electricity	65	28			65	-			65	-			65	-		
D35.12 - Transmission of electricity	15	13			15	-			15	-			15	-		
D35.21 - Manufacture of gas	15	9			15	-			15	-			15	-		
D35.30 - Steam and air conditioning supply	20	2			20	-			20	-			20	-		
E38.11 - Collection of non-hazardous waste	1	-			1	-			1	-			1	-		
E38.21 - Treatment and disposal of non-hazardous waste	17	15			17	-			17	-			17	-		
F41.10 - Development of building projects	3	-			3	-			3	-			3	-		
F41.10 - Development of housing building projects	33	6			33	-			33	-			33	-		
F41.10 - Legal support for programmes	14	2			14	-			14	-			14	-		
F41.20 - Construction of other buildings	1	-			1	-			1	-			1	-		
F43.21 - Electrical installation	1	-			1	-			1	-			1	-		
G46.73 - Wholesale of wood, construction materials and sanitary equipment	4	-			4	-			4	-			4	-		
G46.76 - Wholesale of other intermediate products	15	-			15	-			15	-			15	-		
G47.11 - Retail sale in non-specialised stores with food, beverages or tobacco predominating - supermarkets	1	-			1	-			1	-			1	-		
H49.41 - Freight transport by road	2	-			2	-			2	-			2	-		
H52.21 - Service activities incidental to land transportation	131	99			131	-			131	-			131	-		
H52.29 - Other transportation support activities	37	-			37	-			37	-			37	-		
I56.10 - Restaurants and mobile food service activities	4	-			4	-			4	-			4	-		
I56.30 - Beverage serving activities	1	-			1	-			1	-			1	-		
J58.14 - Publishing of journals and periodicals	15	-			15	-			15	-			15	-		
J62.02 - Computer consultancy activities	62	1			62	-			62	-			62	-		
K64.20 - Activities of holding companies	140	15			140	-			140	-			140	-		
K66.30 - Fund management activities	25	-			25	-			25	-			25	-		
L68.20 - Renting and operating of own or leased real estate - apartment buildings and dwellings	216	45			216	-			216	-			216	-		
L68.20 - Renting and operating of own or leased real estate - land	131	8			131	-			131	-			131	-		
L68.31 - Real estate agencies	2	-			2	-			2	-			2	-		
L68.32 - Management of real estate on a fee or contract basis	5	-			5	-			5	-			5	-		
M70.10 - Activities of head offices	266	62			266	1			266	-			266	-		
M70.22 - Business and other management consultancy activities	14	-			14	-			14	-			14	-		
M71.12 - Engineering activities and related technical consultancy	43	28			43	-			43	-			43	-		
N82.30 - Organisation of conventions and trade shows	1	-			1	-			1	-			1	-		
N82.99 - Other business support service activities n.e.c.	15	3			15	-			15	-			15	-		
O87.30 - Residential care activities for the elderly and disabled	22	-			22	-			22	-			22	-		
R92.00 - Gambling and betting activities	19	-			19	-			19	-			19	-		

Breakdown by sector - 4-digit NACE level (code and heading)	Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)			
	Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD	
	Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount	
	€m	Of which environmentally sustainable (PPC)	€m	Of which environmentally sustainable (PPC)	€m	Of which environmentally sustainable (BIO)	€m	Of which environmentally sustainable (BIO)	€m	Of which environmentally sustainable (CCM + CCA)	€m	Of which environmentally sustainable (CCM + CCA)
C13.96 - Manufacture of other technical and industrial textiles	3	-			3	-			3	-		
C20.13 - Manufacture of other inorganic basic chemicals n.e.c.	5	-			5	-			5	-		
C20.15 - Manufacture of fertilisers and nitrogen compounds	1	-			1	-			1	-		
C22.21 - Manufacture of plastic plates, sheets, tubes and profiles	51	-			51	-			51	1		
C24.20 - Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	5	-			5	-			5	-		
C25.62 - Machining	24	-			24	-			24	-		
C26.51 - Manufacture of instruments and appliances for measuring, testing and navigation	1	-			1	-			1	-		
C26.70 - Manufacture of optical instruments and photographic equipment	18	-			18	-			18	1		
C27.11 - Manufacture of electric motors, generators and transformers	1	-			1	-			1	-		
C28.22 - Manufacture of lifting and handling equipment	18	-			18	-			18	1		
C28.96 - Manufacture of plastics and rubber machinery	1	-			1	-			1	-		
C30.30 - Manufacture of air and spacecraft and related machinery	16	-			16	-			16	-		
D35.11 - Production of electricity	65	-			65	-			65	28		
D35.12 - Transmission of electricity	15	-			15	-			15	13		
D35.21 - Manufacture of gas	15	-			15	-			15	9		
D35.30 - Steam and air conditioning supply	20	-			20	-			20	2		
E38.11 - Collection of non-hazardous waste	1	-			1	-			1	-		
E38.21 - Treatment and disposal of non-hazardous waste	17	-			17	-			17	15		
F41.10 - Development of building projects	3	-			3	-			3	-		
F41.10 - Development of housing building projects	33	-			33	-			33	6		
F41.10 - Legal support for programmes	14	-			14	-			14	2		
F41.20 - Construction of other buildings	1	-			1	-			1	-		
F43.21 - Electrical installation	1	-			1	-			1	-		
G46.73 - Wholesale of wood, construction materials and sanitary equipment	4	-			4	-			4	-		
G46.76 - Wholesale of other intermediate products	15	-			15	-			15	-		
G47.11 - Retail sale in non-specialised stores with food, beverages or tobacco predominating - supermarkets	1	-			1	-			1	-		
H49.41 - Freight transport by road	2	-			2	-			2	-		
H52.21 - Service activities incidental to land transportation	131	-			131	-			131	99		
H52.29 - Other transportation support activities	37	-			37	-			37	-		
I56.10 - Restaurants and mobile food service activities	4	-			4	-			4	-		
I56.30 - Beverage serving activities	1	-			1	-			1	-		
J58.14 - Publishing of journals and periodicals	15	-			15	-			15	-		
J62.02 - Computer consultancy activities	62	-			62	-			62	1		
K64.20 - Activities of holding companies	140	-			140	-			140	15		
K66.30 - Fund management activities	25	-			25	-			25	-		
L68.20 - Renting and operating of own or leased real estate - apartment buildings and dwellings	216	-			216	-			216	45		
L68.20 - Renting and operating of own or leased real estate - land	131	-			131	-			131	8		
L68.31 - Real estate agencies	2	-			2	-			2	-		
L68.32 - Management of real estate on a fee or contract basis	5	-			5	-			5	-		
M70.10 - Activities of head offices	266	-			266	-			266	63		
M70.22 - Business and other management consultancy activities	14	-			14	-			14	-		
M71.12 - Engineering activities and related technical consultancy	43	-			43	-			43	28		
N82.30 - Organisation of conventions and trade shows	1	-			1	-			1	-		
N82.99 - Other business support service activities n.e.c.	15	-			15	-			15	3		
O87.30 - Residential care activities for the elderly and disabled	22	-			22	-			22	-		
R92.00 - Gambling and betting activities	19	-			19	-			19	-		

2bis. GAR Information by segment - CapEx-based

Breakdown by sector - 4-digit NACE level (code and heading)	Climate change mitigation (CCM)				Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)			
	Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD	
	Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount	
	€m	Of which environmentally sustainable (CCM)	€m	Of which environmentally sustainable (CCM)	€m	Of which environmentally sustainable (CCA)	€m	Of which environmentally sustainable (CCA)	€m	Of which environmentally sustainable (WTR)	€m	Of which environmentally sustainable (WTR)	€m	Of which environmentally sustainable (CE)	€m	Of which environmentally sustainable (CE)
C13 96 - Manufacture of other technical and industrial textiles	3	-			3	-			3	-			3	-		
C20 13 - Manufacture of other inorganic basic chemicals n.e.c.	5	-			5	-			5	-			5	-		
C20 15 - Manufacture of fertilisers and nitrogen compounds	1	-			1	-			1	-			1	-		
C22 21 - Manufacture of plastic plates, sheets, tubes and profiles	51	-			51	-			51	-			51	-		
C24 20 - Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	5	-			5	-			5	-			5	-		
C25 62 - Machining	24	-			24	-			24	-			24	-		
C26 51 - Manufacture of instruments and appliances for measuring, testing and navigation	1	-			1	-			1	-			1	-		
C26 70 - Manufacture of optical instruments and photographic equipment	18	-			18	-			18	-			18	-		
C27 11 - Manufacture of electric motors, generators and transformers	1	-			1	-			1	-			1	-		
C28 22 - Manufacture of lifting and handling equipment	18	-			18	-			18	-			18	-		
C28 96 - Manufacture of plastics and rubber machinery	1	3			1	-			1	-			1	-		
C30 30 - Manufacture of air and spacecraft and related machinery	16	-			16	-			16	-			16	-		
D35 11 - Production of electricity	65	-			65	-			65	-			65	-		
D35 12 - Transmission of electricity	15	37			15	-			15	-			15	-		
D35 21 - Manufacture of gas	15	15			15	-			15	-			15	-		
D35 30 - Steam and air conditioning supply	20	9			20	-			20	-			20	-		
E38 11 - Collection of non-hazardous waste	1	7			1	-			1	-			1	-		
E38 21 - Treatment and disposal of non-hazardous waste	17	-			17	-			17	-			17	-		
F41 10 - Development of building projects	3	-			3	-			3	-			3	-		
F41 10 - Development of housing building projects	33	-			33	-			33	-			33	-		
F41 10 - Legal support for programmes	14	6			14	-			14	-			14	-		
F41 20 - Construction of other buildings	1	2			1	-			1	-			1	-		
F43 21 - Electrical installation	1	-			1	-			1	-			1	-		
G46 73 - Wholesale of wood, construction materials and sanitary equipment	4	-			4	-			4	-			4	-		
G46 76 - Wholesale of other intermediate products	15	-			15	-			15	-			15	-		
G47 11 - Retail sale in non-specialised stores with food, beverages or tobacco predominating - supermarkets	1	-			1	-			1	-			1	-		
H49 41 - Freight transport by road	2	-			2	-			2	-			2	-		
H52 21 - Service activities incidental to land transportation	131	-			131	-			131	-			131	-		
H52 29 - Other transportation support activities	37	-			37	-			37	-			37	-		
I56 10 - Restaurants and mobile food service activities	4	-			4	-			4	-			4	-		
I56 30 - Beverage serving activities	1	-			1	-			1	-			1	-		
J58 14 - Publishing of journals and periodicals	15	-			15	-			15	-			15	-		
J62 02 - Computer consultancy activities	62	-			62	-			62	-			62	-		
K64 20 - Activities of holding companies	140	14			140	-			140	-			140	-		
K66 30 - Fund management activities	25	10			25	1			25	-			25	-		
L68 20 - Renting and operating of own or leased real estate - apartment buildings and dwellings	216	-			216	-			216	-			216	-		
L68 20 - Renting and operating of own or leased real estate - land	131	74			131	-			131	-			131	-		
L68 31 - Real estate agencies	2	8			2	-			2	-			2	-		
L68 32 - Management of real estate on a fee or contract basis	5	-			5	-			5	-			5	-		
M70 10 - Activities of head offices	266	-			266	-			266	-			266	-		
M70 22 - Business and other management consultancy activities	14	53			14	-			14	-			14	-		
M71 12 - Engineering activities and related technical consultancy	43	-			43	1			43	-			43	-		
N82 30 - Organisation of conventions and trade shows	1	-			1	-			1	-			1	-		
N82 99 - Other business support service activities n.e.c.	15	-			15	-			15	-			15	-		
O87 30 - Residential care activities for the elderly and disabled	22	-			22	-			22	-			22	-		
R92 00 - Gambling and betting activities	19	5			19	-			19	-			19	-		

Breakdown by sector - 4-digit NACE level (code and heading)	Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)			
	Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD		Non-financial corporates (subject to the NFRD)		SMEs and other NFC not subject to NFRD	
	Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount		Gross carrying amount	
	€m	Of which environmentally sustainable (PPC)	€m	Of which environmentally sustainable (PPC)	€m	Of which environmentally sustainable (BIO)	€m	Of which environmentally sustainable (BIO)	€m	Of which environmentally sustainable (CCM + CCA)	€m	Of which environmentally sustainable (CCM + CCA)
C13.96 - Manufacture of other technical and industrial textiles	3	-			3	-			3	-		
C20.13 - Manufacture of other inorganic basic chemicals n.e.c.	5	-			5	-			5	-		
C20.15 - Manufacture of fertilisers and nitrogen compounds	1	-			1	-			1	-		
C22.21 - Manufacture of plastic plates, sheets, tubes and profiles	51	-			51	-			51	-		
C24.20 - Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	5	-			5	-			5	-		
C25.62 - Machining	24	-			24	-			24	-		
C26.51 - Manufacture of instruments and appliances for measuring, testing and navigation	1	-			1	-			1	-		
C26.70 - Manufacture of optical instruments and photographic equipment	18	-			18	-			18	-		
C27.11 - Manufacture of electric motors, generators and transformers	1	-			1	-			1	-		
C28.22 - Manufacture of lifting and handling equipment	18	-			18	-			18	-		
C28.96 - Manufacture of plastics and rubber machinery	1	-			1	-			1	3		
C30.30 - Manufacture of air and spacecraft and related machinery	16	-			16	-			16	-		
D35.11 - Production of electricity	65	-			65	-			65	-		
D35.12 - Transmission of electricity	15	-			15	-			15	37		
D35.21 - Manufacture of gas	15	-			15	-			15	15		
D35.30 - Steam and air conditioning supply	20	-			20	-			20	9		
E38.11 - Collection of non-hazardous waste	1	-			1	-			1	7		
E38.21 - Treatment and disposal of non-hazardous waste	17	-			17	-			17	-		
F41.10 - Development of building projects	3	-			3	-			3	-		
F41.10 - Development of housing building projects	33	-			33	-			33	-		
F41.10 - Legal support for programmes	14	-			14	-			14	6		
F41.20 - Construction of other buildings	1	-			1	-			1	2		
F43.21 - Electrical installation	1	-			1	-			1	-		
G46.73 - Wholesale of wood, construction materials and sanitary equipment	4	-			4	-			4	-		
G46.76 - Wholesale of other intermediate products	15	-			15	-			15	-		
G47.11 - Retail sale in non-specialised stores with food, beverages or tobacco predominating - supermarkets	1	-			1	-			1	-		
H49.41 - Freight transport by road	2	-			2	-			2	-		
H52.21 - Service activities incidental to land transportation	131	-			131	-			131	-		
H52.29 - Other transportation support activities	37	-			37	-			37	-		
I56.10 - Restaurants and mobile food service activities	4	-			4	-			4	-		
I56.30 - Beverage serving activities	1	-			1	-			1	-		
J58.14 - Publishing of journals and periodicals	15	-			15	-			15	-		
J62.02 - Computer consultancy activities	62	-			62	-			62	-		
K64.20 - Activities of holding companies	140	-			140	-			140	14		
K66.30 - Fund management activities	25	-			25	-			25	11		
L68.20 - Renting and operating of own or leased real estate - apartment buildings and dwellings	216	-			216	-			216	-		
L68.20 - Renting and operating of own or leased real estate - land	131	-			131	-			131	74		
L68.31 - Real estate agencies	2	-			2	-			2	8		
L68.32 - Management of real estate on a fee or contract basis	5	-			5	-			5	-		
M70.10 - Activities of head offices	266	-			266	-			266	-		
M70.22 - Business and other management consultancy activities	14	-			14	-			14	53		
M71.12 - Engineering activities and related technical consultancy	43	-			43	-			43	1		
N82.30 - Organisation of conventions and trade shows	1	-			1	-			1	-		
N82.99 - Other business support service activities n.e.c.	15	-			15	-			15	-		
O87.30 - Residential care activities for the elderly and disabled	22	-			22	-			22	-		
R92.00 - Gambling and betting activities	19	-			19	-			19	5		

3. GAR KPI Stock - turnover-based

		31.12.2024															
		Climate change mitigation (CCM)				Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)			
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)			
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)			
		Of which use of proceeds		Of which transition	Of which enabling	Of which use of proceeds		Of which transition	Of which enabling	Of which use of proceeds		Of which transition	Of which enabling	Of which use of proceeds		Of which transition	Of which enabling
%(of total assets covered in the denominator)																	
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	68.26%	12.69%	11.99%	0.11%	0.16%	0.04%	-	-	-	-	-	-	0.01%	-	-	-
2	Financial undertakings	27.13%	3.16%	0.89%	0.05%	0.30%	0.04%	0.01%	-	0.01%	-	-	-	-	-	-	-
3	Credit institutions	33.18%	3.72%	1.15%	0.06%	0.13%	0.02%	-	-	-	-	-	-	-	-	-	-
4	Loans and advances	28.21%	2.62%	0.02%	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Debt securities, including specific use of proceeds (UoP)	35.55%	4.25%	1.69%	0.07%	0.19%	0.02%	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	7.00%	1.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Other financial companies	13.84%	1.93%	0.33%	0.05%	0.68%	0.09%	0.04%	-	0.02%	-	-	-	-	-	-	-
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	of which management companies	34.40%	10.03%	2.98%	0.01%	3.71%	-	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	49.24%	14.56%	-	0.50%	-	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	33.95%	9.89%	3.08%	-	3.83%	-	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	of which insurance undertakings	11.27%	0.91%	-	0.05%	0.30%	0.10%	0.04%	-	0.02%	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	11.27%	0.91%	-	0.05%	0.30%	0.10%	0.04%	-	0.02%	-	-	-	-	-	-	-
20	Non-financial corporations	40.77%	22.70%	5.57%	4.68%	5.22%	1.53%	0.08%	-	0.08%	0.03%	-	-	-	0.61%	-	-
21	Loans and advances	34.93%	15.16%	2.24%	0.18%	1.27%	2.30%	0.12%	0.12%	-	0.04%	-	-	-	0.91%	-	-
22	Debt securities, including specific use of proceeds (UoP)	50.03%	39.17%	13.08%	14.54%	14.00%	-	-	-	-	-	-	-	-	-	-	-
23	Equity instruments	84.00%	17.00%	-	1.00%	-	-	-	-	-	-	-	-	-	-	-	-
24	Households	87.07%	15.99%	15.99%	-	-	-	-	-	-	-	-	-	-	-	-	-
25	of which loans collateralised by residential immovable property	100.00%	19.64%	19.64%	-	-	-	-	-	-	-	-	-	-	-	-	-
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
27	of which motor vehicle loans	85.30%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	2.24%	1.13%	1.13%	-	-	-	-	-	-	-	-	-	-	-	-	-
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	1.14%	1.14%	1.14%	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	TOTAL GAR ASSETS	41.43%	7.70%	7.28%	0.07%	0.09%	0.02%	-	-	-	-	-	-	-	0.01%	-	-

		31.12.2024												
		Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM • CCA • WTR • CE • PPC • ORGANIC)				
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				
		Of which use of proceeds		Of which enabling		Of which use of proceeds		Of which enabling		Of which use of proceeds		Of which enabling		
% of total assets covered in the denominator														
• GAR – Assets covered by numerator and denominator														
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0.03%	-	-	-	-	-	-	68.35%	12.69%	11.99%	0.11%	0.16%	48.50%
2	Financial undertakings	0.05%	-	-	-	-	-	-	27.22%	3.17%	0.89%	0.05%	0.31%	6.94%
3	Credit institutions	-	-	-	-	-	-	-	33.20%	3.72%	1.15%	0.06%	0.13%	4.77%
4	Loans and advances	-	-	-	-	-	-	-	28.21%	2.62%	-	0.02%	-	1.54%
5	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	35.58%	4.25%	1.69%	0.07%	0.19%	3.23%
6	Equity instruments	-	-		-	-	-		7.00%	1.00%		-	-	-
7	Other financial companies	0.17%	-	-	-	-	-	-	14.10%	1.96%	0.33%	0.05%	0.69%	2.17%
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-		-	-	-		-	-		-	-	-
12	of which management companies	1.52%	-	-	-	0.01%	-	-	35.94%	10.03%	2.98%	0.01%	3.71%	0.24%
13	Loans and advances	11.89%	-	-	-	0.50%	-	-	61.63%	14.66%	-	0.50%	-	0.01%
14	Debt securities, including specific use of proceeds (UoP)	1.21%	-	-	-	-	-	-	35.15%	9.89%	3.08%	-	3.83%	0.23%
15	Equity instruments	-	-		-	-	-		-	-		-	-	-
16	of which insurance undertakings	-	-	-	-	-	-	-	11.37%	0.95%	-	0.05%	0.31%	1.93%
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-		-	-	-		11.37%	0.95%		0.05%	0.31%	1.93%
20	Non-financial corporations	0.90%	-	-	-	0.20%	-	-	44.03%	22.78%	5.57%	4.68%	5.29%	1.05%
21	Loans and advances	1.35%	-	-	-	0.31%	-	-	39.84%	15.27%	2.24%	0.18%	1.39%	0.70%
22	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	50.03%	39.17%	13.08%	14.54%	14.00%	0.33%
23	Equity instruments	-	-		-	-	-		84.00%	17.00%		1.00%	-	0.02%
24	Households													
25	of which loans collateralised by residential immovable property								100.00%	19.64%	19.64%	-	-	28.70%
26	of which building renovation loans								100.00%	-	-	-	-	0.71%
27	of which motor vehicle loans								85.30%	-	-	-	-	1.49%
28	Local governments financing	-	-	-	-	-	-	-	2.24%	1.13%	1.13%	-	-	5.28%
29	Financing for housing	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.06%
30	Other local government financing	-	-	-	-	-	-	-	1.14%	1.14%		-	-	5.22%
Collateral obtained by taking possession: residential and commercial immovable properties														
31		-	-	-	-	-	-	-	-	-	-	-	-	-
32	TOTAL GAR ASSETS	0.02%	-	-	-	-	-	-	41.48%	7.70%	7.28%	0.07%	0.10%	79.92%

		31.12.2023														Share of total assets covered	
		Climate change mitigation (CCM)					Climate change adaptation (CCA)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)						
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)						
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)						
		Of which use of proceeds		Of which transitional	Of which enabling			Of which use of proceeds		Of which transitional	Of which enabling			Of which use of proceeds	Of which transitional	Of which enabling	
% (of total assets covered in the denominator)																	
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	75.16%	13.16%	12.78%	0.21%	0.18%	0.01%	0.01%	-	-	75.17%	13.17%	12.78%	0.21%	0.18%	43.78%	
2	Financial undertakings	22.82%	1.28%	1.02%	0.01%	0.07%	0.02%	0.01%	-	-	22.83%	1.28%	1.02%	0.01%	0.07%	7.37%	
3	Credit institutions	28.82%	1.42%	1.42%	-	-	0.01%	-	-	-	28.83%	1.42%	1.42%	-	-	5.31%	
4	Loans and advances	29.92%	-	-	-	-	-	-	-	-	29.92%	-	-	-	-	2.46%	
5	Debt securities, including specific use of proceeds (UoP)	27.88%	2.64%	2.64%	-	-	0.02%	-	-	-	27.90%	2.64%	2.64%	-	-	2.85%	
6	Equity instruments	5.00%	-	-	-	-	-	-	-	-	5.00%	-	-	-	-	-	
7	Other financial companies	7.38%	0.90%	-	0.04%	0.25%	0.02%	0.02%	-	0.01%	7.40%	0.93%	-	0.04%	0.26%	2.06%	
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
12	of which management companies	31.79%	2.98%	-	-	2.06%	-	-	-	-	31.79%	2.98%	-	-	2.06%	0.13%	
13	Loans and advances	47.55%	7.42%	-	-	-	-	-	-	-	47.55%	7.42%	-	-	-	0.02%	
14	Debt securities, including specific use of proceeds (UoP)	29.64%	2.35%	-	-	2.35%	-	-	-	-	29.54%	2.35%	-	-	2.35%	0.11%	
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
16	of which insurance undertakings	5.76%	0.76%	-	0.04%	0.13%	0.03%	0.03%	-	0.01%	5.78%	0.79%	-	0.04%	0.14%	1.94%	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	5.76%	0.76%	-	0.04%	0.13%	0.03%	0.03%	-	0.01%	5.78%	0.79%	-	0.04%	0.14%	1.94%	
20	Non-financial corporations	41.04%	19.53%	5.65%	8.66%	6.87%	0.36%	0.21%	-	0.03%	41.40%	19.73%	5.65%	8.66%	6.91%	1.07%	
21	Loans and advances	36.00%	14.03%	1.30%	1.70%	0.32%	0.57%	0.32%	0.05%	-	36.56%	14.35%	1.30%	1.70%	0.37%	0.69%	
22	Debt securities, including specific use of proceeds (UoP)	47.49%	31.69%	14.92%	23.43%	20.64%	-	-	-	-	47.49%	31.69%	14.92%	23.43%	20.64%	0.35%	
23	Equity instruments	74.84%	7.92%	-	-	-	-	-	-	-	74.84%	7.92%	-	-	-	0.04%	
24	Households	87.08%	15.36%	15.36%	-	-	-	-	-	-	87.08%	15.36%	15.36%	-	-	35.24%	
25	of which loans collateralised by residential immovable property	100.00%	18.63%	18.63%	-	-	-	-	-	-	100.00%	18.63%	18.63%	-	-	29.05%	
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.62%	
27	of which motor vehicle loans	68.93%	-	-	-	-	-	-	-	-	68.93%	-	-	-	-	1.46%	
28	Local governments financing	100.00%	49.70%	49.70%	-	-	-	-	-	-	100.00%	49.70%	49.70%	-	-	0.09%	
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.05%	
30	Other local government financing	100.00%	100.00%	100.00%	-	-	-	-	-	-	100.00%	100.00%	100.00%	-	-	0.05%	
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
31																	
32	TOTAL GAR ASSETS	44.38%	7.77%	7.55%	0.13%	0.11%	0.01%	-	-	-	44.38%	7.78%	7.55%	0.13%	0.11%	74.14%	

3. GAR outstandings KPI - CapEx-based

		31.12.2024																
		Climate change mitigation (CCM)					Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)			
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)			
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)			
% (of total assets covered in the denominator)																		
• GAR – Assets covered by numerator and denominator																		
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	68.19%	12.79%	11.99%	0.13%	0.14%	0.11%	0.01%	-	-	-	-	-	-	0.01%	-	-	-
2	Financial undertakings	24.63%	3.52%	0.89%	0.22%	0.43%	0.22%	0.05%	-	0.01%	-	-	-	-	-	-	-	-
3	Credit institutions	28.52%	3.98%	1.15%	0.29%	0.08%	0.13%	-	-	-	-	-	-	-	-	-	-	-
4	Loans and advances	28.70%	3.23%	0.30%	-	-	0.37%	-	-	-	-	-	-	-	-	-	-	-
5	Debt securities, including specific use of proceeds (UoP)	28.44%	4.34%	1.69%	0.28%	0.12%	0.02%	-	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	8.00%	2.00%		-	2.00%	-	-			-	-	-	-	-			
7	Other financial companies	16.09%	2.49%	0.33%	0.08%	1.19%	0.42%	0.17%	-	0.02%	-	-	-	-	-	-	-	-
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-		-	-	-	-			-	-	-		-			
12	of which management companies	51.09%	13.78%	2.98%	0.16%	7.95%	1.76%	0.79%	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	45.76%	1.01%	-	0.50%	-	15.36%	0.50%	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	51.26%	14.18%	0.15%	8.19%	-	1.34%	0.80%	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-		-	-	-	-			-	-	-		-			
16	of which insurance undertakings	11.71%	1.08%	-	0.07%	0.34%	0.25%	0.09%	-	0.02%	-	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	11.71%	1.08%		0.07%	0.34%	0.25%	0.09%		0.02%	-		-	-	-	-		
20	Non-financial corporations	53.77%	25.06%	5.57%	4.63%	3.44%	3.65%	0.19%	-	0.08%	-	-	-	-	0.45%	-	-	-
21	Loans and advances	43.01%	18.92%	2.24%	0.91%	1.57%	5.50%	0.29%	-	0.13%	-	-	-	-	0.68%	-	-	-
22	Debt securities, including specific use of proceeds (UoP)	74.59%	39.97%	12.89%	-	7.68%	-	-	-	-	-	-	-	-	-	-	-	-
23	Equity instruments	82.00%	-		-	-	-	-			-	-	-	-	-	-		
24	Households	87.07%	15.99%	15.99%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25	of which loans collateralised by residential immovable property	100.00%	19.64%	19.64%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
27	of which motor vehicle loans	85.30%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	2.24%	1.13%	1.13%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	1.14%	1.14%	1.14%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	TOTAL GAR ASSETS	41.38%	7.76%	7.28%	0.08%	0.08%	0.07%	0.01%	-	-	-	-	-	-	0.01%	-	-	-

		31.12.2024												Share of total assets covered	
		Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)							
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total assets covered					
		Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which enabling		Of which transition al	Of which enabling			
% (of total assets covered in the denominator)															
• GAR – Assets covered by numerator and denominator															
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	0.03%	-	-	-	-	-	-	-	68.33%	12.80%	11.99%	0.13%	0.14%	48.50%
2	Financial undertakings	0.02%	-	-	-	-	-	-	-	24.87%	3.57%	0.89%	0.22%	0.43%	6.94%
3	Credit institutions	-	-	-	-	-	-	-	-	28.65%	3.98%	1.15%	0.29%	0.08%	4.77%
4	Loans and advances	-	-	-	-	-	-	-	-	29.07%	3.23%	-	0.30%	-	1.54%
5	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	28.45%	4.34%	1.69%	0.28%	0.12%	3.23%
6	Equity instruments	-	-	-	-	-	-	-	-	8.00%	2.00%	-	-	2.00%	-
7	Other financial companies	0.06%	-	-	-	-	-	-	-	16.57%	2.65%	0.33%	0.08%	1.21%	2.17%
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	of which management companies	0.58%	-	-	-	-	-	-	-	53.43%	14.58%	2.98%	0.16%	7.95%	0.24%
13	Loans and advances	19.32%	-	-	-	-	-	-	-	80.45%	1.51%	-	0.50%	-	0.01%
14	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	52.60%	14.98%	3.08%	0.15%	8.19%	0.23%
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	of which insurance undertakings	-	-	-	-	-	-	-	-	11.96%	1.16%	-	0.07%	0.36%	1.93%
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-	-	-	11.96%	1.16%	-	0.07%	0.36%	1.93%
20	Non-financial corporations	1.10%	-	-	-	0.08%	-	-	-	59.05%	25.25%	5.57%	4.63%	3.52%	1.05%
21	Loans and advances	1.32%	-	-	-	0.12%	-	-	-	50.63%	19.20%	2.24%	0.91%	1.69%	0.70%
22	Debt securities, including specific use of proceeds (UoP)	0.70%	-	-	-	-	-	-	-	75.30%	39.97%	13.08%	12.89%	7.68%	0.33%
23	Equity instruments	-	-	-	-	-	-	-	-	82.00%	-	-	-	-	0.02%
24	Households	-	-	-	-	-	-	-	-	87.07%	15.99%	15.99%	-	-	35.24%
25	of which loans collateralised by residential immovable property	-	-	-	-	-	-	-	-	100.00%	19.64%	19.64%	-	-	28.70%
26	of which building renovation loans	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.71%
27	of which motor vehicle loans	-	-	-	-	-	-	-	-	85.30%	-	-	-	-	1.49%
28	Local governments financing	-	-	-	-	-	-	-	-	2.24%	1.13%	1.13%	-	-	5.28%
29	Financing for housing	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.06%
30	Other local government financing	-	-	-	-	-	-	-	-	114%	114%	114%	-	-	5.22%
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-
31		-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	TOTAL GAR ASSETS	0.02%	-	-	-	-	-	-	-	41.47%	7.77%	7.28%	0.08%	0.08%	79.99%

		31.12.2023															
		Climate change mitigation (CCM)					Climate change adaptation (CCA)					TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					Share of total assets covered
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					
		Of which use of proceeds	Of which transitional	Of which enabling	Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which transitional	Of which enabling	Of which use of proceeds	Of which transitional	Of which enabling					
%(of total assets covered in the denominator)																	
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	72.05%	13.24%	12.78%	0.21%	0.08%	0.15%	0.01%	-	-	72.20%	13.25%	12.78%	0.21%	0.08%	43.78%	
2	Financial undertakings	3.13%	1.42%	1.02%	0.01%	0.11%	0.83%	0.02%	-	-	3.96%	1.43%	1.02%	0.01%	0.11%	7.37%	
3	Credit institutions	2.94%	1.53%	1.42%	-	-	1.14%	-	-	-	4.07%	1.53%	1.42%	-	-	5.31%	
4	Loans and advances	0.91%	-	-	-	-	0.87%	-	-	-	0.91%	-	-	-	-	2.46%	
5	Debt securities, including specific use of proceeds (UoP)	4.68%	2.85%	2.64%	-	-	1.36%	-	-	-	4.68%	2.85%	2.64%	-	-	2.85%	
6	Equity instruments	-	-		-	-	-	-		-	-	-		-	-	-	
7	Other financial companies	3.63%	1.12%	-	0.04%	0.38%	0.06%	0.06%	-	0.01%	3.68%	1.18%	-	0.04%	0.38%	2.06%	
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-		-	-	-	-		-	-	-		-	-	-	
12	of which management companies	47.35%	7.12%	-	-	3.55%	-	-	-	-	47.35%	7.12%	-	-	3.55%	0.13%	
13	Loans and advances	52.45%	25.59%	-	-	-	-	-	-	0.03%	52.45%	25.59%	-	-	-	0.02%	
14	Debt securities, including specific use of proceeds (UoP)	46.63%	4.48%	-	-	4.06%	-	-	-	-	46.63%	4.48%	-	-	4.06%	0.11%	
15	Equity instruments	-	-		-	-	-	-		-	-		-	-	-	-	
16	of which insurance undertakings	0.73%	0.73%	-	0.04%	0.17%	0.06%	0.06%	-	0.01%	0.79%	0.79%	-	0.04%	0.17%	1.94%	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	0.73%	0.73%		0.04%	0.17%	0.06%	0.06%	-	0.01%	0.79%	0.79%		0.04%	0.17%	1.94%	
20	Non-financial corporations	49.56%	21.77%	5.65%	8.40%	2.50%	0.47%	0.15%	-	-	49.71%	21.92%	5.65%	8.40%	2.50%	1.07%	
21	Loans and advances	40.36%	18.62%	1.30%	1.65%	0.38%	0.73%	0.23%	-	0.01%	40.60%	18.86%	1.30%	1.65%	0.38%	0.69%	
22	Debt securities, including specific use of proceeds (UoP)	65.35%	30.33%	14.92%	22.72%	6.99%	-	-	-	-	65.35%	30.33%	14.92%	22.72%	6.99%	0.35%	
23	Equity instruments	73.11%	-		-	-	-	-		-	73.11%	-		-	-	0.04%	
24	Households	87.08%	15.36%	15.36%	-	-	-	-	-	-	87.08%	15.36%	15.36%	-	-	35.24%	
25	of which loans collateralised by residential immovable property	100.00%	18.63%	18.63%	-	-	-	-	-	-	100.00%	18.63%	18.63%	-	-	29.05%	
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.62%	
27	of which motor vehicle loans	68.93%	-	-	-	-					68.93%	-	-	-	-	1.46%	
28	Local governments financing	100.00%	49.70%	49.70%	-	-	-	-	-	-	100.00%	49.70%	49.70%	-	-	0.09%	
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.05%	
30	Other local government financing	100.00%	100.00%	100.00%	-	-	-	-	-	-	100.00%	100.00%	100.00%	-	-	0.05%	
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
31	properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
32	TOTAL GAR ASSETS	42.54%	7.82%	7.55%	0.12%	0.05%	0.09%	-	-	-	42.63%	7.82%	7.55%	0.12%	0.05%	74.14%	

4. ICP GAR Flows - turnover-based

		31.12.2024																	
		Climate change mitigation (CCM)					Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)				
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				
		Of which use of proceeds		Of which transitional		Of which enabling				Of which use of proceeds		Of which enabling				Of which use of proceeds		Of which enabling	
% (of total assets covered in the denominator)																			
• GAR – Assets covered by numerator and denominator																			
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	59.61%	8.57%	6.78%	0.84%	0.47%	0.01%	-	-	-	-	-	-	-	0.03%	-	-		
2	Financial undertakings	35.03%	4.23%	1.59%	0.04%	0.44%	0.01%	-	-	-	-	-	-	-	-	-	-		
3	Credit institutions	36.25%	4.32%	1.78%	0.04%	0.21%	0.01%	-	-	-	-	-	-	-	-	-	-		
4	Loans and advances	27.19%	0.48%	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
5	Debt securities, including specific use of proceeds (UoP)	37.41%	4.81%	2.00%	0.05%	0.23%	0.01%	-	-	-	-	-	-	-	-	-	-		
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
7	Other financial companies	24.46%	3.50%	-	0.02%	2.52%	-	-	-	-	-	-	-	-	-	-	-	-	
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
12	of which management companies	29.54%	4.67%	-	-	3.59%	-	-	-	-	-	-	-	-	-	-	-	-	
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
14	Debt securities, including specific use of proceeds (UoP)	29.54%	4.67%	-	-	3.59%	-	-	-	-	-	-	-	-	-	-	-	-	
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
16	of which insurance undertakings	14.26%	1.15%	-	0.06%	0.37%	-	-	-	-	-	-	-	-	-	-	-	-	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	14.26%	1.15%	-	0.06%	0.37%	-	-	-	-	-	-	-	-	-	-	-	-	
20	Non-financial corporations	35.30%	23.09%	-	18.58%	7.61%	0.10%	0.10%	-	0.10%	-	-	-	-	0.62%	-	-	-	
21	Loans and advances	6.67%	1.40%	-	-	1.03%	118%	118%	-	118%	-	-	-	-	-	-	-	-	
22	Debt securities, including specific use of proceeds (UoP)	37.91%	25.07%	20.27%	-	8.21%	-	-	-	-	-	-	-	-	0.67%	-	-	-	
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
24	Households	100.00%	12.62%	12.62%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
25	of which loans collateralised by residential immovable property	100.00%	17.22%	17.22%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
27	of which motor vehicle loans	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
28	Local governments financing	2.36%	1.75%	1.75%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
30	Other local government financing	1.76%	1.76%	1.76%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
32	TOTAL GAR ASSETS	39.49%	5.68%	4.49%	0.55%	0.31%	-	-	-	-	-	-	-	-	0.02%	-	-	-	

		31.12.2024													
		Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM • CCA • WTR • CE • PPC • ORGANIC)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					
	% (of total assets covered in the denominator)														
•	GAR – Assets covered by numerator and denominator														
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0.03%	-	-	-	-	-	-	-	59.68%	8.58%	6.78%	0.84%	0.47%	54.74%
2	Financial undertakings	0.09%	-	-	-	-	-	-	-	35.13%	4.23%	1.59%	0.04%	0.44%	15.99%
3	Credit institutions	-	-	-	-	-	-	-	-	36.25%	4.32%	1.78%	0.04%	0.21%	14.34%
4	Loans and advances	-	-	-	-	-	-	-	-	27.19%	0.48%	-	-	-	1.63%
5	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	37.41%	4.81%	2.00%	0.05%	0.23%	12.71%
6	Equity instruments	-	-		-	-	-		-	-	-	-	-	-	-
7	Other financial companies	0.86%	-	-	-	-	-	-	-	25.32%	3.50%	-	0.02%	2.52%	1.66%
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-		-	-	-		-	-	-	-	-	-	-
12	of which management companies	1.28%	-	-	-	-	-	-	-	30.83%	4.67%	-	-	3.59%	1.10%
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	1.28%	-	-	-	-	-	-	-	30.83%	4.67%	-	-	3.59%	1.10%
15	Equity instruments	-	-		-	-	-		-	14.26%	1.15%	-	0.06%	0.37%	0.55%
16	of which insurance undertakings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-		-	-	-		-	14.26%	1.15%	-	0.06%	0.37%	0.55%
20	Non-financial corporations	0.15%	-	-	-	0.07%	-	-	-	36.24%	23.18%	-	18.58%	7.71%	24.3%
21	Loans and advances	-	-	-	-	-	-	-	-	7.85%	2.58%	-	-	2.22%	0.20%
22	Debt securities, including specific use of proceeds (UoP)	0.16%	-	-	-	0.08%	-	-	-	38.83%	25.07%	20.27%	-	8.21%	2.23%
23	Equity instruments	-	-		-	-	-		-	-	-	-	-	-	-
24	Households									100.00%	12.62%	12.62%	-	-	25.93%
25	of which loans collateralised by residential immovable property									100.00%	17.22%	17.22%	-	-	19.00%
26	of which building renovation loans									100.00%	-	-	-	-	2.38%
27	of which motor vehicle loans									100.00%	-	-	-	-	4.55%
28	Local governments financing	-	-	-	-	-	-	-	-	2.36%	1.75%	1.75%	-	-	10.39%
29	Financing for housing	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.06%
30	Other local government financing	-	-	-	-	-	-	-	-	1.76%	1.76%	1.76%	-	-	10.33%
	Collateral obtained by taking possession: residential and commercial immovable properties									-	-	-	-	-	-
31		-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	TOTAL GAR ASSETS	0.02%	-	-	-	-	-	-	-	39.53%	5.68%	4.49%	0.55%	0.31%	82.63%

		31.12.2023															Share of total assets covered
		Climate change mitigation (CCM)					Climate change adaptation (CCA)					TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)					
		Of which use of proceeds	Of which transitional	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which transitional	Of which enabling				
% (of total assets covered in the denominator)																	
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	72.05%	13.24%	12.78%	0.21%	0.08%	0.15%	0.01%	-	-	72.20%	13.25%	12.78%	0.21%	0.08%	59.04%	
2	Financial undertakings	3.13%	1.42%	1.02%	0.01%	0.11%	0.83%	0.02%	-	-	3.96%	1.43%	1.02%	0.01%	0.11%	9.95%	
3	Credit institutions	2.94%	1.53%	1.42%	-	-	1.14%	-	-	-	4.07%	1.53%	1.42%	-	-	7.16%	
4	Loans and advances	0.91%	-	-	-	-	0.87%	-	-	-	0.91%	-	-	-	-	3.31%	
5	Debt securities, including specific use of proceeds (UoP)	4.68%	2.85%	2.64%	-	-	1.36%	-	-	-	4.68%	2.85%	2.64%	-	-	3.85%	
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
7	Other financial companies	3.63%	1.12%	-	0.04%	0.38%	0.06%	0.06%	-	0.01%	3.68%	1.18%	-	0.04%	0.38%	2.78%	
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
12	of which management companies	47.35%	7.12%	-	-	3.55%	-	-	-	-	47.35%	7.12%	-	-	3.55%	0.17%	
13	Loans and advances	52.45%	25.59%	-	-	-	-	-	-	0.03%	52.45%	25.59%	-	-	-	0.02%	
14	Debt securities, including specific use of proceeds (UoP)	46.63%	4.48%	-	-	4.06%	-	-	-	-	46.63%	4.48%	-	-	4.06%	0.15%	
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
16	of which insurance undertakings	0.73%	0.73%	-	0.04%	0.17%	0.06%	0.06%	-	0.01%	0.79%	0.79%	-	0.04%	0.17%	2.61%	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	0.73%	0.73%	-	0.04%	0.17%	0.06%	0.06%	-	0.01%	0.79%	0.79%	-	0.04%	0.17%	2.61%	
20	Non-financial corporations	49.56%	21.77%	5.65%	8.40%	2.50%	0.47%	0.15%	-	-	49.71%	21.92%	5.65%	8.40%	2.50%	1.45%	
21	Loans and advances	40.36%	18.62%	1.30%	1.65%	0.38%	0.73%	0.23%	-	0.01%	40.60%	18.86%	1.30%	1.65%	0.38%	0.93%	
22	Debt securities, including specific use of proceeds (UoP)	65.35%	30.33%	14.92%	22.72%	6.99%	-	-	-	-	65.35%	30.33%	14.92%	22.72%	6.99%	0.47%	
23	Equity instruments	73.11%	-	-	-	-	-	-	-	-	73.11%	-	-	-	-	0.05%	
24	Households	87.08%	15.36%	15.36%	-	-	-	-	-	-	87.08%	15.36%	15.36%	-	-	47.52%	
25	of which loans collateralised by residential immovable property	100.00%	18.63%	18.63%	-	-	-	-	-	-	100.00%	18.63%	18.63%	-	-	39.19%	
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.84%	
27	of which motor vehicle loans	-	-	-	-	-	-	-	-	-	68.93%	-	-	-	-	-	
28	Local governments financing	100.00%	49.70%	49.70%	-	-	-	-	-	-	100.00%	49.70%	49.70%	-	-	0.13%	
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-	0.06%	
30	Other local government financing	100.00%	100.00%	100.00%	-	-	-	-	-	-	100.00%	100.00%	100.00%	-	-	0.06%	
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
32	TOTAL GAR ASSETS	42.54%	7.82%	7.55%	0.12%	0.05%	0.09%	-	-	-	42.63%	7.82%	7.55%	0.12%	0.05%	100.00%	

4. GAR outstandings KPI - CapEx-based

		31.12.2024															
		Climate change mitigation (CCM)					Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)		
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)		
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)		
		Of which use of proceeds	Of which transitional	Of which enabling	Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which enabling	Of which use of proceeds	Of which enabling					
% (of total assets covered in the denominator)																	
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	59.50%	8.75%	6.48%	0.80%	0.67%	0.09%	0.04%	-	-	-	-	-	-	0.02%	-	-
2	Financial undertakings	31.34%	4.91%	1.59%	0.24%	0.80%	0.19%	0.11%	-	-	-	-	-	-	-	-	-
3	Credit institutions	30.24%	4.50%	1.78%	0.25%	0.09%	0.01%	-	-	-	-	-	-	-	-	-	-
4	Loans and advances	28.02%	1.39%	-	-	-	0.06%	-	-	-	-	-	-	-	-	-	-
5	Debt securities, including specific use of proceeds (UoP)	30.53%	4.89%	2.00%	0.29%	0.11%	-	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Other financial companies	40.95%	8.55%	-	0.10%	6.93%	1.81%	1.09%	-	-	-	-	-	-	-	-	-
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	of which management companies	53.96%	12.13%	-	0.11%	10.17%	2.71%	1.63%	-	-	-	-	-	-	-	-	-
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including specific use of proceeds (UoP)	53.96%	12.13%	-	0.11%	10.17%	2.71%	1.63%	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	of which insurance undertakings	14.82%	1.36%	-	0.09%	0.43%	-	-	-	-	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	14.82%	1.36%	-	0.09%	0.43%	-	-	-	-	-	-	-	-	-	-	-
20	Non-financial corporations	66.33%	29.19%	-	16.47%	9.77%	0.72%	0.24%	-	0.04%	-	-	-	-	0.38%	-	-
21	Loans and advances	18.22%	4.28%	-	-	0.15%	8.63%	2.89%	-	0.44%	-	-	-	-	4.58%	-	-
22	Debt securities, including specific use of proceeds (UoP)	70.72%	31.47%	17.97%	-	10.65%	-	-	-	-	-	-	-	-	-	-	-
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24	Households	100.00%	12.62%	12.62%	-	-	-	-	-	-	-	-	-	-	-	-	-
25	of which loans collateralised by residential immovable property	100.00%	17.22%	17.22%	-	-	-	-	-	-	-	-	-	-	-	-	-
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
27	of which motor vehicle loans	100.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	0.19%	0.19%	0.19%	-	-	-	-	-	-	-	-	-	-	-	-	-
29	Financing for housing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	0.19%	0.19%	0.19%	-	-	-	-	-	-	-	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	TOTAL GAR ASSETS	39.41%	5.79%	4.29%	0.53%	0.44%	0.06%	0.03%	-	-	-	-	-	-	0.01%	-	-

4

		31.12.2023															
		Climate change mitigation (CCM)					Climate change adaptation (CCA)					TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-eligible)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-eligible)					
% (of total assets covered in the denominator)																	Share of total assets covered
• GAR – Assets covered by numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	67.74%	3.13%	2.97%	0.18%	0.01%	0.01%	-	-	-	67.75%	3.13%	2.97%	0.18%	0.01%		65.46%
2	Financial undertakings	30.09%	0.13%	0.11%	-	-	0.02%	-	-	-	30.11%	0.13%	0.11%	-	-		28.73%
3	Credit institutions	29.95%	0.11%	0.11%	-	-	0.02%	-	-	-	29.97%	0.11%	0.11%	-	-		28.67%
4	Loans and advances	32.82%	-	-	-	-	-	-	-	-	32.82%	-	-	-	-		11.20%
5	Debt securities, including specific use of proceeds (UoP)	28.11%	0.18%	0.18%	-	-	0.03%	-	-	-	28.14%	0.18%	0.18%	-	-		17.46%
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
7	Other financial companies	99.00%	12.00%	-	-	-	-	-	-	-	99.00%	12.00%	-	-	-		0.06%
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
10	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
12	of which management companies	99.00%	12.00%	-	-	-	-	-	-	-	99.00%	12.00%	-	-	-		0.06%
13	Loans and advances	99.00%	12.00%	-	-	-	-	-	-	-	99.00%	12.00%	-	-	-		0.06%
14	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
16	of which insurance undertakings	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
18	Debt securities, including specific use of proceeds (UoP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
20	Non-financial corporations	26.14%	15.43%	8.32%	8.55%	0.62%	-	-	-	-	26.14%	15.43%	8.32%	8.55%	0.62%		1.41%
21	Loans and advances	34.40%	16.69%	5.29%	5.67%	0.62%	-	-	-	-	34.40%	16.69%	5.29%	5.67%	0.62%		0.85%
22	Debt securities, including specific use of proceeds (UoP)	13.63%	13.54%	12.93%	12.93%	0.61%	-	-	-	-	13.63%	13.54%	12.93%	12.93%	0.61%		0.56%
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
24	Households	100.00%	4.07%	4.07%	-	-	-	-	-	-	100.00%	4.07%	4.07%	-	-		34.95%
25	of which loans collateralised by residential immovable property	100.00%	5.08%	5.08%	-	-	-	-	-	-	100.00%	5.08%	5.08%	-	-		28.05%
26	of which building renovation loans	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-		2.45%
27	of which motor vehicle loans	-	-	-	-	-	-	-	-	-	100.00%	-	-	-	-		4.46%
28	Local governments financing	100.00%	97.99%	97.99%	-	-	-	-	-	-	100.00%	97.99%	97.99%	-	-		0.38%
29	Financing for housing	100.00%	-	-	-	-	-	-	-	-	100.00%	-	-	-	-		0.01%
30	Other local government financing	100.00%	100.00%	100.00%	-	-	-	-	-	-	100.00%	100.00%	100.00%	-	-		0.37%
Collateral obtained by taking possession: residential and commercial immovable properties		-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
32	TOTAL GAR ASSETS	44.34%	2.05%	1.94%	0.12%	0.01%	0.01%	-	-	-	44.35%	2.05%	1.94%	0.12%	0.01%		100.00%

5. KPI of off-balance sheet exposures - based on turnover

		31.12.2024															
		Climate change mitigation (CCM)					Climate change adaptation (CCA)				Water and Marine Resources (WTR)			Circular economy (CE)			
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-eligible)			Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)			
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)					Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding Taxonomy relevant sectors			Proportion of total covered assets funding Taxonomy relevant sectors			
Of which use of proceeds					Of which use of proceeds				Of which use of proceeds			Of which use of proceeds					
Of which transitional					Of which enabling				Of which enabling			Of which enabling					
Of which enabling					Of which enabling				Of which enabling			Of which enabling					
% (compared to total eligible off-balance sheet assets)																	
1	Financial guarantees (FinGuar KPI)	7.48%	2.28%	-	0.08%	0.24%	0.02%	0.01%	-	0.01%	0.03%	-	-	-	0.20%	-	-
2	Assets under management (AuM KPI)	10.18%	3.03%	-	0.30%	1.35%	0.76%	0.27%	-	0.04%	0.60%	-	-	-	0.04%	-	0.00%

		31.12.2024													
		Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)	
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)	
		Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling
% (compared to total eligible off-balance sheet assets)															
1	Financial guarantees (FinGuar KPI)	0.14%	-	-	-	0.01%	-	-	-	7.88%	2.28%	-	0.08%	0.25%	-
2	Assets under management (AuM KPI)	0.54%	-	-	-	0.06%	-	-	-	12.18%	3.30%	-	0.30%	1.39%	-

5. Off-balance sheet exposures KPI - CapEx-based

		31.12.2024													
		Climate change mitigation (CCM)				Climate change adaptation (CCA)				Water and Marine Resources (WTR)				Circular economy (CE)	
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)	
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)	
		Of which use of proceeds	Of which transitional	Of which enabling		Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling
% (compared to total eligible off-balance sheet assets)															
1	Financial guarantees (FinGuar KPI)	5.77%	2.07%	-	0.19%	0.20%	0.06%	-	-	-	-	-	-	0.03%	-
2	Assets under management (AuM KPI)	12.71%	5.10%	-	0.39%	2.19%	0.90%	0.31%	-	0.11%	0.37%	-	-	0.07%	0.00%

		31.12.2024													
		Pollution (PPC)				Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + ORGANIC)					
		Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)				Share of total covered assets dedicated to financing Taxonomy-relevant sectors (Taxonomy-eligible)	
		Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding Taxonomy relevant sectors (Taxonomy-aligned)	
		Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling			Of which use of proceeds	Of which enabling
% (compared to total eligible off-balance sheet assets)															
1	Financial guarantees (FinGuar KPI)	0.16%	-	-	-	0.02%	-	-	-	6.04%	2.09%	-	0.19%	0.21%	-
2	Assets under management (AuM KPI)	0.53%	-	-	-	0.01%	-	-	-	14.60%	5.41%	-	0.39%	2.29%	-

Asset managers KPIs

Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (asset managers)

(In millions, except percentages)	Turnover-based		CapEx-based	
	%	Amount	%	Amount
Weighted average value of all investments in Taxonomy-aligned activities relative to the total value of the assets covered ⁽¹⁾	3.30%	486	5.41%	796
Percentage of assets covered by the KPI relative to total investments of insurance or reinsurance undertakings (total AuM), excluding investments in sovereign entities	96.10%	14,710		

(1) Total assets excluding central governments, central banks or supranational issuers

Breakdown of the KPI denominator

(In millions, except percentages)		%	Amount
Percentage of derivatives relative to total assets covered by the KPI		-	-
Percentage of exposures to companies not subject to the CSRD	For non-financial corporates	1.84%	281
	For financial corporates	0.39%	60
Percentage of exposures to non-EU corporates not subject to the CSRD	For non-financial corporates	19.67%	3,011
	For financial corporates	3.63%	556
Percentage of exposures to financial and non-financial corporates subject to the CSRD	For non-financial corporates	14.86%	2,275
	For financial corporates	19.67%	3,011
Percentage of exposures to other counterparties and assets		36.03%	5,515
Percentage of investments in exposures not eligible for the Taxonomy		3.90%	596
Percentage of investments in exposures eligible for the Taxonomy but not aligned		69.80%	1,117

(1) Turnover-based

Breakdown of the KPI numerator

(In millions, except percentages)		Turnover-based		CapEx-based	
		%	Amount	%	Amount
Percentage of exposures to Taxonomy-aligned financial and non-financial corporates subject to the CSRD	For non-financial corporates	2.89%	425	4.93%	725
	For financial corporates	0.41%	61	0.48%	71
Percentage of exposures to other counterparties and Taxonomy-aligned assets		-	-	-	-

Breakdown of KPI numerator by environmental objective

(In millions, except percentages)		Relative share of Taxonomy-aligned exposures	Transitional activities	Enabling activities
(1) Climate change mitigation	Turnover-based	3.03%	0.30%	1.35%
	CapEx-based	5.10%	0.39%	2.19%
(2) Climate change adaptation	Turnover-based	0.27%		0.04%
	CapEx-based	0.31%		0.11%
(3) Sustainable use and protection of water and marine resources	Turnover-based	-		-
	CapEx-based	-		-
(4) Transition to a circular economy	Turnover-based	-		-
	CapEx-based	-		-
(5) Pollution prevention and control	Turnover-based	-		-
	CapEx-based	-		-
(6) Protection and restoration of biodiversity and ecosystems	Turnover-based	-		-
	CapEx-based	-		-

Insurance investments KPI

Proportion of the insurance undertaking's or reinsurance undertaking's investments that are intended to fund, or that are associated with, Taxonomy-aligned investments in relation to the total of the investments.

(In millions, except percentages)	Turnover-based		CapEx-based	
	%	Amount	%	Amount
Weighted average value of all investments in Taxonomy-aligned activities relative to the total value of the assets covered ¹⁰	1.04%	527	1.27%	644
Percentage of assets covered by the KPI relative to total investments of insurance or reinsurance undertakings (total AuM), excluding investments in sovereign entities.	86.36%	50,741		

(1) Total assets excluding central governments, central banks or supranational issuers

Breakdown of the KPI denominator

(In millions, except percentages)		%	Amount
Percentage of derivatives relative to total assets covered by the KPI		-	-
Percentage of exposures to companies not subject to the CSRD	For non-financial corporates	1.41%	714
	For financial corporates	0.18%	94
Percentage of exposures to non-EU corporates not subject to the CSRD	For non-financial corporates	2.45%	1246
	For financial corporates	3.90%	1,980
Percentage of exposures to financial and non-financial corporates subject to the CSRD	For non-financial corporates	14.35%	7,282
	For financial corporates	5.97%	3,027
Percentage of exposures to other counterparties and assets		71.73%	36,398
Proportion of investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policyholders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities		1.04%	527
Percentage of investments in exposures not eligible for the Taxonomy		87.60%	44,446
Percentage of investments in exposures eligible for the Taxonomy but not aligned		2.49%	1,266

Breakdown of the KPI numerator

(In millions, except percentages)		Turnover-based		CapEx-based	
		%	Amount	%	Amount
	For non-financial corporates	0.54%	275	0.60%	305
Percentage of exposures to Taxonomy-aligned financial and non-financial corporates subject to the CSRD	For financial corporates	0.49%	249	0.67%	338
Proportion of investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities		1.04%	527	1.27%	644
Percentage of exposures to other counterparties and Taxonomy-aligned assets		0.01%	3	-	-

Breakdown of KPI numerator by environmental objective

(In millions, except percentages)		Relative share of Taxonomy-aligned exposures	Transitional activities	Enabling activities
(1) Climate change mitigation	Turnover-based	1.00%	0.06%	0.32%
	CapEx-based	1.17%	0.08%	0.37%
(2) Climate change adaptation	Turnover-based	0.04%		0.02%
	CapEx-based	0.09%		0.02%
(3) Sustainable use and protection of water and marine resources	Turnover-based	-		-
	CapEx-based	-		-
(4) Transition to a circular economy	Turnover-based	-		-
	CapEx-based	-		-
(5) Pollution prevention and control	Turnover-based	-		-
	CapEx-based	-		-
(6) Protection and restoration of biodiversity and ecosystems	Turnover-based	-		-
	CapEx-based	-		-

In accordance with Delegated Act 2022/1214 of 9 March 2022, Crédit Mutuel Arkéa publishes the existence of exposures to activities related to nuclear energy and fossil gas in the following tables.

Template 1 - Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	Yes
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	Yes
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	Yes
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	Yes
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	Yes

Template 2 - Taxonomy-aligned economic activities (denominator) - turnover-based

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM • CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	14	0%	14	0%	-	-
4	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	0%	-	-
5	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
6	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
7	Amount and proportion of other Taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	8,789	8%	8,787	8%	2	-
8	TOTAL APPLICABLE KPI	114,326	100%	114,326	100%	114,326	100%

Template 2 - Taxonomy-aligned economic activities (denominator) - CapEx-based

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM • CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2	0%	2	0%	-	-
3	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	12	0%	12	0%	-	-
4	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
5	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
6	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
7	Amount and proportion of other Taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	8,866	8%	8,858	8%	8	0%
8	TOTAL APPLICABLE KPI	114,324	100%	114,324	100%	114,324	100%

Template 3 - Taxonomy-aligned economic activities (numerator) - turnover-based

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM • CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	0%	-	0%	-	-
2	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	0%	-	0%	-	-
3	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	26	0%	26	0%	-	-
4	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	0%	-	0%	-	-
5	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	3%
6	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	5%
7	Amount and proportion of other Taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	8,777	100%	8,774	100%	2	100%
8	TOTAL AMOUNT AND PROPORTION OF TAXONOMY-ALIGNED ECONOMIC ACTIVITIES IN THE NUMERATOR OF THE APPLICABLE KPI	8,803	100%	8,801	100%	2	100%

Template 3 - Taxonomy-aligned economic activities (denominator) - CapEx-based

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM • CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	3	0%	3	0%	-	-
3	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	18	0%	18	0%	-	-
4	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	-	-
5	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	1	0%	1	0%	-	-
6	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	-	-
7	Amount and proportion of other Taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	8,857	100%	8,849	100%	8	100%
8	TOTAL AMOUNT AND PROPORTION OF TAXONOMY-ALIGNED ECONOMIC ACTIVITIES IN THE NUMERATOR OF THE APPLICABLE KPI	8,880	100%	8,872	100%	8	100%

Template 4 - Taxonomy eligible but not Taxonomy-aligned economic activities - turnover-based

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM • CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	-	-	-	-
3	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	-	-	-	-
4	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	3	0%	3	0%	-	-
5	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
6	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
7	Amount and proportion of other Taxonomy-eligible but not Taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	38,581	100%	38,557	100%	25	100%
8	TOTAL AMOUNT AND PROPORTION OF TAXONOMY ELIGIBLE BUT NOT TAXONOMY-ALIGNED ECONOMIC ACTIVITIES IN THE DENOMINATOR OF THE APPLICABLE KPI	38,584	100%	38,560	100%	25	100%

Template 4 - Taxonomy eligible but not Taxonomy-aligned economic activities - CapEx-based

Rows	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM • CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
3	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
4	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1	0%	1	0%	-	-
5	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
6	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	-	-
7	Amount and proportion of other Taxonomy-eligible but not Taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	38,503	100%	38,435	100%	69	100%
8	TOTAL AMOUNT AND PROPORTION OF TAXONOMY ELIGIBLE BUT NOT TAXONOMY-ALIGNED ECONOMIC ACTIVITIES IN THE DENOMINATOR OF THE APPLICABLE KPI	38,505	100%	38,436	100%	69	100%

Template 5 - Taxonomy-non-eligible economic activities - turnover-based

Row	Taxonomy-non-eligible economic activities	Amount	Percentage
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2	0%
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
7	Amount and proportion of other Taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	66,905	100%
8	TOTAL AMOUNT AND PROPORTION OF TAXONOMY-NON-ELIGIBLE ECONOMIC ACTIVITIES IN THE DENOMINATOR OF THE APPLICABLE KPI	66,907	100%

Template 5 - Taxonomy-non-eligible economic activities - CapEx-based

Row	Economic activities	Amount	Percentage
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	3	0%
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is Taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-
7	Amount and proportion of other Taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	66.937	100%
8	TOTAL AMOUNT AND PROPORTION OF TAXONOMY-NON-ELIGIBLE ECONOMIC ACTIVITIES IN THE DENOMINATOR OF THE APPLICABLE KPI	66.940	100%



RISKS

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5.1 Key figures

Key figures at 31 December 2024

A solid balance sheet structure

Overall solvency ratio

19.5%

€9.9 billion in regulatory capital

CET 1 solvency ratio

16.8%

CET1 capital of €8.6 billion

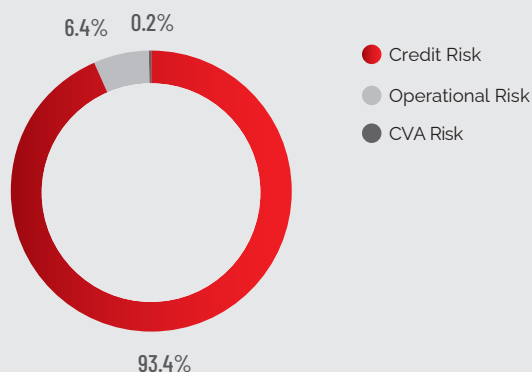
Conglomerate ratio

158%

Leverage ratio

6.4%

RWA breakdown



High liquidity

LCR

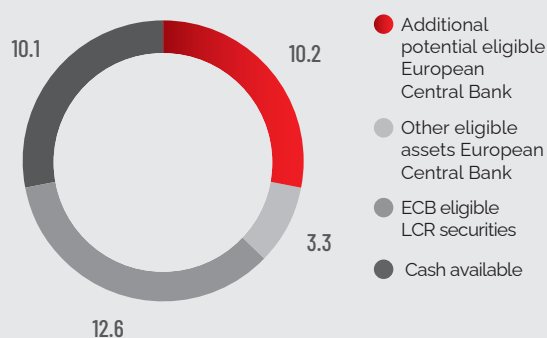
147%

NSFR

116.1%

Liquidity reserves

€36.1 billion



5.2 Risk Factors

This section presents the main risks identified to date as being significant and specific to Crédit Mutuel Arkéa, and which could have a significant impact on its business and financial operational risks position.

Crédit Mutuel Arkéa is exposed to two main categories of risk, which are detailed in the following pages:

- **Strategic, business and ecosystem risks:** these risks are likely to affect all banking institutions and/or to cause the group's major orientations in terms of business model, competitive positioning and human resources management to fail. They also include the risk related to the change in Crédit Mutuel Arkéa's affiliation to CNCM.
- **Risks related to Crédit Mutuel Arkéa's business profile:** they mainly include credit, operational, liquidity, interest rate, insurance, market and ESG risks. These risks could materialise idiosyncratically at Crédit Mutuel Arkéa within the banking or insurance business, or result from systemic causes (from the previous category).

Crédit Mutuel Arkéa has a process for identifying and assessing (in terms of probability and scale in the event of occurrence) the risks associated with its business activities in order to establish the matrix of its most significant risks. The risk factors are listed taking into account their importance for Crédit Mutuel Arkéa.

Information relating to Pillar 3 of Basel III is available on Crédit Mutuel Arkéa's website, under the heading "Pillar 3 report", in the "Investors" section, under "Financial information".

5.2.1 Strategic, business and ecosystem risks

5.2.1.1 Macroeconomic risk

The unfavourable economic and financial context could have an impact on Crédit Mutuel Arkéa and the markets in which it operates

In carrying out its activities, Crédit Mutuel Arkéa is exposed to the economic environment in France, Europe and the rest of the world. The deterioration of economic and market conditions could have one or more of the following consequences for the group:

- an unfavourable economic environment could have repercussions on the activities and transactions of Crédit Mutuel Arkéa's customers, which could increase the default rate among borrowers, in particular due to the deterioration in the financial capacity of companies and households;
- a fall in the price of bonds and equities (to a lesser extent) could impact the group's activities, in particular its capital markets and asset management activities;
- the macroeconomic policies adopted in response to the current or anticipated economic situation could have unforeseen effects and impact market parameters such as interest rates or credit spreads, which could in turn impact the group's activities:
 - a deterioration in the global economic and financial context could lead to an additional easing of monetary policies which, combined with a resurgence of risk aversion, would lead to a prolonged adoption of very low rates in countries deemed to be risk-free (Germany, United States),

- the very low interest rate environment could lead investors, looking for returns, to move towards riskier assets, which could lead to the formation of financial asset bubbles, including in certain real estate markets. The low interest rate environment also leads private economic players and governments to take on debt, and debt levels are sometimes very high. This increases the risks in the event of a market reversal,
- a sharp rise in short- and long-term market rates as a result of the monetary policies implemented to combat persistent inflation could have an adverse effect on Crédit Mutuel Arkéa;
- the favourable perception of the global or sectoral economic situation could result in the forming of speculative bubbles, which could exacerbate the impacts arising from corrections resulting caused by a deterioration in the economic situation;
- a major economic disruption (such as the financial crisis of 2008, the European sovereign debt crisis of 2011 or the health crisis of the Covid pandemic since 2020) could have a significant adverse impact on the all of the group's activities, in particular if the disruption were characterised by a lack of liquidity on the markets that would make it difficult or even impossible to sell certain financial assets at their estimated market value;
- unfavourable political and geopolitical events such as natural disasters, geopolitical tensions (in particular protectionist measures), health or social crises or terrorist acts could increase the level of uncertainty and have a temporary or lasting impact on the economic environment in which Crédit Mutuel Arkéa operates.

It is difficult to anticipate potential downturns in the economic environment or financial markets, and to determine their impacts. If economic or market conditions were to deteriorate or become increasingly volatile, this could have a material adverse impact on the group's business, results and financial position.

In 2024, at just over 3%, global growth was half a point below the average for the 2010-2019 decade. This downward trend reflects a number of factors: (i) a determination by the world's monetary authorities to curb inflation by maintaining a restrictive interest rate environment, (ii) geopolitical instability which is pushing up input and freight prices, eroding companies' capacity to invest, (iii) extreme weather phenomena, (iv) the structural slowdown in the Chinese economy and (v) the ageing of the population, combined for many economies, with the notable exception of the United States, with declining productivity. Having listed the main points of fragility, the resilience of world growth, at around 3%, should also be emphasised: in 2024, world GDP benefited in particular from the unexpected dynamism of the US economy.

Overall, the resilience of global growth in 2024 illustrates several factors. On the whole, households and businesses benefited from exceptional assistance during the pandemic, enabling them to withstand the inflationary shock of 2022-2023 without any significant deterioration in their financial situation. What's more, the European public support measures designed to limit the surge in energy prices in 2022, although eased in 2023, have maintained sufficient confidence in the Eurozone. What's more, the labour market has shown tremendous resilience in the advanced economies. In the Eurozone and even in the United States, the unemployment rate remains close to historic lows. Lastly, India (the world's 5th largest economy, with growth of 6.8% in 2024) has become a driving force that means global growth is no longer solely dependent on the dynamic activity of a still convalescent China.

In 2024, the growth of the US economy reached 2.8%, which allows it to be at a level 12% higher than that prevailing before the pandemic crisis. In the Eurozone, the weakness of activity (0.7% in 2024) contrasts with the dynamism of the United States. However, the performance was mixed. Germany was a poor performer, ending the year in a precarious position, with a decline of 0.2% over the year. Germany's level of GDP is virtually unchanged from its pre-crisis level (while it has grown by around 7% in Spain, 6% in Italy, 4% in France and 5% in the Eurozone as a whole).

In France, growth slightly exceeded expectations in 2024 (+1.1%, after +1.1%), but this relative stability masks the sluggishness of domestic demand: the hoped-for upturn in activity has not materialised and the outlook is increasingly threatening, due to the strengthening of headwinds (political instability, tensions over public finances, weakness in the Eurozone, protectionist threats to international trade, etc.). In detail, French GDP benefited from an artificial improvement in the trade balance: this momentum was driven by a fall in imports, itself a reflection of depressed consumption and constantly postponed investment projects.

In the Eurozone, the economy is likely to remain sluggish at the start of 2025, due to the risks weighing on confidence, including the fear of a trade war with the United States and political tensions in Germany, but especially in France, where fiscal policy is likely to become restrictive. In the second half of the year, the recovery is set to take hold, driven in particular by the rebound in purchasing power currently underway.

In January 2025, the European Central Bank (ECB) cut its key rates for the fifth time by 25 basis points (bp) since the start of its rate-cutting cycle in June 2024. According to market expectations in January 2025, the landing level for the deposit rate would be around 2% by the summer of 2025. Crédit Mutuel Arkéa's central scenario is broadly in line with this view of the market. The central bank is expected to make successive cuts at each meeting, based on available data. In the long term, this would mean adopting a slightly accommodative monetary policy, after helping inflation return to its target, to support activity. In Crédit Mutuel Arkéa's central scenario, the ECB deposit rate would reach 1.75% in July 2025.

French growth is set to fall significantly in 2025 (from +1.1% to +0.7%), disrupted in the first half of the year by the wait-and-see attitude associated with major political and budgetary uncertainties. At the end of 2024, the French economy will experience a break in the momentum of its confidence recovery, a setback that is likely to delay the recovery in consumption and, above all, investment. Despite these fears, support factors remain in place in France, particularly on the part of consumers, who are benefiting from a high savings rate and a resilient labour market.

The French real estate market seems to be stabilising, supported by the players' habituation to a new normality (rates and prices), which is very far from the pre-Covid-19 conditions. The outlook is more favourable for existing homes, since new homes are suffering from relatively high acquisition costs and the government's budgetary disengagement.

5.2.1.2 Risk related to the regulatory environment

Changes in prudential and regulatory requirements could reduce the group's capital surplus

The capital surplus (or capital requirement, if negative) is the difference between the capital of the institution and the capital requirement defined by the supervisor. While to date there is no indication that prudential requirements will be increased in the short term, a potential increase in prudential requirements constitutes a risk for Crédit Mutuel Arkéa.

At 31 December 2024, Crédit Mutuel Arkéa had a CET1 ratio of 16.8% and an overall ratio of 19.5%.

5.2.1.2.1 Risk related to changes in prudential requirements

Supervisors have the power to increase the capital requirement for institutions under their supervision. This increase may result from an increase in the ratio requirements under Pillar 1 and may also result from a change in the supervisor's Pillar 2 requirements, particularly in the context of the prudential Supervisory Review and Evaluation Process (SREP). These Pillar 2 requirements are defined as part of the annual dialogue with the European Central Bank⁽¹⁾ based on governance and risk management criteria, the business model, and solvency and liquidity specific to each supervised institution.

The High Council for Financial Stability also has the power to make decisions to increase or decrease the capital requirements of institutions in view of macroeconomic conditions via the countercyclical buffer rate. These decisions and changes in the countercyclical buffer rate have an impact on the capital requirements of institutions.

The Banking Package transposing the Basel 4 requirements was published on 19 June 2024. These new provisions amend EU Regulation 575/2013 on prudential requirements for institutions ("RR 3" and have been applicable since 1 January 2025, with the exception of the requirements relating to market risk (Fundamental Review of the Trading Book), which have been postponed until 1 January 2026.

The revision of these standards introduces significant changes, such as the creation of an output floor for the use of internal models, and major changes to the method of calculating credit risk, particularly in the standard method. Other impacts concern the methods used to calculate operational risk, with a new standard calculation method applicable to all institutions, the application of the Fundamental Review of the Trading Book (FRTB) calculation method for market risk (deferred to 1 January 2026) and changes to the methodology applicable to the market value of a counterparty's default risk (Credit Value Adjustment(CVA).

Provision charges on sound or non-performing loans could therefore increase in the event of an imposed change in the methods used to calculate risk parameters. An increase in the corporate tax rate or other tax constraints (transaction tax) could reduce net income. An increase in the cost of deposits, in particular through the remuneration of regulated savings, could reduce the net interest margin.

In accordance with the HCSF decision of 27 December 2022, the rate of the countercyclical buffer, applicable since 2 January 2024, is set at 1%. For 2025, the buffer will be maintained at this level, in accordance with the HCSF press release dated 18 December 2024.

This decisions, dated 27 December 2022, could be followed by other subsequent increases in view of the evolution of the macroeconomic situation and the recommendations of the European Systemic Risk Board (CERS). Conversely, the HCSF could also loosen the countercyclical capital buffer in the event of a reversal in the financial cycle, with immediate application, as was the case at the beginning of the Covid crisis. Such a loosening would enable the banks to mobilise this capital reserve to preserve their capacity to supply credit, in particular to small and medium-sized enterprises, which are the most dependent on bank financing.

By decision of 31 July 2023, the HCSF decided to set up a buffer for sector systemic risk, the rate of which is set at 3%. This buffer applies to French systemic banks if the total amount of final exposure to the group of related customers represents, after mitigation of the risk, more than 5% of Tier 1 capital and if the non-financial group concerned is heavily indebted. The Single Resolution Board (SRB) may also revise capital requirements and the Minimum Requirement of Eligible Liabilities (MREL) upwards or downwards.

5.2.1.2.2 Risk related to changes in regulatory requirements

Crédit Mutuel Arkéa's operational framework is regulated. It determines risk management expectations and is a source of direct impact. For example, the measurement of the capital ratio could change in the event of a change in regulatory requirements and in particular in the event of a change in the equity calculation method, or in the event of a change in the asset weighting method.

The prudential treatment of environmental and social risks could evolve and result in additional capital requirements under Pillar 1.

To fuel this discussion, on 12 October 2023, the European Banking Authority filed a report on the prudential treatment of environmental and social risks. The report recommends improvements and clarifications to Pillar 1 mechanisms, but at this stage, no additional capital requirements are recommended to cover environmental and social risks.

As part of the CRR3 regulation, the European Banking Authority has been asked to carry out an additional analysis. It will cover, on the one hand, the effective risk of exposures subject to environmental and social risks, and on an in-depth analysis of possible additional changes to the prudential framework. This report is expected by 31 December 2025 and could lead the Council and the European Parliament, on a proposal from the European Commission, to adopt a standard providing for additional capital requirements for these risks.

(1) SREP Review: Supervisory Review and Evaluation Process.

5.2.1.3 Strategic risk

5.2.1.3.1 Business model risk

Failure by Crédit Mutuel Arkéa to achieve its strategic and financial objectives could adversely impact its business and results

In January 2025, Crédit Mutuel Arkéa adopted its new "aire 2030" strategic plan, describing the trajectory for the 2025-2030 period.

This trajectory, designed as an extension of the group's Raison d'être (Purpose), aims to establish Crédit Mutuel Arkéa's positioning as an agile financial partner for the transitions of the future, at the service of the regions and their players. The aim is to focus on a strategy of responsible growth and overall performance, with a balanced approach between financial performance and a positive impact on all stakeholders.

Crédit Mutuel Arkéa's business model has historically been based on mutual and cooperative retail banking in Brittany and in South-West. The group then strengthened its position by diversifying its activities, firstly in insurance through its two subsidiaries in life insurance (Suravenir) and non-life insurance (Suravenir Assurances), but also by developing new activities in online banking, asset management, corporate and white-label banking services.

The diversification of the group's activities has historically allowed for strong revenue resilience, even in contexts of major national or global crisis. However, this diversification implies a significant exposure of the group to insurance activities, which could be exposed to a certain volatility in an uncertain economic and climatic environment. The group is also exposed to real estate in most of its business lines, from financing to investment. As such, a deep and lasting deterioration in the outlook for the property market could have an impact on the profitability of the group as a whole.

While the focus on supporting future transitions, whether societal or environmental, is in line with the group's historical business model, it nevertheless brings a shift in the direction in that all the group's activities will now be managed with a view to achieving overall performance for the benefit of its customers, the regions and, more generally, all of its stakeholders. The search for this overall performance may lead to investment choices or allocation of resources for reasons that go beyond strict financial profitability, even if this remains necessary for the group's long-term development.

The strategic plan also includes financial objectives, in particular related to revenues, results and solvency. These financial targets have been established for internal planning and resource allocation purposes and are based on a number of assumptions relating to the group's economic environment and business.

The group's results may differ significantly from these objectives for various reasons, in particular in the event of the occurrence of one or more of the risk factors described in this section. If the group does not evolve in line with these objectives, its financial position and the value of its financial instruments could be affected, as could its financing costs.

5.2.1.3.2 Risks relating to Crédit Mutuel Arkéa's affiliation to CNCM

On 2 May 2023, the Boards of Directors of Crédit Mutuel Arkéa and the Crédit Mutuel de Bretagne and Sud-Ouest federations unanimously adopted a political memorandum of understanding for a united and plural Crédit Mutuel, the stages and content of which are detailed in 1.4 "Crédit Mutuel Arkéa in a few dates".

This agreement consolidates a mode of operation that preserves the originality and strength of Crédit Mutuel's cooperative and mutualist model, based on unity, solidarity and subsidiarity, respectful of both the prudential powers of the central institution and the autonomy of federations and regional groups.

The purpose of the adoption of this memorandum of understanding is to mitigate the affiliation risk.

However, it is recalled that at this stage, uncertainties exist concerning the operational implementation of the MOU:

- uncertainty as to the proper application over time of the MOU by all parties and in particular as regards compliance with the principle of subsidiarity;
- uncertainty as to the common interpretation by stakeholders of the entire body of documents (Articles of Association, memorandum of understanding on General Decisions, general operating frameworks specifying in particular governance and comitology, etc.).

For this reason, the Board of Directors of Confédération Nationale du Crédit Mutuel, on which the various regional groups are represented, adopted a resolution on 10 January 2025 reiterating the need for Crédit Mutuel's supervisory system to take account of the specific features of its business model, its decentralised organisation and the principles of proportionality and autonomy.

All of the uncertainties set out above constitute an affiliation risk for Crédit Mutuel Arkéa. This risk maybe qualified as low. It could lead, at the time of writing this document, to possible interference in Crédit Mutuel Arkéa's strategy, which would complicate, delay or even prevent the proper implementation of Crédit Mutuel Arkéa's strategic guidelines.

5.2.1.3.3 Risk related to the competitive environment

Increased competition could have an adverse impact on Crédit Mutuel Arkéa's revenues and profitability

Crédit Mutuel Arkéa faces strong competition in all the markets in which it operates. Consolidation in the banking and financial services sector is strengthening this competition, by creating a certain number of institutions which, like Crédit Mutuel Arkéa, have the ability to offer a wide range of services and products to their customers (insurance, loans and deposits, asset management, etc.).

The group is also subject to competition from new entrants (neo-banks), for whom the regulatory constraint may be less severe and who are able to capture a targeted part of the value chain through the appropriate use of innovative technologies. These

new players pose a threat, but can also represent growth drivers for the group through the development of appropriate partnerships.

In addition, technological advances and increasing digitisation have enabled institutions other than banks to offer products and services that were traditionally banking products, and other financial institutions and companies to provide electronic financial solutions that could compete directly with the group.

An increase in competitive pressure could thus affect the group either by a decrease in business volume caused by an aggressive strategy of conquest by competitors in its various markets, or by a decrease in margins caused by the actions of competitors on the pricing of their products, or by a combination of these two factors.

5.2.1.4 Resolution risk

Holders of Crédit Mutuel Arkéa shares could suffer losses if the group were to be subject to a resolution procedure

The regulation gives the resolution authority the power to initiate a resolution procedure with respect to the Crédit Mutuel group if, after application of the measures referred to in Article L.511-31, the failure of CNCM, the central body of the group and all its affiliates is proven or foreseeable with the objective of ensuring the continuity of critical functions, avoiding risks of contagion, recapitalising or restoring the viability of the Crédit Mutuel group. These powers must be implemented in such a way that losses, subject to certain exceptions, are borne primarily by the impairment or conversion of Common Equity Tier 1 instruments, followed by holders of Tier 1 capital instruments, then holders of additional Tier 1 and Tier 2 capital, then the holders of subordinated receivables other than those selected as additional Tier 1 capital instruments or as Tier 2 capital instruments in accordance with paragraph 5 of Article L. 613-30-3 of the French Monetary and Financial Code, then by non-preferred senior bondholders, and finally by preferred senior bondholders in accordance with the order of priority of their receivables.

The resolution authority has broad powers to implement resolution tools with respect to the Issuer, or the Crédit Mutuel group, which may include, inter alia, the total or partial transfer of activities to a third party or a bridging institution, the separation of the assets of this institution, the substitution of the Issuer as debtor under debt instruments, the total or partial write-down of regulatory capital instruments, the dilution of regulatory capital instruments through the issuance of new equity securities, full or partial impairment or conversion to equity of debt instruments, modification of the terms of debt instruments (including modification of the maturity and/or amount of interest payable and/or temporary suspension of payments), the suspension of the listing and admission to trading of financial instruments, the removal of management or the appointment of a special administrator.

Issuers affiliated to Crédit Mutuel Arkéa are covered by the Crédit Mutuel group's internal financial solidarity mechanism. Nevertheless, creditors are reminded that the full repayment of their claims is subject to the risk of the implementation of this financial solidarity mechanism.

When the emergency plan or the measures taken in the context of solidarity are not sufficient to restore the members of the central body, including the Issuer, or if objective information leads to the conclusion that the implementation of this emergency plan or the measures that the CNCM could take would be insufficient to restore compliance with prudential requirements, the resolution of the Crédit Mutuel group will be considered on a collective basis. Indeed, the implementation of solidarity is accompanied by a merger between the affiliates of the Crédit Mutuel group.

In a phase of proven financial difficulty, meaning if the European Central Bank alerts the Single Resolution Board of the risk of default (principle of "Failing Or Likely To Fail" or FOLTF), understood to be on a consolidated basis of the Crédit Mutuel group, or the Single Resolution Board proceeds to the declaration of FOLTF on a consolidated basis of the Crédit Mutuel group in accordance with Article 18.1 of Regulation (EU) 806/2014 known as "SRMR" or, as provided for in the national solidarity scheme, if the emergency plan or the measures taken by the CNCM under this scheme are not sufficient for the recovery of a failing group or if objective information leads to the anticipated conclusion that the implementation of this emergency plan or of the measures that could be taken by the Confederation would prove insufficient to restore compliance with prudential requirements, the CNCM shall exercise, if necessary at the request of the supervisory or resolution authorities, all its powers in terms of solidarity in order to satisfy the objectives and principles pursued by these authorities.

In the event of proven financial difficulties or in the event of resolution, solidarity between CNCM members is unlimited.

The implementation of these means and powers in relation to the Issuer or the Crédit Mutuel group could give rise to significant structural changes.

If the CNCM were to merge all of the affiliates, the creditors could find themselves competing with creditors of the same rank as the creditors of other CNCM affiliates. After the transfer of all or part of the business, creditors (even in the absence of any write-down or conversion of their claims) would hold claims in an institution whose remaining business or assets might be insufficient to meet those claims held by all or part.

If the CNCM did not merge all affiliates upon entry into resolution, the resolution authority could consider alternative resolution strategies (divestment of business, bridging institution, establishment of an asset separation structure, or coordinated internal bail-in of all CNCM affiliates). In the event

that the resolution authority implements coordinated internal bail-in, the liquidity of the CNCM affiliates and all capital instruments, eligible liabilities could be called upon to absorb losses, and recapitalise the CNCM affiliates. In this case, the write-down or conversion of eligible liabilities would follow the rank of the creditors in receivership. The internal bail-in would be based on capital requirements at the consolidated level but applied pro rata at the entity level, i.e. the same rate of write-down or conversion will be applied to all shareholders and creditors of the same class notwithstanding the issuing legal entity in the network.

The exercise of the powers described above could result in losses to investors.

5.2.1.5 Human Resources risk

Risks relating to the company's human resources may have a negative impact on Crédit Mutuel Arkéa's financial position, activities and performance.

The smooth operation of the financial services sector depends essentially on the quality of its employees, whether in terms of product design, customer service, the organisation of support functions or the defence of banking authorisation. Human capital, and therefore the well-being of our employees, is an integral part of Crédit Mutuel Arkéa's risk culture.

Human resources risk can manifest itself in a number of ways. The disengagement of employees (linked to a negative perception of working conditions) or the lack of attractiveness (which could lead to recruitment difficulties) could result in a drop in productivity and therefore represent a financial risk for the Group. Similarly, legal disputes or sanctions (linked to non-compliance with employment law) could also entail a financial risk.

5.2.2 Credit risk

5.2.2.1 Customer and counterparty credit risk

Crédit Mutuel Arkéa is exposed to customer and counterparty credit risks that could have a material adverse effect on its business, results and financial position

Crédit Mutuel Arkéa is significantly exposed to credit and counterparty risk through its financing and market activities. Capital requirements for credit risk represent more than 90% of the group's capital requirements.

Credit risk is the risk incurred in the event of default in payment by a counterparty or counterparties considered as the same group of customers, within the regulatory meaning of this term. Credit risk includes:

- customer credit risk, relating to loans granted by the group to private individuals, small and medium-sized enterprises (SMEs), large groups, central and public administrations and credit institutions. A counterparty's default results in its inability to honour its commitments in accordance with the agreed terms;
- counterparty risk, relating to the repayment of debt securities (particularly bonds) or the payment of flows under performance swap contracts ("derivative" contracts). With regard to debt securities held in the investment portfolio, credit risk includes the risk of default by the issuer but not the spread risk, which is classified under market risk.

The group is exposed to losses in the event of the default of one or more customers or counterparties (financial institutions, industrial or commercial companies, States or State entities, natural persons, etc.). For counterparties, such losses could materialise if the group encounters legal or other difficulties in exercising its collateral or if the value of such collateral does not make it possible to fully cover the exposure in the event of default. Although the group seeks to reduce its exposure to credit risk through the use of risk mitigation techniques (such as the creation of collateral, obtaining guarantees or entering into

netting agreements), it cannot be certain that they would offset losses resulting from the default of one or more of its counterparties. In addition, only a portion of the credit risk borne by the group is covered by risk mitigation techniques.

In addition, despite the vigilance of Crédit Mutuel Arkéa, aimed at limiting the effects of concentration of its loan portfolio, it is possible that defaults might be amplified within the same economic sector or geographical area due to interdependence effects. In addition, certain economic sectors could in the longer term be particularly affected by the measures put in place to promote the energy transition or by the physical risks related to climate change. Thus, the default of one or more major customers or counterparties could have a material adverse impact on the group's cost of risk, results and financial position.

For information, at 31 December 2024, the NPL rate on customer activities (non-performing loans), which measures the ratio between the amount of gross loans written off to customers (principal and interest) and the total amount of gross loans to customers (principal and interest), was 2.0%.

At the same time, the overall regulatory NPL rate, corresponding to the ratio between the amount of gross downgraded loans (capital and interest) and the total amount of gross loans to customers and credit institutions (capital and interest), is 1.75%.

The 30-day incident rate, which measures the ratio between the amount of unpaid and irregular loans for more than 30 days, and performing loans, was 0.07% (excluding disputed receivables).

Non-performing loans (NPLs) grew by 18% during the year to reach €1,857 million at 31 December 2024. This increase was driven by the addition of new non-performing loans in the construction, retail, accommodation and food services, and manufacturing sectors.

5.2.2.2 Provisions for credit risk

A substantial increase in provisions for credit risk could have a material adverse effect on Crédit Mutuel Arkéa's results and financial position

As part of its lending activities, Crédit Mutuel Arkéa recognises expenses for non-performing loans in the income statement under "Cost of risk" whenever necessary in order to record actual or potential losses in respect of its portfolio of loans and receivables.

In accordance with IFRS 9, the provisioning includes expected losses as soon as they are granted. Provisioning models are based on historical default rates, historical recovery rates in the event of default, and corrective factors to incorporate a forward-looking dimension, linked to positioning in the economic cycle (the forward-looking approach). Although the group endeavours to set up an appropriate level of provisions, it may in the future be required to increase its level of provision in response to an increase in non-performing assets or other factors such as a deterioration in economic conditions.

The substantial increase in provisions for non-performing loans, the substantial change in the estimated risk of loss inherent in its portfolio of performing loans, or the realisation of losses on loans in excess of the amounts provisioned, could have a material adverse impact on the group's results and financial position.

The cost of risk amounted to €180 million at 31 December 2024. It stood at 20 basis points of outstanding customer loans. It is up sharply on previous years due to the increase in outstanding defaults and has reached its highest level since 2015. As was the case last year, the cost of risk is overwhelmingly borne by loans in default, due to the change in loans in default and methodological work on healthy loans (buckets 1 and 2), which had a downward effect on the cost of risk on healthy loans.

As a result, the cost of risk on loans in default reached €177 million euros at 31 December 2024, an increase of €66 million compared with 31 December 2023. The cost of risk on performing loans amounted to €3m, an increase of €19m compared with 31 December 2023, mainly due to methodological changes in IFRS 9 parameters.

As part of its lending activities, Crédit Mutuel Arkéa recognises expenses for non-performing loans in the income statement under "Cost of risk" whenever necessary in order to record actual or potential losses in respect of its portfolio of loans and receivables.

In accordance with IFRS 9, the provisioning includes expected losses as soon as they are granted. The provisioning models for performing loans are based on default rate projection models linked to macroeconomics (forward looking) and transitional climate risk, historical recovery rates in the event of default, and a sector ESG risk overlay.

Outstanding loans subject to provisions for expected losses for credit risk (in millions of euros)

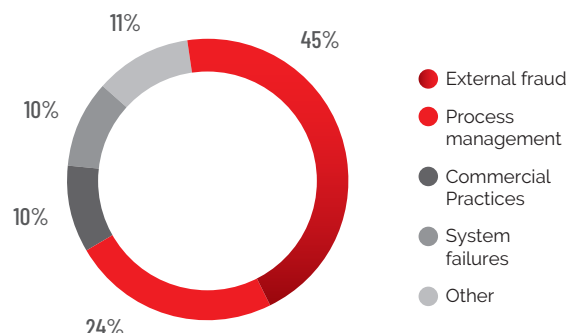
	31.12.2023	31.12.2024
12-month expected losses – Bucket 1	102,569	108,482
Lifetime expected loss – Bucket 2	6,967	8,280
Impaired assets on closing or as of acquisition/creation – Bucket 3 and POCI	1,572	1,57
Total	111,109	118,621

5.2.3 Operational risk

The concept of operational risk corresponds to the risk of losses resulting from inadequate or failed internal processes, personnel and systems, or from external events. Operational risk includes risks related to events with a low probability of occurrence but with a high potential impact, such as risks of external fraud, non-compliance, legal risks, reputational risk and IT risks and risks with a probability of higher occurrence but low impact, such as external fraud, risks related to internal processes and external events and risks related to the use of models.

The breakdown of losses and provisions for incidents declared in 2024 by Basel categories is as follows:

Breakdown of losses and provisions for incidents declared in 2024



The regulatory capital requirement for operational risk was €261.8 million at the end of 2024. The proven claims ratio (losses and provisions) for operational risk amounted to €15.8 million for the 2024 financial year.

5.2.3.1 IT risk

Any interruption or failure of Crédit Mutuel Arkéa's information systems could have a material adverse impact on the group's activities

Like most financial institutions, Crédit Mutuel Arkéa is highly dependent on information systems for conducting its business. This dependence has increased since the widespread use of online banking.

Any failure, interruption or failure of the security of these systems could lead to errors or interruptions in customer management, general accounting, deposits, services and/or loan processing systems. If, for example, the group's information and communication systems were to temporarily fail, even over a short period, the affected group entities would no longer be able to meet the needs of their customers on time and could then lose business opportunities. Similarly, a temporary failure of Crédit Mutuel Arkéa's information systems, despite backup systems and emergency plans, could generate significant costs for the recovery of lost data and their verification. Crédit Mutuel Arkéa cannot guarantee that such failures or interruptions will not occur or, if they did occur, that they would be adequately resolved. The occurrence of any failure or interruption of the information and communication systems could therefore have a material adverse impact on the group's results and financial position.

In addition, Crédit Mutuel Arkéa's information and communication systems, as well as those of its customers, service providers and counterparties, could also be subject to malfunctions or interruptions as a result of cybercrime or cyberterrorist acts. For example, the main cyber risks identified could lead to the following:

- fraudulent operations following an intrusion into the information system, such as Swift access usurpation;
- a theft or data leak;
- an attack on the integrity of the data can lead to an interruption of activity while reconstruction is being carried out;
- an attack leading to a major unavailability of the information system, such as a distributed denial of service (DDoS) attack, or an attack targeting one or more data centres.

Such malfunctions or interruptions to information systems could cause significant operational losses and have an adverse impact on the group's reputation, business and results.

Lastly, Crédit Mutuel Arkéa is also exposed to the risk of operational malfunction or interruption of a clearing agent, foreign exchange markets, clearing houses, custodian banks or any other financial intermediary or external service provider, to which the group has recourse to execute or facilitate its transactions involving financial instruments. Due to its growing interconnection with its customers, Crédit Mutuel Arkéa could also see an increase in its exposure to the risk of operational malfunction of its customers' information systems.

5.2.3.2 Risk of external fraud

The risk of external fraud, arising from internal or external events, constitutes a financial risk for Crédit Mutuel Arkéa

External fraud is growing and spreading across the market in all business lines and areas with increasingly sophisticated and shifting methods and increasingly heavy financial losses for Crédit Mutuel Arkéa's customers and institutions.

Faced with its challenges, a system to combat external fraud in order to place customer protection at the heart of the

strategy while securing the group's position in the market and limiting financial losses is based on several areas within Crédit Mutuel Arkéa:

- structured governance to manage, measure and decide;
- adapted and efficient detection tools (24/7);
- monitoring and prevention;
- a system for processing claims and reimbursements.

5.2.3.3 Risk related to internal processes and external events

The inadequacy or failure of internal processes or deliberate, accidental or natural external events could lead to operational losses and have an adverse impact on Crédit Mutuel Arkéa's activities and financial position

Crédit Mutuel Arkéa has implemented risk management and hedging strategies and techniques via the implementation of risk management procedures. However, it is not possible to systematically guarantee the effectiveness of these procedures and effectively limit the group's risk exposure to all types of economic and market environments and to all types of risks. These strategies and techniques could also prove ineffective in the face of risks that the group has not

previously identified or anticipated. In addition, the risk management strategies and techniques used by Crédit Mutuel Arkéa may not completely limit its risk exposure and guarantee an effective reduction in the overall level of risk.

In addition, Crédit Mutuel Arkéa is dependent on its natural and social environment. Unforeseen events such as a serious natural disaster, extreme weather conditions, a new pandemic crisis, terrorist attacks or large-scale social movements could disrupt the conduct of the group's activities and result in substantial losses, particularly in terms of reinsurance premiums.

5.2.3.4 Non-compliance risk

In the event of non-compliance with applicable laws and regulations, Crédit Mutuel Arkéa could be exposed to significant fines and other legal, administrative or disciplinary sanctions likely to have a material adverse impact on its financial position, its activities and its reputation

The risk of non-compliance is defined as the risk of judicial, administrative or disciplinary sanctions, significant financial loss or damage to reputation, arising from failure to comply with provisions specific to banking and financial activities, whether of a legislative or regulatory nature, national or European directly applicable, or whether they are professional and ethical standards, or instructions from the actual managers taken in particular in application of the guidelines of the supervisory body.

The ever-increasing regulatory pressure means that banks face a growing risk of sanctions or damage to their reputation, requiring increased vigilance.

Through its distribution networks and subsidiaries, Crédit Mutuel Arkéa covers all banking and financial activities. As a manufacturer and distributor, Crédit Mutuel Arkéa is able to offer its customers, whether individuals, professionals, companies or local authorities, a complete range of banking, financial, wealth management and insurance products and services.

Given the multiplicity of activities carried out, the range of compliance risks to be taken into consideration is all the more extensive.

To protect customers' interests and preserve the group's integrity and reputation, Crédit Mutuel Arkéa has set up a compliance risk prevention and management system based on a set of procedures and the complementary actions taken by stakeholders to achieve these objectives. It is described in more detail in a dedicated paragraph (see Section 5.5.6 Risk of non-compliance including money laundering and the financing of terrorism).

5.2.3.5 Risk of internal fraud

Despite the procedures deployed, Crédit Mutuel Arkéa is exposed to the risk that a member of its staff fails to comply with internal procedures and rules and commits deliberate fraud, which exposes Crédit Mutuel Arkéa to a financial risk.

As Crédit Mutuel Arkéa does not operate in proprietary speculative trading, it limits the risk of internal fraud linked to rogue trading.

5.2.4 Legal risk

The legal risk to which Crédit Mutuel Arkéa is exposed could adversely impact its financial position

Legal risk is the risk of any litigation with a counterparty, resulting from any imprecision, shortcoming or insufficiency, real or supposed, that may be attributable to the company subject to its operations.

This risk may result from a failure of the legal function, a failure of a legal nature in another function, or an operational failure (non-legal), with legal consequences such as the advent of a dispute, regardless of the entity concerned.

In this respect:

- legal risk is synonymous with the risk of any dispute between a Crédit Mutuel Arkéa group entity and a counterparty;
- it includes the risk of litigation arising from non-compliance with applicable regulations and may therefore correspond to the liability of Crédit Mutuel Arkéa being invoked by the authorities, in particular the AMF;

- it is likely to create a reputational risk, a commercial risk or a financial risk.

The legal function is in charge of managing legal risk, under the responsibility of the Legal Department, with the support of the other head office departments and subsidiaries exposed to legal risk.

The legal function identifies and interprets the legislative and regulatory texts that are applicable to Crédit Mutuel Arkéa group's activities, and provides legal advice to protect and secure the interests of the group, its employees and managers in the exercise of their activities.

Provisions have been set aside to cover legal risks existing at 31 December 2024 that could have a negative impact on Crédit Mutuel Arkéa's assets and liabilities, using on the best estimate of executive management based on the information available to it. In view of these factors, no dispute is likely to have a material impact on Crédit Mutuel Arkéa's financial position.

5.2.5 Reputational risk

Damage to Crédit Mutuel Arkéa's reputation could have an adverse impact on its business and financial position

Maintaining a solid reputation for Crédit Mutuel Arkéa is essential to retain and develop its relationships with its customers and other counterparties in a highly competitive environment in the banking and financial services industry.

The use of inappropriate means to promote its products and services, inadequate management of potential conflicts of interest, ethical issues or data protection requirements could tarnish the group's reputation and affect its competitive

position. Any inappropriate behaviour or misconduct of an employee, any fraud or wrongdoing committed by financial sector players to which the group is exposed, any act of cybercrime, any reduction, restatement or correction of net financial income, or any legal or regulatory action with a potentially unfavourable outcome could also harm the group's reputation.

In addition, inadequate management of these issues could create a legal risk for the group, which could increase the number of disputes and expose it to regulatory sanctions.

5.2.6 Model risk

The models used by Crédit Mutuel Arkéa could be flawed in their design, implementation or use and could therefore result in financial losses in the event of an incorrect decision or valuation.

The term "model" refers to a quantitative method, a system or an approach used for decision-making purposes. For several years now, the increasing use of models in decision-making and evaluation processes has created a risk if the models

prove to be defective in terms of design, calibration, use or performance monitoring. This involves identifying, assessing and managing model risk throughout their lifecycle, in line with regulations and internal risk management systems.

A team is specifically dedicated to model risk management, ensuring the quality and correct referencing of models in order to minimise the associated risk and avoid exposure to financial loss (impact on income and/or equity).

5.2.7 Liquidity risk

Crédit Mutuel Arkéa's access to financing and the costs of this financing could be adversely impacted in the event of a financial crisis or a deterioration in economic conditions

Crédit Mutuel Arkéa's ability to access short- and long-term financing is essential for its activities. If the group were to face a restriction in access to financing or a deterioration in the conditions of this financing or if it were to suffer an unforeseen outflow of cash (including a significant decrease in customer deposits), its liquidity would be negatively impacted.

If the group were unable to maintain a satisfactory level of deposit collection from its customers, it could be forced to resort to higher volumes of market financing and thus increase its dependence on the market. At 31 December 2024, the commitment ratio, which measures the share of gross loans financed by bank deposits and, consequently, dependence on the financial markets, was 102%.

In addition, the group's ability to access capital markets, as well as the cost at which it obtains this financing, depends on events that the group cannot control or predict. Thus, the financial crisis of 2008, the debt crisis in the eurozone, and more recently the tensions on the financial markets related to the Covid crisis before the intervention of central banks, have led, on an ad hoc basis, to a restriction of access to financing or a deterioration in the conditions of this financing by European banks, due to several factors including the significant increase in credit risk perceived by the banks, the deterioration of ratings affecting certain governments and financial institutions or speculation on the debt markets. The resulting liquidity constraints could have a material adverse impact on the group's business, results and financial position. This is why Crédit Mutuel Arkéa ensures that it holds significant liquidity reserves that enable it to survive for at least 12 months without having access to market liquidity.

At 31 December 2024, the Liquidity Coverage Ratio (LCR), which measures the ratio between liquid assets and net cash outflows at thirty days under a stress scenario, stood at 147% and liquidity reserves amounted to €36 billion, covering more than twice the LCR regulatory requirements and 40% of gross customer outstanding deposits.

A deterioration in external credit ratings could have an adverse impact on Crédit Mutuel Arkéa's financing costs and access to liquidity

Credit ratings have an impact on Crédit Mutuel Arkéa's liquidity. Rated by Fitch Ratings and Moody's Investors Service, Crédit Mutuel Arkéa has one of the best quality ratings in the French banking sector. A deterioration in external credit ratings could have an adverse impact on the group's liquidity and competitive position. Indeed, a downward trend in Crédit Mutuel Arkéa's external ratings could limit access to capital markets, increase financing costs or trigger additional obligations under its covered issuance programmes.

In addition, the cost of the unsecured long-term refinancing of Crédit Mutuel Arkéa is directly related to its credit spreads, which are themselves partly dependent on its credit ratings. An increase in credit spreads can significantly increase the group's refinancing cost. Credit spreads change in line with the market and sometimes undergo unpredictable and highly volatile changes.

5.2.8 Interest-rate risks:

Any significant change in interest rates could have a negative impact on Crédit Mutuel Arkéa's revenues or profitability

As the value of an institution is directly linked to its future results, changes in interest rates also translate into a change in its portfolio value with an impact on the balance sheet and off-balance sheet items. The sensitivity of the net present value (NPV) of Crédit Mutuel Arkéa's balance sheet, determined according to the six regulatory scenarios, is below the threshold of 15% of Common Equity Tier 1 capital. At 31 December 2024, the NPV sensitivities measured on the various regulatory scenarios ranged from -5.85% (+200 bps) to +3.45% (reduction in short-term rates).

With regard to the income risk induced by an unfavourable change in interest rates, Crédit Mutuel Arkéa measures the margin sensitivity according to several rate scenarios using a static view and a dynamic view. Crédit Mutuel Arkéa has been subject to the Supervisory Outlier Test since the end of 2023, a regulatory measurement of interest rate risk standardised at the European level, the net interest margin being forecast at constant balance sheet. At 31 December 2024, over a one-year horizon, the sensitivity of the interest margin was calculated at +2.38% of Tier 1 capital in the +200 bps scenario and at -2.47% of Tier 1 capital in the -200 bps scenario. These sensitivity levels are below the 5% threshold required by the European Banking Authority.

Sudden changes in interest rate conditions generate risks that could affect Crédit Mutuel Arkéa's revenues or profitability

Approximately one third of the revenues generated by Crédit Mutuel Arkéa consists of a net interest margin, equal to the difference between the income generated by receivables granted to customers (recorded as an asset on the balance sheet) and the cost of refinancing (recorded as a liability). Interest rates change according to many factors over which Crédit Mutuel Arkéa has no influence, such as the level of inflation, the level of regulated rates and the monetary policies of central banks.

5.2.9 Market risk

The evolution and volatility of the financial markets could have an adverse impact on Crédit Mutuel Arkéa's financial position

Crédit Mutuel Arkéa's financial market activity is limited to cash management and refinancing, as well as activity on behalf of customers. It excludes any speculative activity or proprietary trading.

Crédit Mutuel Arkéa's exposure to financial market volatility is limited.

Transactions carried out on behalf of customers are exposed to a residual market risk in view of their systematic backing on the market. The currency risk is also not material given the low foreign exchange position limits granted by the group's risk management policy.

Between mid-2022 and mid-2024, the Eurozone faced a rapid and sharp rise in interest rates for several quarters, mainly due to the upcoming tightening of the ECB's monetary policy to counter the sharp rise in inflation. Crédit Mutuel Arkéa was faced with the problem of passing on the increase in market rates on the interest rate of the new production of fixed-rate loans granted to individuals (in particular due to usury ceilings that increase more slowly than market rates), as well as to companies, while at the same time the cost of customer deposits rose rapidly (in particular that of regulated savings accounts partly indexed to the inflation rate).

So if Crédit Mutuel Arkéa cannot pass on this rise in lending rates, it may reduce profitability. Borrowers may also be less inclined to take out new loans. This may lead to a slowdown in Crédit Mutuel Arkéa's lending activity, which means less interest income. However, in the long term, a rise in interest rates may also benefit Crédit Mutuel Arkéa by increasing interest income on assets.

While the ECB has begun to reduce its key rates, with the first cut in June 2024, the fall in rates means that the interest margin is likely to fall, due in particular to a lower interest rate from the replacement of deposits but also, on the French market, to an increased risk of renegotiation of housing loans.

In general, any sudden fluctuation in interest rates may lead to a change in customer behaviour and require adjustments to the interest rate hedges in place, with potentially negative consequences on the revenues and value of Crédit Mutuel Arkéa.

In addition, interest rate risk constitutes a market risk but is treated separately in this document (see Section 5.2.8 "interest rate risk").

The market risk to which Crédit Mutuel Arkéa is exposed mainly results from market positions in the scopes relating to investments (management of liquidity surpluses).

The regulatory capital requirement (RCR) for market activities was €155.5 million at 31 December 2024.

5.2.10 Insurance risk

5.2.10.1 Life insurance risk

5.2.10.1.1 Underwriting risk

Suravenir is exposed to underwriting risks that could have an adverse impact on its financial position

Suravenir is exposed to underwriting risk, which covers all risks inherent in the insurance business, the occurrence of which would have an adverse impact on the value of Suravenir's insurance liabilities.

The main underwriting risks include poor anticipation of policyholder behaviour (surrenders, cancellations, arbitration and early repayment of loans), increases in biometric risks (mortality, longevity, disability), disaster risk or the risk of unfavourable changes in general operating expenses and provisioning risk (uncertainty as to the adequacy of the underwriting reserves shown as liabilities on the balance sheet).

5.2.10.1.2 Interest rate risk

Any significant change in interest rates could have a significant negative impact on Suravenir's financial position

Changes in the structure of the yield curve, its slope or the volatility of interest rates have an impact on the valuation and return on Suravenir's bond portfolio, whether it concerns capital managed for its own account or euro-denominated funds. Fixed-rate bonds expose Suravenir to a risk of changes in asset value; variable-rate bonds expose it to a risk of fluctuations in income.

A sustained low interest rate environment could exert downward pressure on the level of margin taken by Suravenir, affecting its profitability and ultimately its solvency. Euro-denominated life insurance policies commit the company to pay a minimum interest rate on savings. When market rates fall, the return on the portfolio may become insufficient to meet this commitment. In this case, French regulations require insurance companies to set aside a specific provision (provision for financial contingencies).

An increase in interest rates would lead to a decrease in the value of the fixed-rate bonds held in the portfolio. Depending on the IFRS accounting classification of these securities, this devaluation would have an impact on IFRS equity or income. A significant and lasting increase in rates would also expose Suravenir to a financial risk due to the potential increase in redemptions by policyholders on euro funds due to the lack of attractiveness of these funds compared to other investments. Such a situation could lead Suravenir to sell assets and bear any capital losses resulting from these disposals.

Changes in interest rates also have a direct impact on the economic valuation of insurance liabilities, under Solvency II or IFRS 17, and therefore impact the solvency and the contribution of the entity in consolidated income. The volatility of these two metrics to changes in interest rates reflects the difference in sensitivity of liabilities and assets to these changes, linked in particular to the duration gap.

5.2.10.1.3 Liquidity risk

A massive outflow could have a significant adverse impact on Suravenir's liquidity and capital adequacy

Suravenir is exposed to the risk of large cash outflows following increases in surrenders, switches in euro funds by its customers or loss experience. Indeed, massive redemptions on euro funds (which could result from a sudden increase in interest rates or as a consequence of reputational risk) or massive outflows of unit-linked contracts with an illiquid underlying would have a negative impact on the liquidity of Suravenir, in particular if it provides liquidity to its customers.

Such massive outflows could force Suravenir to sell illiquid securities and/or securities with significant unrealised losses (for example in the event of a sharp rise in interest rates), which could adversely impact the return on euro-denominated funds, and therefore the rates available to policyholders, as well as the level of liquidity and the company's equity.

5.2.10.1.4 Market risk

Suravenir is exposed to market risks that could have an adverse impact on its financial position.

The market risk to which Suravenir is exposed includes the asset/liability management and the equity risks related to investments included under assets. These risks impact the solvency and profitability of the entity.

Suravenir is exposed to:

- a change in the equity markets or other markets (market decline resulting in a loss in the event of disposal or the need to set aside provisions, a decrease in the valuation of accumulation units, resulting in lower margins being taken) and volatility in the market value of the shares;
- a change in the real estate market (market downturn leading to capital losses on sales or the need for provisioning) and volatility in the market value of real estate assets;
- the risk of capital loss on all its assets, whether in bonds or in title deeds.

5.2.10.1.5 Credit and counterparty risk

Suravenir is exposed to a risk of default by one or more counterparties likely to have an adverse impact on its financial position, resulting from fluctuations affecting the credit quality of issuers of securities, counterparties or any debtor

Suravenir is exposed to credit risk on market transactions (or counterparty risk) relating to financial market transactions:

- the credit risk on issuers related to the default of the latter and/or the non-repayment of all or part of the economic value of the debt securities subscribed for these issuers;
- credit risk on the counterparties with which Suravenir deals for off-balance sheet derivative transactions.

5.2.10.2 Risk specific to the non-life insurance business

5.2.10.2.1 Underwriting risk

Suravenir Assurances is exposed to underwriting and provisioning risks likely to have an adverse impact on its financial position.

The underwriting risk in non-life insurance is the risk that the profitability of non-life insurance products may be affected by inadequate acceptance rules, pricing and/or reinsurance coverage of the guarantees offered to policyholders. The main activities concerned by underwriting risk management are:

- design of new product(s);
- changes in the offer (subscription rules, new coverage, changes in the product/network pairing, etc.) ;
- loyalty and discount programmes;
- price changes;
- portfolio monitoring (by dealer network, by product) and broker monitoring. Only individual brokers' points of sale are monitored. The other physical distributors (banks of the distributing federations) are subject to monitoring at the overall network level.

Suravenir Assurances is exposed to underwriting risk, including the following three sub-categories:

- the risk of under-pricing resulting from the potential inadequacy of the pricing of guarantees with the profitability objectives of the portfolio when designing new products, changes to the offer or prices proposed by Suravenir Assurances;

The counterparty risk within the scope of Suravenir is:

- direct, in respect of the proprietary reinvestment of its own cash;
- partial, for the reinvestment of funds in euros.

The counterparty limit systems, the group's governance in terms of counterparty limit management and the management of reporting on counterparty risk in the Suravenir scope are for the most part common with those included in the section of this document relating to counterparty systems and the monitoring of counterparty risk on the bond and off-balance sheet portfolio - proprietary banking scope.

Suravenir is also exposed to the risk of an increase in spreads impacting the value of assets, liabilities and financial instruments.

- the risk of anti-selection resulting from over-subscription of an unwanted risk caused by pricing;
- the risk of natural disasters resulting from any extreme or exceptional events that would have a financial impact on Suravenir Assurances. The coverage of potential losses remains the main objective of reinsurance coverage (peak risk).

Global warming and its consequences affect exposure to underwriting risks through the increase in the frequency and cost of extreme weather events (drought, floods, storms, etc.) resulting in an increase in claims payable that are higher than those anticipated through pricing. Another potential consequence on underwriting risk that could have a negative financial impact for Suravenir Assurances would be an increase in mortality and tropical diseases.

Suravenir Assurances is also exposed to provisioning risk, which is the risk of loss or unfavourable changes in the value of insurance commitments, due to assumptions, data, models or inadequate methodologies for provisioning to cover the value of all the insurance commitments on the balance sheet. This risk is intrinsically linked to the underwriting risk, as the monitoring of provisions must be carried out in a manner consistent with the management of risks and claims related to the guarantees marketed.

5.2.10.2.2 Interest-rate risks:

Suravenir Assurances is exposed to a risk of changes in interest rates that could have an adverse impact on its financial position.

Since the entry into force of IFRS 17 & 9 on 1 January 2023, the assets for Suravenir Assurances under IFRS 9 are no longer measured at market value but at amortised cost and are therefore not impacted by a change in interest rates and/or credit spreads.

An increase in interest rates and/or credit spreads therefore has no impact on the market value of the bond assets held in the portfolio by Suravenir Assurances.

Conversely, a decrease in interest rates could generate less discounting of technical provisions and therefore a decrease in Suravenir Assurances' income and economic equity.

However, a low interest rate environment would be likely to have a long-term impact on the returns on new investments and, consequently, on Suravenir Assurances' net financial income.

5.2.10.2.3 Credit and counterparty risk

Suravenir Assurances is exposed to a risk of default by one or more counterparties that could have an adverse impact on its financial position.

Suravenir Assurances is exposed to a credit risk on two main types of counterparties: issuers of securities that have been the subject of an investment, and reinsurers.

The investments made by Suravenir Assurances in medium- or long-term instruments, mainly bonds, expose Suravenir Assurances to a counterparty credit risk on the issuers of these vehicles. In the event of default by these issuers, Suravenir Assurances may not be reimbursed in part or in full for the invested capital and/or the related coupons.

Suravenir Assurances has taken out reinsurance contracts giving it recourse against a second insurer in the event of the payment of sums to its insured customers for covered claims. In the event of default by a reinsurer, it would no longer be able to honour its commitments, which would have a negative financial impact on Suravenir Assurances.

The counterparty risk on reinsurers would be all the more significant for Suravenir Assurances if it is combined with the occurrence of a major loss, generating a significant amount receivable from reinsurers.

5.2.11 ESG risks

ESG (environmental, social and governance) risks could have an adverse impact on Cr dit Mutuel Ark a's business and financial situation.

Firstly, climate change and environmental degradation are sources of structural changes that can affect economic activity and, as a result, the financial system.

Climate and environmental risks are commonly considered to include the following main risk factors:

- physical risk refers to the financial effects of climate change (including increased extreme weather events and gradual climate change) and environmental degradation (such as air, water and land pollution, water stress, biodiversity loss and deforestation);
- transition risk is the financial loss that an institution may incur, directly or indirectly, as a result of the process of adapting to a low-carbon and more environmentally sustainable economy. It can arise, for example, from the relatively abrupt adoption of climate and environmental policies, technological progress or changes in market sentiment and preferences;
- reputational risk corresponds to the fact that the public, the institution's counterparties and/or investors could associate the bank with negative effects on the environment. It could manifest itself in the difficulty of attracting and retaining customers, employees, business partners and investors;

- liability risk represents the damages that a legal entity would have to pay if it were found liable for global warming. This risk may arise from legal recourse. A legal entity may be held liable for damage caused to third parties as a result of climate events or because of public commitments it has made in terms of climate.

Among the other environmental risks, those linked to the loss of biodiversity are considered in two ways:

- physical risks refer to the direct financial losses associated with the damage caused by the decline in ecosystemic services and biodiversity. These risks can occur when natural systems are compromised, due to the impact of climatic (e.g. drought) or geological (e.g. earthquake) events or changes in the balance of ecosystems, such as changes in soil quality or the chemistry of the oceans. They can be acute, chronic or both;
- transition risks refer to the economic consequences of implementing a new model. Developments aimed at halting or reversing damage to nature, such as regulations and policies, technological developments, market shifts, litigation and shifts in consumer preferences, may entail transition risks.

Lastly, other environmental risks, in particular risks relating to aquatic and marine resources, pollution and risks relating to the use of resources and the circular economy, should also be considered as risks that could affect the Group's financial performance.

Crédit Mutuel Arkéa is directly exposed to physical risks through the financing of property assets and to transition risks through its corporate financing activities. The risks could also materialise indirectly via transmission channels to other risks (in particular credit and operational risks).

5.2.12 Summary of risks

Risks are classified by broad categories. Within each category, the risk factors are ranked in order of importance:

- the probability of occurrence is considered "low" if the risk has not already occurred in the past and there is no presumption of occurrence;
- it is considered "medium" if the risk has already occurred in the past and there is no presumption of occurrence;
- it is deemed "high" if the risk has already occurred in the past and there is a presumption of occurrence.

The magnitude in the event of an occurrence has been assessed according to the impact of a stress scenario based on risk history (e.g. credit risk) and on realistic scenarios for risk items that have not materialised significantly in the past. The magnitude in case of occurrence reflects the impact of the

Secondly, social and societal risks can also have a negative impact on the Group's financial position. Like environmental risks, they can be direct, linked to the company's own workforce, or indirect, linked to the entire value chain. They can also be endogenous (specific to the company) or exogenous (linked to the external environment).

Lastly, governance risks linked in particular to poor business conduct and shortcomings in governance structures may also jeopardise Crédit Mutuel Arkéa's financial performance.

If these risks are not anticipated and mitigated, Crédit Mutuel Arkéa could face financial losses.

identified risk on liquidity and solvency indicators, in the event of materialisation:

- the magnitude in case of occurrence is deemed "low" if the risk does not have a significant impact on the liquidity and solvency ratios;
- the magnitude in case of occurrence is deemed "medium" if the risk significantly affects the annual result and ratios, but does not compromise the announced remuneration of the various investment vehicles (shares, debt securities);
- it is deemed "high" if the risk is such as to compromise the remuneration of the various investment vehicles.

The probability of occurrence and the estimated magnitude of the negative impact in the event of occurrence are described in the dedicated paragraphs.

Crédit Mutuel Arkéa's main risk matrix

Risk categories and factors	probability of occurrence X magnitude in the event of occurrence = Materiality		
Strategic, business and ecosystem risks			
Macroeconomic risk	Medium	Medium	Medium
Regulatory risk	Medium	Low	Low
Strategic risk	Low	Low	Low
Resolution risk	Low	Low	Low
Human resources risk	Low	Low	Low
Credit risk			
Customer credit risk	High	Medium	Medium
Credit risk on market counterparties	Low	Medium	Low
Operational risk			
IT risk	Medium	Medium	Medium
Risk of external fraud	Medium	Low	Low
Risk related to internal processes	Medium	Low	Low
Risk of non-compliance (including money laundering)	Low	Medium	Low
Risk of internal fraud	Low	Medium	Low
Model risk	Low	Low	Low
Legal risk	Low	Low	Low
Reputational risk	Low	Low	Low
Liquidity risk	Low	Medium	Low
Interest rate risk	Medium	Low	Low
Insurance risk			
Life insurance	Low	Medium	Low
Non-life insurance	Low	Low	Low
Market risk	Medium	Low	Low
Environmental risks			
Climate risk	Medium	Medium	Medium
Risk of loss of biodiversity	Low	Low	Low

The risk factors identified within Crédit Mutuel Arkéa do not deviate from the risk appetite framework defined by Crédit Mutuel Arkéa. Thus, their materiality does not exceed a stage deemed "Medium".

5.3 Risk appetite

The Crédit Mutuel Arkéa group defines its risk appetite through a cross-analysis of its business model and risk mapping.

5.3.1 Link between Crédit Mutuel Arkéa's business model and risk appetite

Crédit Mutuel Arkéa, a cooperative and mutualist company with a mission, maintains a modern, profitable and generally prudent development model in line with its Purpose. The level of capital accumulated over the years reflects the recurrence of the revenues and results achieved. It illustrates the trust generated based on a development strategy, combined with a moderate risk profile, inherent in the appetite framework effectively implemented over time.

Priority is given to reasoned profitability and risk, which reinforces the capital of trust necessary to maintain the

commercial relationship with customers. It is a unique feature of Crédit Mutuel Arkéa's cooperative and mutualist model, where the co-owner and member is also a customer and gives priority to the quality of a lasting relationship with his or her bank over the return offered by the share capital they hold. The criterion of return on share capital is part of an overall medium- or long-term assessment, but without immediacy. The group can thus bear, or even anticipate, changes in its environment by continuing to properly manage its risks.

5.3.2 Risk mapping

Crédit Mutuel Arkéa analyses the context in which it operates, from a regulatory, environmental and societal perspective, to identify the main risk factors that could impact its business. On this basis, it monitors its risk exposure by mapping all the risks to which the group is exposed.

This risk analysis serves as a guideline for the development and updating of the risk appetite framework and exercises such as the Internal Capital Adequacy Assessment Process (ICAAP), the Internal Liquidity Adequacy Assessment Process (ILAAP), and the associated capital and liquidity adequacy statements.

5.3.3 Risk appetite policy

Crédit Mutuel Arkéa affirms, as part of its medium-term plan, its desire to support and anticipate changes in its environment according to a measured risk appetite. The group defines its risk appetite through a cross-analysis of its business model and risk mapping. The group's risk appetite policy does not aim to avoid all risks, but to situate this risk at a level compatible with its overall performance objectives while ensuring that it can always control it through its know-how. Risk levels and risk control are criteria that are the subject of very close attention and are particularly selective in terms of the direction of development.

Risk appetite is defined by the desired and tolerable levels of each type of risk, both in a normal and a deteriorated economic and financial context, in accordance with a development strategy over a forecast horizon of at least three years. The Crédit Mutuel Arkéa group's risk appetite framework aims to properly govern and steer risk management by implementing a consistent system.

The architecture of the risk appetite framework can be represented according to the different possible levels of risk, formalised in the form of scenarios:

- the central position corresponds to a normal risk situation;
- the stressed position corresponds to an exceptional deterioration of one or more risks;
- the extreme position corresponds to a risk situation requiring the implementation of the crisis recovery plan;
- the critical position corresponds to a situation where the resolution is carried out by the Single Resolution Board, the European body for resolving non-viable financial institutions.

The review of the risk appetite framework, at least once a year, is part of the group's overall management process. The medium-term business and income forecast necessarily includes an assessment of future risk, both under normal and deteriorated conditions. This exercise aims to ensure a development trajectory leading, with the greatest chance of success, towards the achievement of the target return/risk ratio set.

The risk appetite framework is thus a comprehensive tool for managing the group's activities. Its annual review is an opportunity to:

- decide on the level of risk to which the group is exposed;
- measure the capacity for potential additional exposure to risk;
- project this level of risk based on business development assumptions associated with risk scenarios.

This iterative exercise is compared to the annual plan and the medium-term plan, thus ensuring a sound and consistent development of commercial and financial policies with regard to the group's risk profile. Prepared jointly by various departments under the supervision of the Crédit Mutuel Arkéa group Risk Department and this, in consultation with the management of the group's entities, the risk appetite framework is presented to the Crédit Mutuel Arkéa Risk Monitoring Committee and then to the Crédit Mutuel Arkéa Executive Committee for validation, before being submitted to the Risk and Internal Control Committee and then to the Crédit Mutuel Arkéa Board of Directors for final adoption. Its application is then monitored, the results of which are published in the quarterly risk dashboard and communicated to Crédit Mutuel Arkéa's management body. This system is also rolled out annually by each of Crédit Mutuel Arkéa's subsidiaries, in order to manage and define risk appetite according to their activity.

5.4 Credit and counterparty risk

Credit risk is the risk incurred in the event of a default in payment by a counterparty or counterparties considered as the same group of customers, within the regulatory meaning of this term.

5.4.1 Credit and counterparty risk monitoring and management systems

5.4.1.1 Customer loans

5.4.1.1.1 Selection, limit and monitoring procedures

All risk selection, limit and monitoring procedures are part of a regulatory framework. This framework complies with the Administrative order of 3 November 2014, amended by the Order of 25 February 2021, on the internal control of companies in the banking, payment services and investment services sector, which are subject to supervision by the French prudential supervision and resolution Authority (ACPR).

5.4.1.1.2 Risk selection system

- For the Crédit Mutuel Arkéa group, the risk selection system is designed in accordance with a certain number of principles:

- Compliance with unit commitment limits

The granting of new loans is subject to compliance with the unit limits set for the Crédit Mutuel Arkéa group, which correspond to the maximum unit risk that the group can bear on a Risk group. Three types of commitment limits are defined:

the regulatory limit for large Risks, applicable to the group's banking scope,

the corporate unit concentration limits, broken down by rating of the group of related customers, applicable to the group's banking scope,

the consolidated exposure limit for corporates, set by the group for itself, applicable to the scope of the Arkéa conglomerate.

Any breach of these limits, regardless of the cause, must be presented to the Board of Directors of Crédit Mutuel Arkéa.

- Compliance with sectoral limits

Limits are updated each year for 19 sectors of activity, these limits being expressed in relative value compared to the total commitments of the Crédit Mutuel Arkéa group.

- Compliance with leveraged transaction limits

Following the publication of the EBA Guidelines on leveraged transactions, the group has set up a system for managing them, including exposure limits for said leveraged transactions.

- Delegations of powers granted to the group Credit Committee

Powers are assigned to the group Credit Committee. In addition to these powers, a request for approval must be made to the Board of Directors of Crédit Mutuel Arkéa, in order to formulate a positive opinion on a loan application.

- This system is rolled out and adapted at the level of each Crédit Mutuel Arkéa group entity.

In addition, decision-making powers, expressed according to the rating of the Risk group and/or by type of customer or transaction, are defined for the highest decision-making body within each credit distribution entity.

Within each entity, these powers are delegated to the various committees and players involved in credit decisions. The defined chain of powers is described in a Credit Risk Management System and in the granting procedures of each entity. These documents are updated at least annually.

In addition to its powers, the entity must obtain a positive opinion from the group Credit Committee to satisfy a new loan request, and from the Board of Directors of Crédit Mutuel Arkéa whenever the powers of the group Credit Committee are themselves exceeded.

The granting of credit by the group's entities is based on detailed analyses of the quality of borrowers and their ability to meet the repayments of the loans requested. Whatever the profile of the borrowing customer (individual, company, institutional), these analyses integrate, depending on the case, the following elements:

- external data (entry in the national file of incidents involving the repayment of loans to individuals, banking ban, Banque de France rating, outstanding amounts declared to the Banque de France's Risk Centralisation Department, unpaid debts, existence of collective procedures, certificate of incorporation, etc.);
- personal data describing the financial situation (account operation, accounting documents, etc.);
- qualitative contextual elements (matrimonial regime, legal form, sectors of activity, etc.).

5.4.1.1.3 Monitoring of customer loans

■ Monitoring of indicators:

The specific credit risk indicators, defined as part of the Crédit Mutuel Arkéa group's appetite framework, are regularly monitored by the Crédit Mutuel Arkéa Risk Department.

■ Individual file monitoring:

Individual risk monitoring is based on the identification of customers:

- upstream of difficulties, resulting from various sources (daily review of main risk events, deterioration of internal ratings, early warning system, etc.) enables the implementation of preventive measures (securing loans, enhanced monitoring, etc.),
- presenting an incipient risk (existence of arrears, opening of out-of-court proceedings, etc.), for which the entities implement support measures (restructuring of loans),
- requiring litigation management (failure of out-of-court settlements, commencement of insolvency proceedings).

Each entity of the Crédit Mutuel Arkéa group has set up a global and individual monitoring system (monitoring of risk indicators). Thus, the risk management structures of the group's entities ensure the proper handling of risky cases. At the second level, overall monitoring of risks is carried out by Crédit Mutuel Arkéa's Risk Department (monitoring of major risks, detection of downgraded commitments, analysis of the main doubtful and disputed cases).

Executive Management Committees also monitor changes in credit risk at the level of the Crédit Mutuel Arkéa group:

The Customer Commitments Committee (with a frequency that can be reviewed if necessary), is responsible for a quarterly review of the portfolio of the most important commitments (in order to detect any difficulties "upstream", for compliance with limits on customer credit risk (unit commitment limits, sectoral limits, specific limits on leveraged transactions), monitoring changes in risk indicators and examining individually the situation of the Risk groups presenting a significant unit risk.

5.4.1.1.4 Reporting

The members of Crédit Mutuel Arkéa's Executive Committee are provided with a monthly report on customer credit risks. The main risk monitoring indicators are calculated by market and by group entity.

A summary of credit risk exposure and an update on compliance with commitment limits are provided at each meeting of Crédit Mutuel Arkéa's Board of Directors.

Finally, the group's credit risk situation is also presented to the group Risk Monitoring Committee, which meets at least quarterly. It is also included in the quarterly group risk scorecard, which is sent and presented to Crédit Mutuel Arkéa's Executive Committee and then to the group's Risk and Internal Control Committee.

5.4.1.2 Bond and off-balance sheet portfolio - proprietary banking scope

5.4.1.2.1 Organisation of dedicated governance, selection, limit and monitoring procedure

The group Counterparty Committee is dedicated to managing credit risk on market counterparties

The group Counterparty Committee is a Senior Management Committee, an extension of the management body in its executive role. It acts within the framework of the limits approved by the Board of Directors of Crédit Mutuel Arkéa and the detailed limit system validated by the group Executive Committee.

Within Crédit Mutuel Arkéa's prudential framework, its role is to approve:

- the listing of the group's market counterparties;
- the limits to be allocated to market counterparties for proprietary purposes and on behalf of third parties;
- the approvals of intermediaries and custodians;
- counterparty limits being exceeded;
- the risk level (Orange List, Red List) of listed and unlisted counterparties (Black List).

In addition, the committee prepares changes to the prudential system in terms of counterparties and ensures that ESG issues are gradually taken into account.

All of the group's market counterparties, used for management purposes on behalf of third parties or for proprietary purposes, report to this committee.

The transactions under the responsibility of this committee concern all debt instruments (balance sheet and off-balance sheet), including bank loans, compliant for Crédit Mutuel Arkéa's proprietary purposes and for third parties, carried for market counterparties by all Crédit Mutuel Arkéa structures operating on the capital markets and/or carrying out external investment transactions as part of their cash management.

The Credit and Counterparty Risk Unit monitors counterparty risk

The group Risk Department, responsible for the group's risk management function, includes a Credit and Counterparty Risk Unit and a unit dedicated to overall management of credit and counterparty risk: the Systems and Monitoring section of the Credit and Counterparty Risk Unit.

This department is mainly responsible for monitoring the counterparty risk related to market transactions carried out by the trading room of Crédit Mutuel Arkéa, Federal Finance Gestion, SPG and the group's subsidiaries and for ensuring daily compliance with the limits set by the Board of Directors of Crédit Mutuel Arkéa. It is also responsible for carrying out analyses for each limit request for a counterparty.

In addition, the group Risk Department consolidates the group's credit risks (customer credit risk and credit risk on market transactions) and calculates the related capital requirements.

Counterparty risk management is part of the group's appetite framework

The management of counterparty credit risk is based, in addition to the group's risk appetite statement, on framework and detailed procedures that define the limits and decision-making powers at the group and entity level. These systems are approved annually by the Board of Directors or the group's Executive Committee.

The Counterparty Risk Management Policy details the entire system: organisation of counterparty risk management (description of activities, committees, etc.), risk identification, risk measurement, risk modelling system (current ratings system), risk management (including the current system for limits), and risk monitoring. This policy, which is updated each year under the responsibility of the Director of Credit and Counterparty Risk, is validated by Crédit Mutuel Arkéa's Risk Monitoring Committee.

Counterparty risk management is governed by a system that is reviewed annually.

Crédit Mutuel Arkéa has a system of unit limits per type of counterparty (or group of "related customers" within the meaning of Article 4-1-39 of EU Regulation No. 575/2013, known as "CRR") that applies separately to proprietary and third-party activities (assets representing euro-denominated life insurance funds).

Unit limits are reviewed at least once a year by Crédit Mutuel Arkéa's Board of Directors. They are set on the basis of the internal rating of the counterparties, classified into four main categories:

- sovereigns (States), public sector, supranational and secured debt;
- public authorities;
- banking, insurance and securitisation (senior and subordinated debt);
- companies.

As regards proprietary market activities, individual limits are set, in terms of amount and duration, mainly by reference to Crédit Mutuel Arkéa's equity and earnings, as well as to the "fundamentals" of the counterparty (equity, debt and ratings).

Requests for limits for a given counterparty are examined by Crédit Mutuel Arkéa's Counterparties Committee, which bases its decision on the reasoned opinions of Crédit Mutuel Arkéa's Risk Department, which is responsible for analysis, monitoring and second-level control. First level control is carried out by the structures carrying and/or managing the outstanding amounts on the counterparties.

Any financial market transaction involving a credit risk must relate to an issuer or security listed by the group Counterparties Committee.

In the event of a request for a waiver of the limit between two revisions, the decision is taken by the Board of Directors of Crédit Mutuel Arkéa.

5.4.1.2.2 Proprietary bond portfolio counterparty risk management

The group's proprietary bond portfolio is mainly composed of securities invested as part of external investment transactions carried out as part of the management of the Crédit Mutuel group's liquidity reserves on the capital markets.

The cash surplus investment strategy is particularly prudent in terms of counterparty risk, resulting in an investment portfolio with a very good credit risk quality (see details below in Section 5.4.1.2.4 "Reporting on the counterparty risk of the bond portfolio and off-balance sheet proprietary banking scope", with a very strong preponderance of investment grade outstandings, invested primarily in instruments issued by French and European sovereigns or European financial counterparties, mainly in the form of covered bonds.

5.4.1.2.3 Counterparty risk management for derivatives and repurchase agreements

Derivatives and repurchase agreements represent a very limited portion of Crédit Mutuel Arkéa's counterparty risk exposure, whether in terms of EAD or RWA.

This situation is the result of Crédit Mutuel Arkéa's desire, shown for many years, not to carry out proprietary transactions. Crédit Mutuel Arkéa's repurchase and derivatives transactions are carried out exclusively to hedge existing risks or to support corporate and institutional clients in the case of derivatives transactions, and to contribute to sound cash management in the case of repurchase transactions.

Derivative transactions

Derivative transactions set up with customers are systematically returned to market counterparties back-to-back via micro-hedging transactions, so as to cancel out any risk (other than vanilla interest rate risk or counterparty risk on the counterparty of the derivative).

In addition to these customer derivative neutralisation transactions, micro-hedging derivatives aim to neutralise any risk (other than "simple" interest rate risk or counterparty risk on the counterparty of the derivative) borne by a balance sheet item (securities, issues, etc.).

Macro-hedging derivatives cover Crédit Mutuel Arkéa's overall balance sheet risk.

Therefore, derivatives do not carry any complex residual risk (after neutralisation of the hedged risk).

The exposure at default (EAD) of derivatives is based on the SA-CCR method and no internal model is used.

At 31 December 2024, 100% of market transactions on derivatives were collateralised. Since 1 September 2022, derivatives have been subject to Initial Margin. However, as the regulatory threshold of €50 million has not been reached or exceeded, no exchange of Initial Margin had been carried out at 31 December 2024.

Repurchase agreements

Transactions are mainly composed of repurchase agreements and, to a lesser extent, reverse repurchase agreements. These repurchase agreements are carried out solely as part of Crédit Mutuel Arkéa's cash management and do not in any way contribute to structured transactions. They are concluded for short periods and on "simple" rate indices.

Repurchase agreements are carried out under the following conditions:

- securities repurchase agreements must first be covered by framework agreements set up by Crédit Mutuel Arkéa's Legal Department, which may or may not provide for a collateralisation system with daily margin calls;
- the maximum maturity (= duration of the repurchase agreements) is 5 years or with the possibility of recalling the repurchase agreement within 5 years maximum;
- the credit risk exposure of securities repurchase agreements will be different depending on the type of transaction.

The calculation of the exposure differs depending on the direction of the repurchase, reverse repurchase, securities lending or tripartite repurchase transactions. As part of the change in calculation method pursuant to Regulation (EU) No. 575/2013 of the European Parliament and of the Council on prudential requirements for credit institutions and investment firms, the calculation of risk (fully adjusted exposure value) is calculated at the level of each security pledged as collateral under repurchase agreements, reverse repurchase agreements and securities lending transactions.

5.4.1.2.4 Reporting

The group's Counterparties Committee regularly reviews the credit risk related to market transactions.

A quarterly risk report is drawn up and communicated to the members of Crédit Mutuel Arkéa's Executive Committee. It includes an update on compliance with credit risk limits on market counterparties.

An update on compliance with credit limits is given at each meeting of the Board of Directors of Crédit Mutuel Arkéa.

At 31 December 2024, the entire investment portfolio of the banking scope was of very good quality.

Investments in the bank and insurance proprietary accounts mainly concern issuers with the best external ratings: 89.25% have external ratings of between AAA and A-.

With regard to the breakdown by internal rating, 99.99% of investments are made in investment grade issuers (agency ratings ranging from AAA to BBB- inclusive; agency ratings equivalent to an internal rating of A+ to C- inclusive).

From a geographical and sectoral point of view, investments are mainly made in two main types of issuers: the banking sector (banks and covered bonds) for 52.56% and sovereigns, supranationals, public authorities and the public sector for 39.60%. 83.48% of the investments in this scope concern European issuers.

5.4.2 Analysis of outstandings

5.4.2.1 Credit risk exposures

The tables below present the exposures at default (EAD) of Cr dit Mutuel Ark a's outstandings subject to the calculation of capital requirements for credit risk.

The group uses its internal rating system to calculate the majority of its regulatory capital requirements for credit risk, following the authorisation issued by the supervisory authorities:

- using the advanced method (IRBA), for the retail and corporate mass portfolio;
- using the foundation method (IRBF), for the portfolio of banks and Key Accounts and similar.

As part of the Target Review of Internal Models, the ECB has confirmed the approvals obtained. The related recommendations are being taken into account.

The percentage of exposures approved under the IRB method was more than 80% at 31 December 2024 in the Institutions, Corporate and Retail categories.

Exposure (EAD) by Basel exposure class (in   millions)

	31.12.2024						31.12.2023						Changes
	IRBA	IRBF	Standard	Total	<i>o/w derivatives and repurchase agreements</i>	<i>o/w specialised financing</i>	IRBA	IRBF	Standard	Total	<i>o/w derivatives and repurchase agreements</i>	<i>o/w specialised financing</i>	Total
A - Administrations and central banks			28,19	28,119	48				28,130	28,130	31		(11)
B - Institutions		8,916	10,128	19,045	1,550			8,288	9,268	17,556	1,868		1,489
C - Corporates	18,824	9,521	258	28,603	204	1,161	17,746	8,929	385	27,060	157	971	1,542
D - Retail Customers	48,163		11,553	59,717	1		47,351		10,981	58,331	0		1,385
E - Shares	5,025		29	5,054			5,046		26	5,072			(18)
F - Securitization			153	153					85	85			
G - Other assets	2,141		1,156	3,297			2,094		1,046	3,140			157
Sum	74,153	18,437	51,396	143,987	1,803	1,161	72,238	17,217	49,920	139,375	2,056	971	4,612

Scope: all outstandings

The exposures presented above correspond to all outstandings in CM Ark a's assets subject to the calculation of capital requirements for credit risk. The same scope is shown in the following tables, sometimes applying a specific selection stipulated under each of them. The Pillar 3 nomenclature is sometimes specified in the title of certain tables.

5.4.2.2 Credit risk exposure diversification

The loan portfolio includes a very diversified customer base where individuals represent the largest share alongside local professionals (craftspeople, small businesses, farmers, etc.), associations, SMEs and large companies as well as local authorities and institutions.

Basel exposure category and main algorithms	Exposures (EAD) (in € millions)	
	at 31.12.2024	
A-Adm. And central banks		28,119
of which Sovereigns		26,306
o/w Public Health Facilities		1,68
of which Banks		514
B - Institutions		19,045
of which Banks		9,423
of which Local Authorities		9,094
C - Corporates		28,603
of which Corporate Enterprise		10,763
of which Key Accounts		7,477
of which SCI (real estate management companies)		2,870
of which Property Companies		1,119
of which Corporate Financing		917
of which Real Estate Development		1,443
of which Farmers		941
of which Specialised Financing		1,161
of which Acquisition financing		577
D - Retail Customers		59,717
of which Private Individuals		37,561
of which SCI (real estate management companies)		3,543
of which Financo		2,881
of which Sole proprietorships		2,515
of which Retail Legal Entities		2,178
of which Farmers		2,265

5.4.2.2.1 Geographical breakdown

The breakdown of the Group's outstandings by geographical area in which it operates confirms the fact that it is essentially a French and European player. The geographical breakdown of net exposures at 31 December 2024 reflects this, with 96.34% of commitments in France, Belgium and Luxembourg (of which 94.27% in France). This concentration even rises to more than 99.15% in the Corporate and Retail categories.

Basel exposure category (in € millions)	France	Germany	Belgium	Spain	Luxembourg	Rest of the world	Exposures (EAD) (in € millions) at 31.12.2024	Exposures (EAD) (in € millions) at 31.12.2024
A - Administrations and central banks	26,127	47	146	123	839	836	28,119	19.5%
B - Institutions	15,387	257	191	106	29	3,074	19,045	13.2%
C - Corporates	28,102	51	27	5	195	222	28,603	19.9%
D - Retail Customers	57,729	16	1,512	13	6	441	59,717	41.5%
E - Shares	5,011		2		12	28	5,054	3.5%
F - Securitization	82	43			18	9	153	0.1%
G - Other assets	3,297					1	3,297	2.3%
Total	135,735	415	1,878	247	1,100	4,612	143,987	
Total (%)	94.27%	0.29%	1.30%	0.17%	0.76%	3.20%		

Scope: all outstanding assets.

5.4.2.2.2 Sector breakdown

The Crédit Mutuel Arkéa group is present in almost all business sectors, with a predominance in the real estate sector.

(in € millions)	Basel exposure category			
	C - Corporates		D - Retail Customers - SMEs	
NACE code	EAD (in € millions)	EAD (%)	EAD (in € millions)	EAD (%)
A - Agriculture, forestry and fishing	934	3.3%	1,985	17.3%
B - Mining and quarrying	28	0.1%	1	0.0%
C - Manufacturing	1,331	4.7%	275	2.4%
D - Electricity, gas, steam and air conditioning supply	1,159	4.1%	45	0.4%
E - Water supply; sewerage, waste management and remediation activities	213	0.7%	15	0.1%
F - Construction	2,268	7.9%	630	5.5%
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	2,156	7.5%	640	5.6%
H - Transportation and storage	600	2.1%	158	1.4%
I - Accommodation and food service activities	543	1.9%	372	3.2%
J - Information and communication	348	1.2%	55	0.5%
K - Financial and insurance activities	4,356	15.2%	363	3.2%
L - Real estate activities	8,561	29.9%	4,021	35.1%
M - Professional, scientific and technical activities	4,88	15.0%	577	5.0%
N - Administrative and support service activities	837	2.9%	257	2.2%
O - Public Administration	5	0.0%	1	0.0%
P - Education	110	0.4%	133	1.2%
Q - Human health services and social work activities	211	0.7%	757	6.6%
R - Arts, entertainment and recreation	109	0.4%	79	0.7%
S - Other service activities	70	0.2%	173	1.5%
T - Activities of households as employers			0	0.0%
U - Activities of extraterritorial organisations and bodies	0	0.0%	0	0.0%
Other	474	1.7%	931	8.1%
Total	28,603	100.00%	11,469	100.00%

Scope: all outstandings in the assets of the Corporate and Retail/SME exposure categories.

5.4.2.3 Risk-weighted assets

5.4.2.3.1 Summary

Pursuant to the provisions of Regulation (EU) No. 575/2013 on prudential requirements applicable to credit institutions and investment firms, as amended by Regulation (EU) No. 2019/876 of the European Parliament and of the Council of 20 May 2019 the accounting and regulatory scopes consist of the same entities. Only the consolidation method differs for entities in the insurance sector and securitisation mutual funds that are consolidated by the equity method, regardless of the percentage of control.

As described above, Crédit Mutuel Arkéa mainly uses the internal rating approach to calculate its capital requirements in respect of credit risk. At 31 December 2024, CM Arkéa's credit Risk Weighted Assets (RWAs) amounted to €47,532 million.

	31.12.2024						31.12.2023						Changes
RWA exposures by Basel exposure class (in € millions)	IRBA	IRBF	Standard	Total	<i>o/w derivatives and repurchase agreements</i>	<i>of which specialised financing</i>	IRBA	IRBF	Standard	Total	<i>o/w derivatives and repurchase agreements</i>	<i>o/w specialised financing</i>	Total
A - Administrations and central banks			65	65	11				0	0			65
B - Institutions		1,258	413	1,671	260			1,340	1,742	3,081	333		-1,410
C - Corporates	9,686	6,996	226	16,908	182	727	8,544	6,262	214	15,020	131	630	1,889
D - Retail Customers	4,808		6,241	11,049	1		4,593		5,946	10,539	0		510
E - Shares	14,719		73	14,792			15,002		39	15,041			(249)
F - Securitization			23	23					13	13			
G - Other assets	1,867		1,156	3,023			1,832		1,046	2,878			145
Sum	31,080	8,254	8,198	47,532	454	727	29,971	7,601	9,000	46,572	463	630	961

Scope: outstandings in assets

5.4.2.3.2 IRB approach Rating system and parameters

Rating algorithms and expert models have been developed to improve the assessment of credit risks within Crédit Mutuel as a whole and to meet regulatory requirements relating to internal rating approaches.

The definition of rating methodologies is the responsibility of Confédération Nationale du Crédit Mutuel (hereinafter "CNCM") for all portfolios. The Crédit Mutuel Arkéa group provides CNCM with human resources dedicated to the development and maintenance of statistical models for customers. In addition, it is directly involved in the completion and validation of working group projects on specific subjects as well as work relating to the quality of data and the acceptance of its applications.

The counterparty rating system is common to Crédit Mutuel as a whole.

The probability of default (hereinafter "PD") is the probability that a counterparty will default over a one-year period. Crédit Mutuel Arkéa group counterparties eligible for internal approaches are rated by a single system based on:

- statistical algorithms or "mass ratings" based on one or more models, using a selection of representative and predictive risk variables; or
- manual rating grids developed by experts.

Discrimination and the proper classification of risk are ensured by these models. The scale of values reflects the progression of the risk and breaks down into eleven positions, including nine sound positions (A+, A-, B+, B-, C+, C-, D+, D-, E+) and two for default (E- and F).

In the so-called "mass" Corporate and Retail scopes, at the end of the internal rating process, each borrower is assigned a rating. Based on this and other characteristics, performing borrowers are grouped into homogeneous risk classes, prior to the process of measuring the regulatory PD parameter. Grouping analyses are carried out on the segments defined as part of the modelling of the algorithms. The probabilities of default of a risk class are then estimated on the basis of the historical default rates observed on the exposures belonging to this class, over a history of more than ten years of observations. Margins of prudence are applied to take into account the uncertainty of estimates (related to time volatility or data quality, for example).

In the other scopes for which too few defaults by customers are available to guarantee the relevance and robustness of statistical estimates, the probabilities of default associated with the internal ratings are calibrated on the basis of external data.

The Loss Given Default (hereinafter "LGD") is the ratio between the loss incurred on an exposure due to the default of a counterparty and the amount exposed at the time of default.

For mass Corporate and Retail scopes, LGD is calculated by classes defined according to the type of loan, the nature of the rating algorithm, the length of the contract, the outstanding amount, the Loan-To-Value (LTV) and the nature of the collateral. The LGD estimate is based on the updated monthly recoveries observed for each class. Margins of prudence are taken into account in order to allow for the uncertainties of LGD estimates. The calculations are based on an internal history of defaults and losses of more than 10 years.

For the other scopes, for which too few defaults are available to guarantee the relevance and robustness of statistical estimates, LGDs are estimated on the basis of quantitative information and modelled by experts, based on benchmarks and external data and using a conservative approach.

The credit conversion factor (hereafter "CCF") corresponds to the ratio between the currently undrawn portion of a credit line that could be used and would therefore be exposed in the event of default and the currently undrawn portion of this credit line.

For the Corporate and Retail customer portfolios, the CCF is calculated using an internal method approved for financing commitments. For guarantee commitments and the banking exposure category, regulatory values (foundation method) are applied.

For the Corporate and Retail scope, internal CCFs are estimated based on average historical CCFs weighted by the number of contracts, by segmenting them based on the product axis and off-balance sheet outstandings. They are calibrated on internal data.

The parameters used to calculate risk-weighted assets (hereinafter "RWA") are national and apply to all Crédit Mutuel entities.

Model mapping

Modelled parameter	Exposure category	Portfolios	Number of models	Methodology
PD	Institutions	Financial institutions	2 models: Banks, <i>Covered Bonds</i>	Expert-type models based on grids including qualitative and quantitative variables
	Corporates	Key Accounts (Revenue > €500 million)	6 models depending on the type of counterparty and sector	Expert-type models based on grids including qualitative and quantitative variables
		"Mass" corporate (Revenue < €500 million)	3 models	Quantitative-type models with qualitative grids based on expert opinion
		Key Accounts acquisition financing	1 model	Expert model based on a grid with qualitative and quantitative variables
		Corporate acquisition financing	1 model	Quantitative-type models combined with qualitative grids based on expert opinion
		Specialised financing	Specialised financing of assets: 6 models according to the type of asset Specialised financing of projects: 4 models depending on the sector Specialised financing of real estate: 1 model	Expert-type models based on grids including qualitative and quantitative variables
		Other Corporates	2 models: Property, Insurance	Expert-type models based on grids including qualitative and quantitative variables

Modelled parameter	Exposure category	Portfolios	Number of models	Methodology
PD	Retail	Individuals	6 models depending on the type of loan (home loan, current account, etc.)	Quantitative-type models
		Legal entities	4 models according to customer type	Quantitative-type models
		Sole proprietorships	3 models depending on the type of profession (retailers, craftspeople, etc.)	Quantitative-type models
		Farmers	6 models according to the state of the account and the type of activity (cyclical or not)	Quantitative-type models
		Associations	1 model	Quantitative-type models
		SCIs	1 model	Quantitative-type models
LGD	Corporates	"Mass" corporate	1 model applied to 11 segments according to the type of loan, the nature of the collateral, the rating algorithm and the operating characteristics	Quantitative-type models based on internal recovery flows
	Retail		1 model applied to 24 segments according to the type of loan, the nature of the collateral, the rating algorithm and the operating characteristics	Quantitative-type models based on internal recovery flows
CCF	Corporates	"Mass" corporate	1 model applied to 5 segments according to the type of loan and the operating characteristics	Quantitative model, calibration of CCFs based on internal data
	Retail		1 model applied to 12 segments according to the type of loan and the operating characteristics	Quantitative model, calibration of CCFs based on internal data

5.4.2.3.3 Simple weighting method

The weighted risks of equity exposures are obtained using the simple weighting method, which consists of applying standard weightings to the carrying amounts of the exposures.

Equity exposures subject to the simple weighting method (EU CR10.5)

At 31.12.2024 (in thousands of euros)	Balance sheet exposure	Off-balance sheet exposure	Risk weighting	Value at risk	Risk-weighted exposure amount
Regulatory categories					
Private equity exposures	825,368	-	190%	825,368	1,568,199
Exposures to listed equities	164,480	-	290%	164,480	476,993
Other equity exposures	2,936,861	-	370%	2,936,861	10,866,385
Total	3,926,709	-		3,926,709	12,911,577

5.4.2.3.4 Slotting criteria method

The weighted risks of Specialised Financing exposures are obtained using the "slotting criteria" method, presented within the IRB-A category. The Crédit Mutuel Arkéa group has no exposure to specialised financing such as object financing and commodity financing.

Specialised financing - Focus on project financing (EU CR10.1)

At 31.12.2024 (in thousands of euros)	Residual maturity	Exposure		Risk weighting	Value at risk	Risk-weighted exposure amount
		in the balance sheet	Off-balance sheet exposure			
Regulatory categories						
Category 1	Less than 2.5 years	24,805	34,315	50%	50,542	25,258
	2.5 years or more	674,276	108,017	70%	755,289	461,704
Category 2	Less than 2.5 years	283	0	70%	283	207
	2.5 years or more	8,244	502	90%	8,620	8,084
Category 3	Less than 2.5 years	-	-	115%	-	-
	2.5 years or more	-	-	115%	-	-
Category 4	Less than 2.5 years	-	-	250%	-	-
	2.5 years or more	-	-	250%	-	-
Category 5	Less than 2.5 years	-	-	-	-	-
	2.5 years or more	-	-	-	-	-
Total	Less than 2.5 years	25,089	34,315		50,825	25,464
	2.5 years or more	682,520	108,519		763,909	469,788

Specialised financing - Focus on income-generating properties and high-volatility commercial properties (EU CR10.2)

At 31.12.2024

(in thousands of euros)	Residual maturity	Balance sheet exposure	Off-balance sheet exposure	Risk weighting	Value at risk	Risk-weighted exposure amount
Regulatory categories						
Category 1	Less than 2.5 years	92,596	11,073	50%	100,901	52,569
	2.5 years or more	149,280	67,979	70%	200,264	146,073
Category 2	Less than 2.5 years	19,321	-	70%	19,321	14,092
	2.5 years or more	-	-	90%	-	-
Category 3	Less than 2.5 years	-	-	115%	-	-
	2.5 years or more	-	-	115%	-	-
Category 4	Less than 2.5 years	-	-	250%	-	-
	2.5 years or more	-	-	250%	-	-
Category 5	Less than 2.5 years	-	-	-	-	-
	2.5 years or more	-	-	-	-	-
Total	Less than 2.5 years	111,917	11,073		120,221	66,662
	2.5 years or more	149,280	67,979		200,264	146,073

5.4.2.3.5 Standardised approach

Exposures treated under the standard method are presented in the table below.

The Crédit Mutuel Arkéa group uses the assessments of rating agencies recognised by the supervisor (ECAI) to measure the risk on exposures treated using the standard method.

The ratings of the Standard & Poor's, Moody's and Fitch rating agencies are mainly used for exposures to institutions, administrations and central banks. Banque de France's valuations are mainly used for corporate exposures.

The cross-reference table used to link the credit quality levels to the external ratings taken into account is that defined by regulatory texts.

Standardised approach (EU CR5)

At 31.12.2024

(in thousands of euros)

Exposure categories	Risk weighting								
	0%	2%	4%	10%	20%	35%	50%	70%	75%
Central governments or central banks	14,685,565	-	-	-	-	-	-	-	-
Regional governments or local authorities	7,487,274	-	-	-	196	-	-	-	-
Public sector entities	13,114,680	-	-	-	1,975,356	-	-	-	-
Multilateral development banks	549,656	-	-	-	-	-	-	-	-
International organisations	167,378	-	-	-	-	-	-	-	-
Institutions	222,341	-	-	-	1,928	-	22,914	-	-
Corporates	-	-	-	-	223	-	28,904	-	-
Retail exposures	-	-	-	-	-	-	-	-	-
								4,589,343	
Exposures secured by real estate mortgages	-	-	-	-	-	5,986,447	6,676	-	683,979
Exposures in default	-	-	-	-	-	-	-	-	-
Exposures associated with particularly high risk	-	-	-	-	-	-	-	-	-
Covered bonds	-	-	-	-	-	-	-	-	-
Exposures to institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-
Units or shares in collective investment undertakings	-	-	-	-	-	-	-	-	-
Equity exposures	-	-	-	-	-	-	-	-	-
Other items	-	-	-	-	-	-	-	-	-
Total	36,226,893	-	-	-	1,977,703	5,986,447	58,494	-	-

At 31.12.2024

(in thousands of euros)	Risk weighting						Total	Of which unrated
Exposure categories	100%	150%	250%	370%	1,250%	Other		
Central governments or central banks	-	-	20,825	-	-	-	-	-
Regional government or local authorities	-	-	-	-	-	-	-	-
Public sector entities	-	-	-	-	-	-	-	-
Multilateral development banks	-	-	-	-	-	-	549,656	-
International organisations	-	-	-	-	-	-	167,378	-
Institutions	-	-	-	-	-	-	247,183	37
Corporates	183,045	16,053	-	-	-	-	228,225	68,872
Retail exposures	-	-	-	-	-	-	4,589,343	4,200,134
Exposures secured by mortgages on immovable property	-	-	-	-	-	-	6,677,102	6,624,508
Exposures in default	297,891	19,890	-	-	-	-	317,781	317,781
Exposures associated with particularly high risk	-	-	-	-	-	-	-	-
Covered bonds	-	-	-	-	-	-	-	-
Exposures to institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-
Units or shares in collective investment undertakings	-	-	-	-	3,474	9,970	13,444	9,483
Equity exposures	15,378	-	-	-	-	-	15,378	15,378
Other items	-	-	-	-	-	-	1,156,434	-
	1,156,434							
Total		35,943	20,825	-	3,474	9,970	51,245,819	12,285,886

5.4.2.3.6 Counterparty credit risk

Counterparty credit risk corresponds to the risk borne by:

- banking book and trading book derivatives;
- repurchase agreements on the banking book.

The exposure to counterparty credit risk of derivative instruments is calculated in accordance with Chapter 6 of the CRR, using the SA-CCR method. The capital requirements are then determined without specificity: the weighting applied to the exposure at default (EAD) depends on the segmentation of the instrument, in particular, on the Internal Ratings-Based Approach (IRBA) scope, for determining the applicable probability of default and loss given default.

The risk mitigation techniques for repurchase agreements are taken into account in accordance with Chapter 4 of the CRR and presented below in Section "Credit risk mitigation techniques". The main categories of collateral taken into account by the institution are presented in it.

5.4.2.3.7 Credit risk mitigation techniques

Financial, personal and real guarantees can be directly used to reduce the calculation of the capital requirements measured in respect of credit risk and involved in the calculation of the group's solvency ratio. The use of guarantees in risk mitigation techniques is, however, subject to compliance with eligibility conditions and minimum requirements imposed by the regulations.

Netting and collateralisation of repurchase agreements and over-the-counter derivatives

When a framework agreement is entered into with a counterparty, the signatory entity offsets the counterparty's exposures.

With the financial counterparties, the Crédit Mutuel Arkéa group supplements these agreements with collateralisation agreements (Credit Support Annexes). The operational management of these is done through the TriOptima platform.

Thanks to regular margin calls, the residual net credit risk on OTC derivatives and repurchase agreements is greatly reduced.

Description of the main categories of collateral taken into account by the institution

Guarantees are used in the calculation of weighted risks according to the nature of the borrower, the calculation method used for the exposure covered and the type of guarantee.

For mass customer contracts (i.e. the retail customer portfolio and, in part, the corporate portfolio) treated using the advanced internal rating method (IRB-A), guarantees are taken into account in the calculation and in the segmentation of loss given default (LGD) calculated statistically on all of the group's non-performing and litigious loans.

For the contracts falling within the portfolio treated under the IRB-F method and the standard method, personal and financial guarantees can be used as risk mitigation techniques as defined by the regulations:

- personal guarantees correspond to the commitment made by a third party to replace the borrower in the event of default by the latter;
- financial collateral is defined as a right of the institution to liquidate, retain or obtain the transfer or ownership of certain amounts or assets such as pledged cash deposits, debt securities, equities or convertible bonds, gold, units of UCITS, life insurance contracts and instruments of any kind issued by a third party and redeemable on first demand.

Procedures applied to the valuation and management of real collateral instruments

The procedures for valuing guarantees vary according to the nature of the instrument constituting the collateral. For the general case, the studies carried out are based on statistical estimation methodologies, directly integrated into the tools, using external indices. In the case of real estate guarantees, the initial valuation is generally calculated on the basis of the acquisition or construction value of the asset.

During the life of the guarantee, the latter is revalued periodically according to internal rules.

Main categories of protection providers

The main categories of protection providers taken into account are home loan guarantee companies.

Type of guarantee	Exposures (EAD) at 31.12.2024	
	(in € millions)	(%)
First-line residential or commercial mortgage	19,656	22.3%
Crédit Logement and other guarantor bodies	16,529	18.7%
Other financed guarantees	10,221	11.6%
Other unfinanced guarantees	7,588	8.6%
No guarantee	32,008	36.2%
Other	2,317	2.6%
Total	88,319	100.0%

Scope: all outstandings recognised in the Corporate and Retail exposure categories.

5.4.2.4 Portfolio credit risk quality

Crédit Mutuel Arkéa's credit risk is the result of a prudent credit risk policy based on an internal rating system:

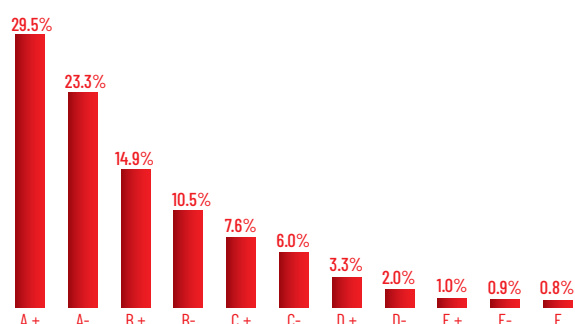
- the loan portfolio includes a very diversified customer base (see Section 5.4.2.2 "Diversification of exposure to credit risk"). The lending policy is based on in-depth knowledge of the borrower, its activity and its plans and refers to a proven internal rating system, essentially based on statistical models approved by the supervisory authority, or a point-of-sale consumer credit rating system. The intrinsic repayment capacity takes precedence over the value of the collateral in the granting decision.

The risk quality of the customer loan portfolio is assessed through internal customer ratings, and updated on a daily basis.

- Cash investments also reflect a high quality of credit risk, with a very strong preponderance of "investment grade" outstandings, invested primarily in instruments issued by French and European sovereigns or European financial counterparties, for a large part in the form of covered bonds.

Performing outstandings (A+ to E+ ratings) accounted for 98.5% of total outstandings and non-performing and disputed outstandings (E- and F ratings) for 1.5%.

Breakdown of exposures at default (Outstandings) by rating level at the end of 2024



Scope: outstanding customer loans listed according to the main CM Arkéa rating algorithms.

Outstanding restructured loans

Restructured loans, within the meaning of European regulations (EBA ITS), are contracts that have been the subject of "concessions to debtors having or about to have difficulties in honouring their debts". These concessions may correspond in particular to changes in the residual term of the contract or debt refinancing, excluding commercial renegotiations.

Default downgrading is stricter for restructured loans, which are automatically downgraded to doubtful debt as soon as they are more than 30 days past due or when a new restructuring is implemented.

For debtors already in default at the time of identification of the restructuring, the maintenance in default is carried out for a minimum period of one year.

According to these definitions, restructured loans represent €968.1 million (in capital and interest) or 1.06% of Crédit Mutuel Arkéa's total outstandings. €669.21 million has been downgraded to non-performing or litigious loans, while €298.9 million has been recognised as performing loans.

Outstanding loans in default

The group's non-performing and litigious (NPL) outstandings (capital and interest) increased by €285 million over the financial year and amounted to €1,857 million at the end of 2024 compared to €1,572.4 million at the end of 2023. The NPL rate on customer business increased to 2% from 1.79% at the end of 2023. The overall regulatory NPL rate increased to 1.75% from 1.54% at the end of 2023.

Presentation of non-performing and disputed loans (NPL)

Markets	2023		2024	
	Outstandings (in € millions)	%	Outstandings (in € millions)	%
Individuals	585.9	37.3%	663.0	35.7%
Non-financial companies	784.4	49.9%	965.6	52.0%
Sole traders*	202.12	12.9%	228.4	12.3%
Total	1,572.4	100.0%	1,857.0	100.0%

* Including farmers.

5.4.3 Provisioning and cost of risk

5.4.3.1 Provisioning

The provisioning of risk on customer loans concerns, on the one hand, non-performing and disputed loans (internal notes E- or F) and, on the other hand, sound loans.

For non-performing loans, the provision is applied automatically or based on an expert's assessment.

In the current economic climate, Crédit Mutuel Arkéa remained prudent in its approach to credit risk in 2024.

The provision rate for non-performing and litigious loans (principal + interest) was 44.8% at the end of December 2024 compared with 44.9% in December 2023.

With regard to sound receivables, a new regulatory accounting standard for financial instruments came into force on 1 January 2018 (IFRS 9 - International Financial Reporting Standards). Since its implementation, a provision for credit risk is made as soon as the loan is granted. The provisioning of each contract is also calculated according to an estimate of the "expected" loss, determined on the basis of risk parameters whose calculation methods and values are specific to Crédit Mutuel Arkéa.

For the 2024 financial year, growth estimates have been revised upwards (average annual growth of 1.2%), reflecting in particular the favourable contribution of the Olympic Games and a favourable contribution from foreign trade. However, a downturn is expected in the 4th quarter, which will last until the beginning of 2025, once again leading to weak growth for 2025 as a whole (1% in 2025 compared with 1.2% in the March central scenario).

In view of the failure to pass a Finance Bill at the end of 2024 and the deterioration in economic conditions at the end of the year referred to above, a provision of €10m has been recorded at 31 December 2024 to cover the risk that an uncertain environment and less dynamic growth in France could have on the portfolio of performing loans.

On these revised bases, the portfolio provisioning system has been maintained:

- the credit risk identification models and processes that make up the internal rating system (IRS) remain effective in the context of the international conflicts, the general rise in prices and the rapid rise in interest rates;
- the group has an early warning system that anticipates and detects precursors of customer fragility

- the parameters used to calculate expected credit losses, probabilities of default, losses given default and credit conversion factors were updated on 31 December 2024 based on the existing methodology;
- The weightings of the stressed and optimistic scenarios have been revised downwards by the economists, mainly because the climate component is considered less likely. As a result, the weighting of the stressed scenario has been increased to 25% and that of the positive scenario to 5%, raising the weighting of the central scenario to 70%.

The weighting of the three simulated scenarios is carried out on an expert basis by Management and formalised by the decision of the CSR.

For information, a sensitivity test with a 100% weighting of the pessimistic scenario was carried out. Under this assumption, an additional allocation of €97m to the cost of risk would be required. The scale of this provision is justified by the severity of the assumptions used when defining the pessimistic scenario. On the other hand, a 100% weighting of the neutral scenario would imply a €51 million reversal of provisions, which demonstrates the conservative nature of the scenario weighting assumptions used by Crédit Mutuel Arkéa.

In addition to the climate transition risk valued in the macro-economic scenarios, the methodology for sectoral provisions for environmental risk has been refined for 2024 given the recency of the subject. A sectoral provision of €21m was recognised at 31 December 2024. The business sectors selected are based on an internal transition risk framework and an expert review of the physical risk (for the property sector).

The sectoral overlay increases coverage of the crop and livestock production, land and pipeline transport, water transport, property and part of the residential housing sectors.

The structure of the portfolio remained broadly stable over the past period with, however, an increase in outstanding amounts in Bucket 2 since December 2023, which is the consequence of the evolution of the border curve allowing the quantification of the criterion of significant increase in credit risk.

As a result, the provisioning rate for performing customer loans decreased to 0.38% compared to 0.40% at 31 December 2023, representing a total of €510 million in provisions for performing loans.

Additional information on the CM Arkéa provisioning system is also detailed in the consolidated financial statements in Section 6.1.

5.4.3.2 Cost of risk

The cost of credit risk corresponds to the net allocation to provisions and losses not covered by provisions, less recoveries on amortised loans. It amounted, including provisions on performing loans, to €180 million in 2024 compared to €94 million in 2023. It consisted of a cost of risk of €176.5 million on downgraded loans and a €3.4 million provision on performing loans.

The increase in the cost of risk is mainly due to a significant change in the methodology for estimating the parameters used to calculate expected losses, a decrease which partially offsets a sharp increase in the cost of risk on defaulted outstandings, explicable both by an increase in provisions on previously declassified files and by new files.

The breakdown of the cost of risk at 31 December 2024 reflects the catching up of business failures following the COVID period, as well as the effect of the 2023 energy and inflation crises. As a percentage of customer outstandings, the cost of risk increased from last year's level at 0.20% compared to 0.11% in 2023 and 0.17% in 2022.

5.4.3.3 Taking into account the cost of risk in pricing

The cost of credit risk is taken into account in setting the financial terms and conditions granted to the customer according to a generally accepted approach, in the spirit of IFRS 9. The average or statistically "expected" cost of risk is incorporated into the cost of credit and contributes directly to the reference pricing, with the cost of exceptional or "unexpected" risk being, in principle, to be covered by equity capital. The cost of risk included in the cost price also includes the impact of ESG risks.

5.5 Operational risk

5.5.1 Operational risk management function

5.5.1.1 Organisation

Crédit Mutuel Arkéa has chosen to apply its operational risk management system to all its components, including those not directly subject to Basel III regulations (life insurance subsidiaries, non-life insurance, etc.).

The general framework for controlling operational risk is based on the functional coordination provided by the Operational Risk Department, a component of Crédit Mutuel Arkéa's Risk Department.

This department, made up of three parts (Operational Risks, Information Systems Security and the Fight against External Fraud) defines the group's risk management policies, consolidates the results and monitors changes to operational risks, including IT, for the entire group. In order to carry out this mission, it relies, in its capacity as functional manager of the operational risk management function, on:

- the operational risk correspondents who report to each subsidiary's management, and who are the relay for the Operational Risk Department for the application of the operational risk management policy within each structure;
- information systems security managers in subsidiaries, in charge of implementing the group's IT Security Policy (ITSP);
- a team, located within it, dedicated to managing and monitoring the operational and IT risks of the Crédit Mutuel Arkéa credit institution (central departments, local banks and central services of the Crédit Mutuel federations).

5.5.1.2 Reporting

Quarterly reporting is prepared by Crédit Mutuel Arkéa's Risk Department and communicated in various formats:

- to the group Risk Monitoring Committee;
- to the group Executive Committee;
- to the Risk and Internal Control Committee of Crédit Mutuel Arkéa;
- to the Board of Directors of Crédit Mutuel Arkéa.

Operational risk management is governed by formalised procedures relating to:

- updating the mapping of operational risks, including their self-assessment;
- the collection of claims;
- modelling of operational risk as part of the calculation of the capital requirement.

In addition, and in order to cover its main operational risk areas, cross-functional systems are defined by the Operational Risk Department and deployed across all entities. They concern in particular:

- the security of the IT;
- the implementation of emergency and business continuity plans;
- management external fraud prevention efforts;
- managing the risks associated with outsourcing.

This reporting covers four main themes:

- the observed loss rate;
- the results of the tests of the emergency and business continuity plans (EBCP);
- risk self-assessment, resulting from the mapping of operational risks;
- IT risk.

5.5.2 Operational risk measurement

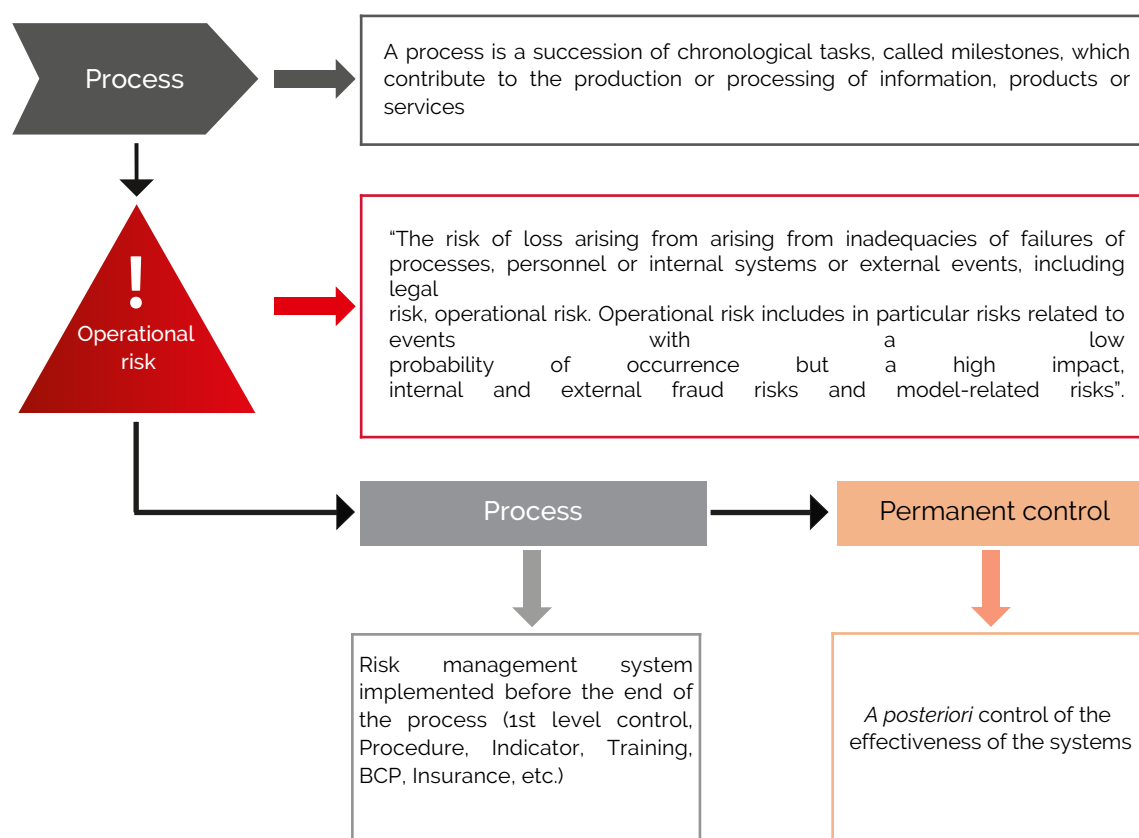
The measurement of Crédit Mutuel Arkéa's operational risk is mainly based on a two-pronged approach:

- a self-assessment of risk, carried out by the operational risk correspondents within the group's structures, with recourse to the expertise of the operational staff of these structures;
- a declaration of any incident following the occurrence of a proven operational risk, in a dedicated tool based on the mapping of processes and risks.

The self-assessment of operational risk is based on an internal approach called "PRDC" for "Process-Risk-Management System-Permanent Second Level Control". This approach has led to the construction of the PRDC reference

framework, whose objectives, presented in stages, are as follows:

- processes: definition and description of the processes, in the form of a flow chart for the most important ones;
- risks: identification, evaluation and prioritisation of operational risks;
- systems: identification and evaluation of inherent risk control systems (means to reduce risks or their impacts) classified according to their nature (procedures, first-level operational control, tools, training, alerts, insurance, EBCP);
- permanent 2nd level controls: verification and assessment of the relevance and effectiveness of the risk management systems attached to the processes.



Considering each unitary risk at the crossroads of the process and risk references and considering the effects of the control system in force on this risk, a self-assessment of the risk is carried out on a scale of 8 levels of frequency and 10 levels of severity.

This approach covers all Crédit Mutuel Arkéa's activities. Given the level of computerisation of processes, the effectiveness of risk management systems relating to the information system is examined with particular attention.

5.5.3 Operational risk modelling

5.5.3.1. Organisation

Since 1 January 2010, the group has been authorised to use its Advanced Measurement Approach to calculate regulatory capital requirements for operational risk for a large majority of its companies.

Crédit Mutuel Arkéa participates in projects undertaken at national level by the entire Crédit Mutuel group. In this context, dedicated resources are allocated to the annual review of risk mapping and expert opinion models, as well as

to statistical modelling and the calculation of regulatory capital requirements. This enables the group to maintain the level of expertise and responsiveness required to model operational risks and quantify their capital requirements.

In addition, Crédit Mutuel Arkéa includes risk indicators for "severity" risks and the distribution of claims for "frequency" risks in the calculation of capital requirements carried out for Crédit Mutuel as a whole.

5.5.3.2. Quantification

For the quantification of operational risk, two modelling approaches have been adopted:

- for so-called "frequency" risks that may have been recorded in the loss histories and whose severity anticipated by the experts is not such as to result in a significant unexpected loss, the "Loss Distribution Approach" (LDA) technique is used;
- for other so-called "serious" risks, the analysis carried out by the group's experts leads to the implementation of scenarios requiring the provision of risk indicators. These indicators are used in conditional probability models based on each scenario.

The approach is supplemented by taking into account the correlations between the various risks in order to arrive at the capital requirement and the application of the insurance deduction.

The overall capital requirement is then distributed among the different entities of Crédit Mutuel as a whole. For Crédit Mutuel Arkéa, the regulatory capital requirement for operational risk was €261.8 million at the end of 2024.

5.5.3.3. Insurance

In 2012, Crédit Mutuel as a whole obtained authorisation from the Autorité de Contrôle Prudentiel et de Résolution (ACPR) to use the deduction from insurance policies taken out to cover its operating risks.

Insurance is thus fully integrated into the risk management process:

- the assessment of operational risks leads to the production of scenarios for severity risks;
- asymmetries between insurance cover and product scenarios are analysed;
- insurance programmes can thus be better adapted to the determined risk profile (scope covered, full cover).

The insurance coverages used to date in the deduction process are those relative to:

- damage to movable and immovable property (multi-risk);
- fraud ("global bank" insurance);
- professional civil liability (PCR);
- cyber risks.

Crédit Mutuel Arkéa's insurance programmes comply with Basel III eligibility criteria (rating, initial term, residual term, termination notice, etc.).

5.5.4 Business continuity

The purpose of the Emergency and Business Continuity Plan (EBCP), as defined in the Order of 3 November 2014, is to take rapid action in the event of a crisis situation in order to minimise the impact of a major disaster on Crédit Mutuel Arkéa's activities and its customers. The activities covered are essential services as defined by the regulations.

This device is triggered when an incident causes the cessation of an essential activity, the foreseeable or certain duration of which exceeds the maximum permissible period of interruption of that activity.

The Group's emergency and business continuity plan is based on the following three documents:

- the Emergency and Business Continuity Plan for the business lines and support functions (EBCP);
- the general crisis management procedure;
- description of the Operational Risk Crisis Management System.

The general crisis management procedure deals with the organisational aspects, in the event of a disaster, by defining the roles and responsibilities of the players in the various crisis units:

- the decision-making crisis unit (headed by the Chief Executive Officer of Crédit Mutuel Arkéa);
- the operational crisis unit (headed by the Chief Risk Officer of Crédit Mutuel Arkéa);
- the Crisis Recovery Unit (headed by the person in charge of restoring the failing resource).

Each business and support function "Emergency and Business Continuity Plan" is placed under the responsibility of the manager of the entity or activity concerned. The latter designates an EBCP manager who is responsible for the implementation and operational maintenance of the entity's EBCP.

The overall consistency of all EBCPs is ensured by the Operational Risk Unit within Crédit Mutuel Arkéa's Operational Risk Department. As such, the person responsible for the group's EBCP is the Head of the Operational Risk Department.

The Emergency and Business Continuity Plans are designed to respond to six scenarios:

- Scenario: extreme shock (exceptional, unexpected and violent risk);
- Scenario: unavailability of premises (premises prohibited, unusable or inaccessible);
- Scenario: unavailability of information systems (central system, server, network or software incident);
- Scenario: staff unable to work (regardless of location, including at home);
- Scenario: resolution (resolution situation in the event of default by the group);
- Scenario: unavailability of key suppliers (suppliers - external and internal - vital for essential activities).

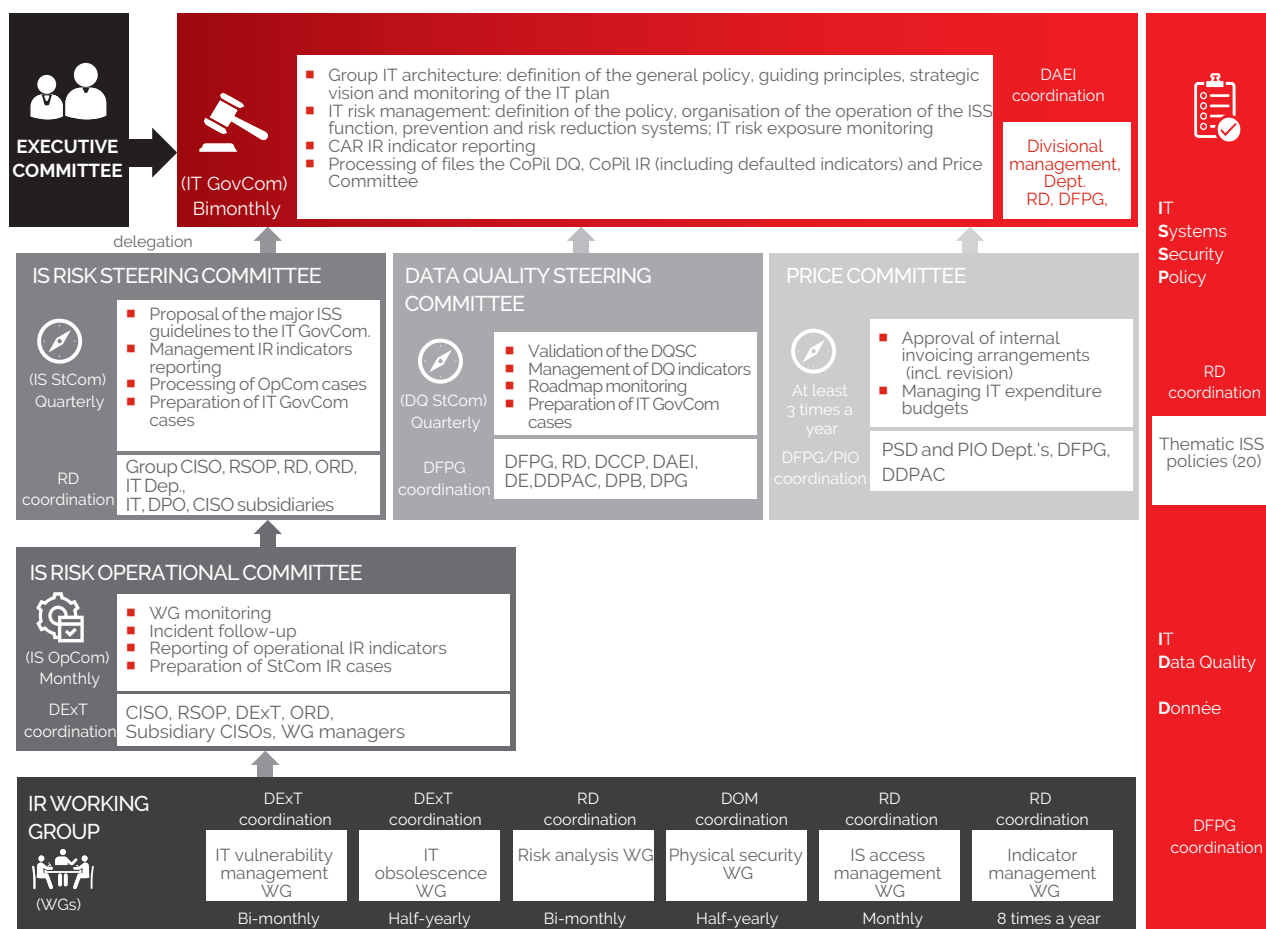
The EBCP starts from the moment when operations are entrusted to the operational crisis unit by decision of the decision-making crisis unit.

5.5.5 IT risk measurement

IT risk is an operational risk. It is therefore part of the operational risk management system set up by the Crédit Mutuel Arkéa group as described in the operational risk management policy.

The governance of IT risk management is part of that of operational risk management. It relies both on a committee dedicated to IT risk and on the deployment of an ISS function in the Crédit Mutuel Arkéa group structures.

IT risk governance diagram:



By delegation of the Crédit Mutuel Arkéa group's Executive Management and Executive Committee, the IT Risk Governance Committee contributes to monitoring that the IT strategy matches the group's risk appetite framework.

The mission of the IT Risk Governance Committee, at the Crédit Mutuel Arkéa group level, is strategic management and IT governance, including the associated IS risks. It covers the following missions:

- **architecture:**
 - definition of Crédit Mutuel Arkéa's general IT policy, guiding principles and strategic vision for group IT,
 - definition of the trajectory and arbitration of decisions to extend the Crédit Mutuel Arkéa group IT platform,
 - verification and guarantee of the consistency and vision of the enterprise architecture;
- **IS risk:**
 - definition of the IS risk management policy (including the group's operational risk management policy), including the IS security policy and the organisation and operation of the ISS function,
 - monitoring of risk exposure, definition of prevention and risk reduction measures with monitoring of the associated action plans,

- analysis and monitoring of the impacts of regulatory changes in terms of IS risk.

It meets at least every two months.

In all of its missions, the Crédit Mutuel Arkéa group IT Governance Committee incorporates data quality requirements. It is regularly informed of changes to the systems and the results obtained and issues recommendations as necessary.

It also ensures clarity and overall management of performance, with a view of the group's IT return on investment, and the financial consolidation of budgets and overall IT-related costs.

The Crédit Mutuel Arkéa group's Information Systems Security Policy, validated by the Crédit Mutuel Arkéa group's Executive Management, sets out the guiding principles and general guidelines for information security.

The objective of the methodology adopted in this respect is to improve the overall security of the Information System. As such, it enables:

- the identification of IT risks;
- the quantification of IT risks;
- the definition of the actions to be implemented and their priority;
- the recurrence of the cycle for constant improvement.

The approach to reducing and preventing IT risks, both in terms of causes and consequences, is based on four classes of systems:

- detection system: used to alert to an imminent risk or a recent incident;
- prevention system: to prevent a risk from occurring;
- protection system: to reduce damage caused by an incident;
- financing mechanism: to reduce the economic cost of a claim.

In accordance with the Operational Risk Management Policy, a dashboard of risks related to its Information System (IS) and its Security (ISS) has been defined and implemented. This dashboard, called the "IT Risk Dashboard", is presented quarterly to the IT Governance Committee in order to enable it to manage and control the risks identified in the IS scope. It aims to have relevant indicators to monitor and manage the level of IT risk and to adjust the strategy in order to improve control over the group's level of risk.

5.5.6 Non-compliance risk including money laundering and the financing of terrorism

5.5.6.1 An organisation under the aegis of the Compliance and Permanent Control Department (DCCP)

In order to maintain the confidence of its customers and stakeholders in its products and business lines, the group constantly strives to protect the interests of its customers while preserving its integrity and reputation.

The teams in charge of the group's compliance control work on a daily basis to enable the group to control its risks and thus adapt to changes in the economy and society with complete peace of mind.

In order to ensure a common vision and synergy of practices within the group, the DCCP relies on the group's compliance charter and drives the group compliance policy. It supports the group's entities on a daily basis in implementing the compliance systems that it develops.

Within each entity, a compliance officer reporting functionally to the group Compliance Officer advises the operational teams closest to the business lines. This organisation is fully in line with the group's collaborative and agile spirit. Each employee is an active participant in the process and contributes through their actions to the development of a common compliance culture and the control of the risk of non-compliance.

The compliance control function ensures compliance with regulations, informs stakeholders of the challenges and risks, monitors compliance with best professional practices, the transparency of information and the consistency of systems with the group's strategy.

In addition to the legal watch carried out by the group Legal Department, the DCCP carries out a specific regulatory watch on:

- changes in the prudential framework set out in the decree of 3 November 2014 on the internal control of banking, payment services and investment services companies subject to ACPR supervision, as amended by the Order of 25 February 2021;
- changes in the framework set out in the AMF General Regulation or the French Monetary and Financial Code;
- in general, any changes related to compliance control systems (financial security, fight against money laundering and the financing of terrorism, protection of customers' interests, fiscal transparency, business conduct, professional ethics, protection of personal data, investment services, etc.).

The DCCP also participates in meetings of the French financial community.

The group's compliance system, which is developed, managed and coordinated by the DCCP, is deployed around four major areas:

- financial security including the fight against money laundering and the financing of terrorism (AML-FT) and the preservation of market integrity, including the fight against market abuse;
- business conduct and professional ethics;
- customer protection including the protection of personal data;
- fiscal transparency.

Training also plays a key role in managing the risks of non-compliance.

The DCCP conducts training and awareness-raising initiatives for group entities:

- training in compliance systems for employees in the compliance function when they take up their duties;
- raising the awareness of exposed employees on themes of particular interest to the group;
- training of 2nd level directors to provide them with a foundation of knowledge on the major compliance issues (professional ethics and conduct, including the fight against corruption and influence peddling, or the prevention and management of conflicts of interest, financial security including the prevention of market abuse or the fight against money laundering and the financing of terrorism);
- raising awareness of compliance, AML-FT and personal data protection issues on the part of the governing bodies;
- support for the compliance function in the implementation of group framework systems;
- twice-yearly plenary meetings of Compliance function staff to share information on developments in the corpus of procedures, the tools deployed, legislative or regulatory developments, and topical issues that have an impact on the business.

In each entity, the compliance verification officer is responsible for training the employees concerned in compliance verification tools and procedures.

Local banks employees in contact with customers are trained each year according to a regulatory training schedule that changes in line with new regulations. Ethics and rules of good conduct in financial matters, obligations related to banking inclusion, the fight against money laundering and the financing of terrorism, and the handling of customer complaints are some of the recurring training topics. In 2024, training was provided on preventing and managing conflicts of interest, whistleblowing, banking inclusion, personal data protection, cybersecurity, external fraud and AML-FT.

Crédit Mutuel Arkéa's directors were also offered awareness training on the risk of corruption, the prevention and management of conflicts of interest, the risk of market abuse, the risks associated with tax transparency, the protection of

financially vulnerable individuals, and AML-FT via the e-learning platform.

In September 2024, the members of the Risk and Internal Control Committee also received specific training on whistleblowing systems, and more specifically on the new "whistleblowing" tool deployed at Group entities.

In investment services, in order to reduce the risk of non-compliance in relation to the sale of financial instruments in the group's banking networks, employees and not benefiting from the grandfathering clause (Article 313-7-1 of the AMF General Regulation) are subject to a certified external examination of their knowledge.

In addition to the AMF examination, since 2023 Crédit Mutuel Arkéa has deployed AMF Sustainable Finance certification in accordance with instruction DOC 2021-03 applicable since 3 May 2021. This optional certification is aimed at people working in financial analysis, marketing, investor relations, control and compliance, communications, etc.

5.5.6.2 Compliance frameworks supported by the DCCP

The DCCP draws up the group's framework systems, which the group's entities are responsible for implementing according to the specific nature of their business.

5.5.6.2.1 Financial security

Anti-Money Laundering and financing of terrorism (AML/FT)

Faced in recent years with an increase in the level of risk linked to the financing of terrorism and the growing need to combat the underground economy and tax fraud in order to preserve the financial balances of states, European and French regulators strengthen the regulatory arsenal in the area of AML-TF every year.

The bulk of the sanctions issued by the Autorité de Contrôle Prudentiel et de Résolution in recent years relate to shortcomings identified in the area of AML-FT. The amount of the fines imposed by the Enforcement Committee is constantly increasing, reaching several tens of millions of euros.

Beyond the financial damage caused to the sanctioned institution, these sanctions, whose grievances are made public by the regulators, are likely to damage the image of the institution concerned.

In accordance with regulatory requirements, the anti-money laundering and terrorist financing system was adapted during the 2024 financial year. Work has also continued on adapting our systems on the identification of actual beneficiaries and the declaration of discrepancies to INPI.

In 2024, most of the work focused on:

- updating the classification of money laundering and terrorist financing risks according to the five regulatory axes and, more specifically, enriching the risk factors used to calculate the level of intrinsic risk for customers;
- updating the AML-FT country classification that applies to all Crédit Mutuel Arkéa entities in the context of its international activities. This classification, which is reviewed quarterly and whenever events dictate, indicates the overall risk level of each country. This risk is assessed according to criteria related to the quality of the tax system, the quality of the AML-FT system, the

risk of the presence and activity of terrorist organisations, the existence of international sanctions or restrictive measures against the country, and the corruption index assessed by Transparency International.

- implementation of the annual AML-FT training plan for exposed staff, who must complete at least one of the following courses:
 - annual distance-learning training for employees of central departments whose work exposes them to the risk of money laundering and terrorist financing
 - continuous training of DCCP AML-FT experts at the half-yearly plenary meetings and weekly meetings
 - training of local bank network employees.
 - training of new managers of Crédit Mutuel Arkéa local banks
 - training for new recruits
 - biannual training sessions organised by the DCCP for second-level administrators and the Executive Management Committee of the Crédit Mutuel Arkéa group at least every two years.
- the annual meeting of the subsidiaries subject to regulation and the half-yearly plenaries of Crédit Mutuel Arkéa's AML-TF experts led by the Compliance and Permanent Control Department;
- the adaptation and update our AML-TF risk mapping methodology;
- the adaptation of our system to the sanctions packages resulting from the Russia-Ukraine crisis in terms of AML-FT: monitoring of transactions of Russian or Belarusian people under sanctions in our filtering tool, communications to the Crédit Mutuel Arkéa group's AML-FT community via a newsletter on the various sanctions packages, and information for governance within the framework of the internal committees.

As every year, the procedural body has also been updated to reflect changes in regulations, guidelines and sanctions issued by ACPR, as well as publications by the TRACFIN financial intelligence unit.

Investment services

The framework arrangements under the AMF General Regulation are intended to cover the activities of group entities subject to market abuse and financial instrument market regulations.

The group thus ensures that its activities comply with the rules defined in this area through the following systems:

- "Investment Services Compliance Charter";
- "detecting and reporting suspected market"abuse transactions";
- "privileged information protection and transaction monitoring";
- "management of permanent insiders";
- "supervision of the transactions of the persons concerned";
- "reporting obligations of investment services providers";
- "prevention and management of conflicts of interest";
- "product governance and supervision";
- "know your customer for investment services";
- "customer information obligations";
- "best execution and best selection obligations";
- "registration obligations";
- "incentives";
- "asset protection";
- "assessment of knowledge and skills".

A tool to monitor transactions and detect market abuse completes the procedural body.

It should be noted that in 2024, the provisions relating to "registration obligations applicable to Investment Services Providers (ISPs)", "reporting obligations for investment services providers", "knowledge and skills assessment", "know your investment services clients", "best execution and selection obligations", "incentives" and "product governance and supervision" were updated.

5.5.6.2.2 Professional conduct and ethics

Each group entity draws up and updates its reference texts on ethics and professional conduct based on the group's framework systems and internal regulations.

It should be noted that, in 2024, the ethical charter drawn up within Crédit Mutuel Arkéa in line with its Purpose and validated by its Board of Directors on 19 December 2023 will be made available to partners and stakeholders. As a reminder, this charter promotes the behaviour of Crédit Mutuel Arkéa employees in three areas: societal and environmental commitment, respect for mutual assistance and trust, and transparency, integrity and exemplarity. They are also applied to interactions with customers, suppliers and within the group.

The Economic and Social Unit of the Crédit Mutuel Arkéa group ("Arkade ESU"), which brings together the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and a number of subsidiaries, has a body of common texts applicable to all its employees, including internal rules that include a code of conduct defining and illustrating the different types of behaviour to be avoided that may constitute corruption or influence peddling. In particular, it reiterates the company's commitment in this area, sets out the framework for gifts and invitations received by employees, defines the measures for managing and overseeing situations of conflict of interest, and refers to the internal whistleblowing mechanism.

The External Growth, Strategic Partnerships & Digital Department's Code of Conduct is a practical guide that provides the department's employees with a practical and dynamic tool to help them feel more secure in the performance of their duties. This code deals in particular with exposure to gifts and invitations, the risk of corruption and influence peddling and conflicts of interest, as well as rules for the protection of sensitive and confidential information.

5.5.6.2.3 Right to whistleblowing

In addition to the usual channels for reporting malfunctions, consisting of line management, internal control and employee representative bodies (Article 36 of the Order of 3 November 2014 on internal control), the group has, in accordance with Article 37 of the Order of 3 November 2014 relating to internal control and Law No. 2016-1691 of 9 December 2016 relating to transparency, the fight against corruption and the modernisation of economic life ("Sapin 2" Law), a group framework mechanism relating to "whistleblowing". The right to whistleblowing is included in the Arkade ESU Internal Regulations and all of the requirements of the "Sapin 2" Act relating to the internal whistleblowing system are set out in the group's "Fight against corruption and influence peddling" framework.

In 2024, the framework system was updated to:

- incorporate the provisions of CNIL deliberation no. 2023-064 of 6 July 2023 adopting a set of standards relating to the processing of personal data for the purpose of implementing a professional whistleblowing system,
- formalise the provision of the "whistleblowing" tool accessible from the Crédit Mutuel Arkéa corporate website,
- provide details on reporting channels, the specific legal compliance clause in the event of outsourcing, the role of governing bodies, and reporting procedures.

The updates were approved by Crédit Mutuel Arkéa's Board of Directors on 6 September 2024.

Lastly, note that the compliance manager of each entity is designated as the contact recipient of the alerts and is in charge of processing them.

Crédit Mutuel Arkéa has also rolled out a common platform for reporting and analysing alerts relating to the STOP (whistleblowing), duty of care and whistleblowing procedures. The platform has been accessible at the corporate website since early 2024.

Anti-corruption and influence peddling

Since 2017, Crédit Mutuel Arkéa has been implementing a group framework system for the "Fight against corruption and influence peddling" incorporating the new system for combating corruption introduced by Law No. 2016-1691 of 9 December 2016 on transparency, the fight against corruption and the modernisation of economic life ("Sapin 2" law).

In 2024, the system was extended to take account of the provisions of Decree 2022-1284 of 3 October 2020 on procedures for collecting and processing whistleblower reports. The methods used by Crédit Mutuel Arkéa to implement the system have also been added to the framework system for illustrative purposes (use of the whistleblowing tool, assessment of the risk of customer corruption, accounting control methods). In addition, the complementary module on gifts and invitations has been enriched with new examples of gifts and invitations, and more details have been provided on the process used in this respect.

Supervision of "Interest Representatives"

Pursuant to the provisions on transparency in public life, a procedure applicable to credit institution 15589 defines lobbyists, whose main or regular activity is to influence public decision making. Credit institution 15,589, which has been listed on the www.hatvp.fr directory since 2017, filed its report on 23 March 2024 in accordance with its regulatory obligations. It should be noted that the procedure relating to the reporting obligations with regard to the High Authority for Transparency in Public Life was updated, in particular in connection with the adoption of the Charter for Responsible Representation by the Executive Management Committee and the Board of Directors on 19 December 2024.

Conflict of interest

Crédit Mutuel Arkéa has a dedicated policy approved by its Board of Directors that sets out the principles for detecting, preventing, managing and recording situations of conflict of interest within the group.

Point 2.6 of this Universal Registration Document sets out in detail the content of the system set up within the group.

Lastly, with regard to business ethics, the actions carried out in 2024 should be highlighted, following the adoption of the Group's ethics charter in December 2023 and its distribution to all stakeholders in January 2024. In addition to the principles of action set out in the Charter, the Group wanted to highlight the way in which the Charter's statements are implemented on a day-to-day basis in the Group's entities. To mark World Ethics Day on 16 October 2024, illustrations of ethical dilemmas and concrete examples of actions in line with Crédit Mutuel Arkéa's ethics charter were published throughout the week on the group's internal communications site. One episode of the series was devoted to compliance rules in the context of "customer relations", with examples of dilemmas relating to gifts and invitations, and conflicts of interest.

5.5.6.3 Protection of customers' interests

Devices dedicated to customer protection

The Compliance and Permanent Control Department ensures compliance with customer protection rules within the group. It draws up framework procedures aimed at ensuring that customers' interests are respected, from the design of products and sales tools, the choice of partners, through product or service marketing practices (advertising, precontractual information) to the conclusion of the contract (duty to advise) and the handling of complaints.

The group's framework measures contributing to customer protection within the group concern the handling of complaints; account entitlement; protection of financially vulnerable people; banking mobility; intermediation (prescription); prior approval of the compliance of new products and projects; product governance and supervision; the protection of personal data, and the marketing of insurance, banking and/or financial products to potentially vulnerable seniors.

Other systems that fall within the scope of financial security, investment services and the scope of professional conduct and ethics also contribute to the protection of customers' interests.

In 2024, in addition to the changes made to the systems falling within the scope of investment services, the following changes to framework systems should be noted:

- Product governance and supervision: taking into account ACPR Recommendation No. 2023-R-01 of 17 July 2023 on the implementation of certain provisions stemming from Directive (EU) 2016/97 on insurance distribution (IDD) and updating ESMA guidance on product governance requirements under MiFID II (ESMA 35 - 43 - 3448) dated 03/08/2023. Further details were provided on product marketing, the characteristics of the target market and the distribution strategy.
- Prior approval of the compliance of new products and projects: introduction of a compliance visa for the Sustainable Finance and Balance Sheet Management functions for savings and market refinancing products.
- Handling of complaints, the AMF's summary of SPOT inspections of ISPs' handling of complaints and the ACPR's survey of complaints handling conducted in 2024 are taken into account.

In addition to reviewing the body of procedures, Crédit Mutuel Arkéa, which places the customer at the heart of its concerns, also continued its actions to protect the interests of its customers.

In 2024, the Banking Inclusion Coordination Committee (CCIB), the governance body responsible for managing the system within the group and supervising the work aimed at improving the assistance provided to financially vulnerable customers, continued its work on improvement and reliability of the system within the Crédit Mutuel Arkéa credit institution.

The actions implemented are set out in more detail in the Sustainability Report in chapter 4.3.3.2 on access to banking services and support for people in financial difficulty.

The group also pursued its efforts to continuously improve processes by holding the quarterly committee meetings for the qualitative analysis of Crédit Mutuel Arkéa's customer complaints and the community of practices for handling complaints, which, as in previous years, brought together the group entities that handle complaints to share best practices and their tools in order to further improve customer satisfaction and commercial practices.

Protection of personal data

The Personal Data Protection Department, run by the Personal Data Protection Officer, ensures that credit institution 15589 complies with the General Data Protection Regulation (GDPR) and manages the group's personal data protection system. To carry out its missions, the Department is composed of seven people and within each subsidiary of the Crédit Mutuel Arkéa group, a GDPR contact is appointed.

The Department's missions are to:

- ensure the operational implementation within the entities of the personal data protection policy;
- disseminate the GDPR culture within the entities by offering staff awareness-raising sessions on the protection of personal data;
- assist project managers from the design stage onwards monitor data disclosures;
- manage complaints received by the CNIL;
- manage and analyse the cross-functional control framework dedicated to the protection of personal data;
- ensure the regulatory watch related to the activity.

A personal data risk analysis is carried out for all new projects according to the principle of privacy by design.

The personal data policies specify the purposes of processing carried out for the sake of transparency and the management of customer consents is carried out rigorously. Security messages are regularly distributed to customers on sites to help them protect their data. In addition, customer data is not sold on to third parties.

All new recruits must undergo mandatory GDPR training, and all employees must undergo mandatory GDPR training at least once every three years.

In 2024, regular training for staff on GDPR topics was carried out as well as a strengthening of the procedural corpus of the personal data policy. In addition, much work and awareness-raising around responsible data and artificial intelligence were carried out during the financial year in order to raise awareness and supervise practices to be respectful of the rights and freedoms of individuals.

Tax transparency

Crédit Mutuel Arkéa ensures compliance with the regulations relating to the automatic exchange of information on:

- financial accounts through the Foreign Account Tax Compliance Act and the Common Reporting Standard for Financial Institutions;
- cross-border arrangements that must be declared (DAC6 regulation).

To do so, Crédit Mutuel Arkéa has set up a system governing the automatic exchange of information on financial accounts covering the provisions relating to the American law known as FATCA, as well as the international standard on tax transparency known as the OECD/CRS.

In 2024, this framework evolved to include the adjustment of exclusions of financial accounts to be declared under FATCA and CRS and to clarify the process, particularly with regard to knowledge of pre-existing accounts, changes in situation or regulatory declarations.

It should also be noted that the declarations relating to the transfer of information in application of the FATCA Act, CRS/DAC2 and the "L. 102 AG self-certification" declaration mechanism were made within the prescribed deadlines.

Furthermore, in accordance with the provisions of the DAC 6 directive, Crédit Mutuel Arkéa oversees the automatic exchange of information on cross-border arrangements that must be reported. The system put in place did not change in 2024.

5.6 Legal risk

Legal risks are included in the family of operational risks and concern, among other things, exposure to fines, penalties and damages for events that could result in the group being held liable in connection with its activities.

The group's Legal Department is part of the Development Support Division, which reports to the Deputy Chief Executive Officer, who is also a member of the Executive Committee.

Crédit Mutuel Arkéa is subject to all regulations governing, in particular, the activities of companies in the banking, insurance and financial services sector. In an environment marked by the multiplication of regulations that lead to increased constraints on the exercise of activities and therefore legal risks, the legal function has a global vision and the capacity to intervene in a vast field of expertise.

The legal function is made up of 160 lawyers within the central Legal Department, other central departments and the subsidiaries.

The legal function is mainly coordinated by two committees:

- the Legal Coordination Committee, chaired by Crédit Mutuel Arkéa's General Counsel, in which the legal managers of the central departments and subsidiaries participate: a sharing body that ensures the identification, monitoring and control of legal risks;
- the Legal Risk Steering Committee bringing together the Legal Department, the Risk Department and the Compliance and Permanent Control Department: a body whose purpose is to implement the legal risk management system, in accordance with the legal risk management policy.

Also, the Legal Risk Management policy enables the Legal Department to structure the identification and management of risks to fully play its role of guarantor of the group's legal security.

5.7 Reputational risk

Reputational risk refers to the financial risk that companies incur following an event that could tarnish the company's corporate image, or the consequence of poor management of other risks, related in particular to a default in compliance or mismanagement.

Reputational risk may be a direct manifestation or an emanation of another risk; as a result, the reputational risk may be aggravated by the other risks to which the Crédit Mutuel Arkéa group is exposed (operational, credit, market, interest rate, liquidity, solvency, climate risks, CSR, ESG, legal risks, compliance, liability, counterparties, etc.).

5.7.1 Governance and organisation

The Crédit Mutuel Arkéa group has adopted a reputational risk management policy that describes the organisation of risk management, methods for identifying, measuring, monitoring, monitoring and reporting this risk.

This policy is placed under the responsibility of the group Head of Reputational Risk, Director of the General Secretariat's Office and Corporate Communications. It is validated by Crédit Mutuel Arkéa's Risk Monitoring Committee. A Reputational Risk Steering Committee meets at least once a year, under the chairmanship of the General Secretariat and Corporate Communications Department and a Reputational Risk Officer (CRR) is appointed in each subsidiary/entity.

In addition to and in accordance with the general crisis management policy, a specific crisis communication and reputational risk management system applies to the Crédit Mutuel Arkéa group and all the subsidiaries and is the responsibility of the General Secretariat and Corporate Communications Department (DSGCI). Its purpose is to formalise the organisational communication system to be implemented in the event of a crisis within a Crédit Mutuel Arkéa group entity.

5.7.2 Identification and assessment

The Crédit Mutuel group maps its reputational risk through nine categories that cover all the operational, managerial and support processes implemented as part of its activities and for which the source and/or nature of the reputational can be exogenous or endogenous.

Ad hoc systems for identifying reputational risk are implemented within the General Secretariat and Corporate Communications Department and are strengthened by additional existing systems implemented within the Crédit Mutuel Arkéa group and its entities/subsidiaries.

The Crédit Mutuel Arkéa group validated the measurement and management of reputational risk via the monitoring of indicators mainly related to ESG criteria but also financial indicators and operational indicators not exclusive to reputation risk and also monitored in the framework of other group policies, activities or governance bodies and refer to existing thresholds and evolve in accordance with the various procedures in force and the group's risk appetite framework.

5.8 Model risk

Model risk is defined as the risk of negative consequences (risk of financial loss, insolvency, liquidity, damage to the group's reputation) resulting from defects in the design, implementation or use of models.

Crédit Mutuel Arkéa is making increasing use of models, both to estimate regulatory requirements more accurately and to manage its activities and associated risks. The model risk generated is then considered as a risk in its own right in the risk management system via MRM - Model Risk Management, under the responsibility of the Risk Department.

5.8.1 Governance and organisation

To manage the Model Risk Management (MRM), a dedicated MRM Steering Committee meets at least three times a year, chaired by the Chief Risk Officer and attended by the model owners from the various business lines. Crédit Mutuel Arkéa subsidiaries that own models are also integrated into the MRM system and they have appointed a model risk correspondent.

5.8.2 Identification and assessment

Model risk is identified in the MRM system via the following elements:

- the qualitative inventory of models used to record all models of Crédit Mutuel Arkéa and its subsidiaries and their characteristics;
- the quantitative assessment of the model risk level, carried out by the model owners according to a process defined in the MRM system.

Crédit Mutuel Arkéa has integrated model risk into the risk appetite framework via a dedicated indicator associated with a management threshold monitored quarterly.

5.9 Structural interest rate and liquidity risks

5.9.1 Organisation

The objective of the ALM management function is to steer the group's major financial balances over a medium to long-term horizon. In addition to allocating equity capital, its missions consist of measuring, monitoring and recommending actions to optimise liquidity risk and interest rate risk (the currency risk being marginal).

It is carried out both by a dedicated, centralised structure – Crédit Mutuel Arkéa's Balance Sheet Management Department that reports to the Finance Department and oversees the balance sheet balances of Crédit Mutuel Arkéa as a group and of Crédit Mutuel Arkéa as a whole – and by the Finance Departments of the subsidiaries, which operate within the framework of the standards set by the group.

The main indicators on the banking sector are produced by Crédit Mutuel Arkéa's Balance Sheet Management Department. The risks of the insurance subsidiaries are monitored at their level, under the supervision of the group Capital Management and ALM Committee.

Steering is organised on three levels:

- the principles and limits for managing the group's balance sheet are set annually by the Board of Directors of Crédit Mutuel Arkéa, on the recommendation of the group's Capital Management and ALM Committee. Subsidiaries' limits are adopted by their supervisory bodies within the framework defined at group level;

- the Capital Management and ALM Committee carries out strategic steering and controls the exposure of the group and its components. Chaired by the group's Chief Executive Officer, it met eight times in 2024;
- the Operational ALM Committees of the group and subsidiaries are responsible for the day-to-day management of the balance sheet of the entity concerned, by delegation and within the framework of the guidelines defined by the group's Capital Management and ALM Committee. The group's Operational ALM Committee meets on a monthly basis.

Crédit Mutuel Arkéa is solely responsible for financial market transactions, enabling it to control and optimise the management of the group's liquidity and interest rate risks. Hedging decisions taken by the banking entities are therefore exclusively carried out by Crédit Mutuel Arkéa.

The reporting data relating to the main indicators of the balance sheet risk management policy are included in the management dashboards for the attention of Crédit Mutuel Arkéa's senior management, the Risk and Internal Control Committee and the Board of Directors. The Board of Directors and senior management of Crédit Mutuel Arkéa are thus informed of any group limits that are exceeded and must be immediately rectified (unless a specific decision is taken, with reasons, and a timetable for the return of the limit, if applicable).

5.9.2 Interest rate risk in the banking portfolio

Interest rate risk is the risk, present or future, to which the bank's shareholders' equity and profits are exposed as a result of unfavourable movements in interest rates. It can result from a difference in maturity between fixed-rate assets and liabilities, a difference in the reference index between fixed-rate assets and liabilities (base risk) or the exercise of options (such as caps and floors or early repayment of loans).

5.9.2.1 Measurement and monitoring

The system in place within Crédit Mutuel Arkéa concerning interest rate risk complies with the provisions of the Order of 3 November 2014 on the internal control of companies in banking sector, the Supervisory Review and Evaluation Process (SREP) and EBA guidelines (2022/14) on the management of interest rate risk inherent in non-trading book activities and the EBA guidelines on the management of interest rate risk (IRRBB) and spread risk (CSRBB) inherent in activities other than trading.

Interest rate risk is measured and monitored within the consolidated banking perimeter and at each of its component entities. All balance sheet and off-balance sheet items, notably financial instruments (swaps and options) and deferred transactions, are included in the measurement of this risk.

The interest rate risk is generated by the group's commercial activity and results from the differences in interest rates and benchmark indices between uses and resources. Its analysis takes into account outstanding products with no contractual maturity and implicit options (early repayment of loans or term accounts, extension, use of credit rights, etc.). Three main indicators, calculated at least every quarter, make it possible to measure interest rate risk on a static basis:

The sensitivity of the Net Present Value (NPV) is a regulatory indicator provided for by the Capital Requirements Directive 5 (CRD 5). Expressed as a percentage of Tier 1 capital, it measures the change in the present value of the balance sheet for the six scenarios of interest rate shocks in accordance with the EBA guidelines: +200 bp, -200 bp, steepening, flattening, increase in short rates, decrease in short rates, excluding equity, equity holdings and fixed assets. The CRD 5 sets a maximum exposure threshold of -15% of Tier 1 capital.

At the end of 2024, the sensitivities of NPV to Tier 1 capital of the group according to the various standardised rate scenarios were at the following levels:

- upward shock in interest rates (+200 bp): -5.9%,
- downward shock in interest rates (-200 bp): -4.1%,
- steepening (short-term rates down, long-term rates up): +0.9%,
- flattening (short-term rates up, long-term rates down): -3.2%,
- increase in short-term rates: -3.1%,
- decrease in short-term rates: +3.4%.

NPV sensitivity levels comply with the internal management threshold. The maximum sensitivity was nearly -€500 million under a +200 bp interest rate increase scenario.

Static interest rate gaps consist of projecting on- and off-balance sheet outstandings at a known interest rate based on their contractual characteristics (maturity date and type of amortisation) or by modelling their flow.

- Flow modelling is necessary when the amortisation profile is not known (products with no contractual maturity such as current accounts, passbooks or equity capital) or when implicit options are incorporated in customer products (early repayments on loans and term accounts, etc.). With the exception of reserves and investments that are disposed of by agreement, the modelling is essentially based on the analysis of past customer behaviour. In the context of early repayments, it takes into account a possible correlation between market rates and early repayment rates;

5.9.2.2 Management

Crédit Mutuel Arkéa acts as a central interest rate unit for the banking sector. The interest rate position of banking entities is backed by the central rate. The interest rate office manages the group's level of hedging on the markets in line with the target level of exposure defined by the group Operational ALM Committee and in compliance with the framework set by the Capital and ALM Committee and the Board.

When the risk arises from a difference in interest rates (between fixed-rate assets and variable-rate liabilities, for example), hedging is mainly provided through macro-hedging swaps. In the case of an explicit optional risk, hedging must take the form of an option; the hedging of capped variable-rate loans is thus ensured by interest rate caps.

- At the end of 2024, the levels of exposure to the interest rate gap were well below internal management thresholds and reflect the group's desire to minimise its exposure to interest rate risk. In the central scenario, the level of transformation into short-term rates (< 2 years) is €1 billion (which represents 0.6% of the total balance sheet), and beyond that, the position is broadly neutral to the level of interest rates. In a scenario where interest rates fall by 1%, the position is downgraded by an average of €0.8 billion up to 10 years following the inclusion of behavioural options.

The sensitivity of the interest margin expresses the gain (or cost) of a change in interest rates on the group's interest margin. It is expressed as a percentage of NBI, according to different rate variations on a static basis. It is built on the basis of static interest rate gaps and the impact of option risks, which are projected over five years on contracts in inventory. At 31 December 2024, over a 2-year period, the sensitivity of the annual revenues of the inventory was at least -0.4% of NBI in a +100 bp scenario.

Other static indicators are produced in order to monitor the basic risk and the risk related to the activation of explicit options on customer loans (capped interest rate).

Since the entry into force of the regulatory technical standards governing the IRRBB, Crédit Mutuel Arkéa has calculated the sensitivity of the net interest margin to shocks of +/- 200 bp at constant balance sheet (SOT-NII). It is calculated according to the guidelines recommended by the European Banking Authority (constant outstandings over a rolling one-year horizon including commercial margins with interest rate shocks of +/- 200 bp). At the end of 2024, the NIM sensitivities compared to Crédit Mutuel Arkéa's Tier 1 capital complied with regulatory thresholds and internal requirements, and stood at the following levels:

- upward shock in interest rates (+200 bp): 2.4% of Tier 1 capital;
- downward shock in interest rates (-200 bp): -2.5% of Tier 1 capital.

Macro-hedging transactions are generally justified in relation to Fair Value Hedge under IFRS on the basis of fixed-rate loan and deposit portfolios. Accounting documentation and effectiveness tests are produced at the inception of the hedge and updated on a half-yearly basis to ensure the quality of the hedge and limit the impact on the group's IFRS earnings.

In the current context of falling interest rates steered by the ECB, the group is maintaining a cautious policy and a high level of matching in interest rates, consistent with the appetite framework set by the Board of Directors. It thus remains structurally slightly exposed to interest rate risk in order to protect its margins and value, which is corroborated by the level of the gaps, and the net interest margin and value sensitivity indicator.

5.9.3 Liquidity risk in the banking portfolio

Liquidity risk is the risk for the reporting company that it will not be able to meet its commitments or that it will not be able to unwind or offset a position due to its situation or the market situation within a certain period of time and at a reasonable cost. It arises from a maturity mismatch between jobs and resources.

It may result in an additional charge in the event of a rise in liquidity spreads; in its most extreme form, it could result in the institution's inability to honour its commitments.

The group has historically been vigilant and prudent in the face of this risk.

5.9.3.1 Measurement and monitoring

As part of the management of liquidity risk, the Crédit Mutuel Arkéa group has established its Internal Liquidity Adequacy Assessment Process (ILAAP) in compliance with the recommendations of the Basel Committee (09-2008), those of the EBA relating to the Supervisory Review and Evaluation Process (SREP), the Order of 3 November 2014 on the internal control of companies in the banking sector and the ECB guidelines of November 2018 relating to the ILAAP.

Liquidity is managed centrally across all entities within the banking prudential scope. The Crédit Mutuel Arkéa group acts as a liquidity centre:

- Crédit Mutuel Arkéa is the only entity operating on the markets: Crédit Mutuel Arkéa implements a refinancing programme (short and long-term) and manages excess liquidity for the entire banking group. Transactions are almost exclusively carried out in euros;
- Crédit Mutuel Arkéa is the only entity in the group that can access refinancing from the Central Bank and has a 3G (Global Collateral Management) asset pool. As such, Crédit Mutuel Arkéa manages the group's collateral;
- subsidiaries with cash requirements (or cash surpluses) refinance (or lend) exclusively to Crédit Mutuel Arkéa.

This organisation is justified by the vital nature of the liquidity risk, which is managed by specialised teams at Crédit Mutuel Arkéa (ALM Department and Financial Markets Department). By bringing together and pooling the needs of all banking entities, this organisation enables Crédit Mutuel Arkéa to reach the critical size sufficient to access markets under competitive price and volume conditions.

Liquidity risk is measured and monitored within the consolidated banking scope and at each of its component entities. They are mainly based on three elements:

- static liquidity gaps;
- liquidity ratios (regulatory and non-regulatory);
- refinancing volumes and available collateral (particularly short-term).

Static liquidity gaps, calculated at least quarterly, include all balance sheet items (all financial and non-financial assets and liabilities) and off-balance sheet items impacting the group's liquidity (overdraft authorisations, release of loans granted). They are established on the basis of static scenarios (without any assumption of new production), and supplemented by dynamic scenarios in order to estimate refinancing requirements for the various maturities, liquidity reserves and the survival horizon in the event of financial market tensions.

5.9.3.2 Refinancing programme

Crédit Mutuel Arkéa acts as a central refinancing body on behalf of all the group's banking entities. It therefore manages

Static gaps are produced according to a central scenario and a crisis scenario. The latter is characterised in particular by assumptions of leakage of commercial resources, drawdowns of certain off-balance sheet liquidity agreements or differentiated levels of liquidity of financial securities held according to their nature. These assumptions are consistent with the principles adopted by the European Union on the Liquidity Coverage Ratio (LCR) and the Net Stable Funding Ratio (NSFR).

On the basis of the crisis scenario, the group has set itself a rule for minimum credit matching over the next five years, consistent with the NSFR weighting assumptions, with a level between 100% and 85% depending on the maturity. This objective was maintained throughout 2024 with significant room for manoeuvre.

Several liquidity ratios are particularly monitored:

- the LCR is a liquidity ratio provided for by the CRD 4 and CRR texts (transposing the so-called "Basel III" proposals into European standards). It measures the ratio between liquid assets and net cash outflows at 30 days under a stress scenario. The group met the minimum regulatory requirement throughout 2024 with significant room for manoeuvre. At the end of 2024, the LCR stood at 147%;
- the NSFR (Net Stable Funding Ratio) is also a liquidity ratio provided for in the CRD 5 and CRR 2 texts. It verifies the coverage of stable uses by stable resources. The minimum level required is 100%. The NSFR came into effect on 30 June 2021. At the end of 2024, the NSFR stood at 116%;
- the loan/deposit ratio measures the proportion of loans financed by bank deposits and, consequently, the dependence on the financial markets. The gross loan/deposit ratio stood at 102% at the end of 2024.

Limits on short-term refinancing volumes (overnight and less than three months) and on annual medium- to long-term refinancing volumes are also defined in order to limit the impact of non-renewal of these lines in the event of market tensions.

In addition, the group has developed additional indicators to ensure its ability to withstand situations of severe tension on the financial markets or with customers. The qualitative assessment of these indicators shows a low risk that is managed thanks to a high level of hedging and a holding of significant liquidity reserves representing nearly twice the LCR requirements.

a portfolio of resources that it makes available to the banking entities.

The group's refinancing programme is drawn up annually and updated on a quarterly basis (if necessary) based on observed and forecast changes in business activity. It aims to comply with the various limits set by the Board of Directors, in particular the minimum matching rule in a crisis scenario, and takes into account:

- the maturity concentration risk;
- the level of collateral available for issues of secured building society- SCF, or housing financing - SFH vehicles;
- the projected levels of the LCR and NSFR ratios;
- the capital and subordinated debt requirements within the framework of solvency ratios;
- the need to promote the group's signature on the markets in order to maintain a regular presence with investors.

The implementation of the refinancing programme also takes into account investor appetite and preferential issue periods. In 2024, the group borrowed €4.8 billion with maturities of more than one year, of which €2 billion in a secured format.

The group has historically been very vigilant and cautious about liquidity risk. In order to guard against this, it has developed a policy of diversifying its funding channels and has several vehicles (data at 31 December 2024):

- a short-term refinancing programme with a maturity of less than one year (€4.1 billion of NEU CP at the end of 2024);
- an unsecured medium- to long-term refinancing programme of €13.3 billion);
- senior debt: €8 billion,
- non-preferred senior debt: €3 billion,
- subordinated debt: €2.4 billion.
- €10.7 billion in secured refinancing programmes through two refinancing vehicles:

- a housing financing company (SFH) with €7.5 billion in outstandings issued guaranteed by housing loans,
- a building society (SCF) with €3.2 billion guaranteed by exposures to public entities.
- €1.6 billion in unsecured long-term interbank loans or secured by a mobilisation of receivables from:
- the Caisse de Refinancement de l'Habitat (€0.4 billion),
- the European Investment Bank (€0.8 billion),
- the Caisse des Dépôts et Consignations (€0.4 billion).

In addition, since 2019, several issues have been carried out in the "green bond" (€1.5 billion) and "social bond" (€2 billion) format, in line with the Purpose of the group and the financing of the energy transition.

Particular attention is paid to the terms and conditions of debt issuance contracts. In addition to the usual clauses, these contracts may include an option for early redemption at the group's discretion. Conversely, they do not include an option for early redemption at the option of the counterparties. The group is therefore in control of the timing of these contracts and can, for certain securities, redeem them early.

At the same time, the group is careful to limit its dependence on the financial markets by collecting bank savings from its customers. It regularly enhances its range of deposits (passbook savings accounts, term deposits) for individual, business and institutional customers as well as financial customers. In 2024, it achieved a €3.3 billion increase in outstanding bank deposits, net of centralisation, due to the inflows received by Arkéa Banque Entreprises et Institutionnels, the Crédit Mutuel Arkéa networks (Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest) and Arkéa Direct Bank (Fortuneo and Keytrade Bank).

5.9.3.3 Emergency financing plan and liquidity reserves

The group's emergency financing plan is updated, tested and approved each year by the Crédit Mutuel Arkéa group's Board of Directors.

The triggering of the plan is determined according to various qualitative and quantitative indicators: projected cash flow, market situation and the refinancing of Crédit Mutuel Arkéa, etc. A Crisis Treasury Committee, which meets at least once a week and is made up of managers from the main departments concerned (asset-liability management, trading floor, middle and back office), insures crisis management and decides on the operations to be carried out with the Central Bank and on the markets; it can also propose commercial actions to the Executive Committee. The main axiom, in connection with the survival time indicator, is to finance projected cash requirements through the mobilisation of liquidity reserves (notably from the Central Bank).

The group has significant liquidity reserves to protect itself against a market closure and any run on customer deposits.

These are set up to comply with the various limits, including the survival period limit, set by the Board of Directors.

Binding rules have been laid down to ensure that buffers are available quickly in the event of a crisis:

- securities held by Crédit Mutuel Arkéa with a maturity of more than 6 months must be highly liquid (meaning eligible for the numerator of the LCR) and/or eligible with the European Central Bank, and included in the so-called "3G" asset pool (i.e. global collateral management)
- the availability of eligible securities from the Central Bank must be tested annually to ensure that there are no difficulties in implementing the project within a limited timeframe;
- the amount of liquidity reserves and the level of use of collateral eligible for central bank approval are subject to specific limits.

At the end of 2024, liquidity reserves - including available cash - amounted to €36 billion, which is almost double the amount required under the LCR and represents nearly 40% of outstanding deposits.

5.10 Market risk

The market risk in this section is understood here as the market risk of the banking scope only, namely excluding market risk related to the insurance business of the Crédit Mutuel Arkéa group. In addition, the scope of equity investments, dealt with in a separate chapter, is also excluded.

Market risk or price risk arises from unfavourable changes in market parameters that have an impact on the value of financial instruments recorded on the balance sheet. Market risks are defined as the risk of loss or adverse changes in financial position, resulting directly or indirectly from fluctuations in financial markets.

Crédit Mutuel Arkéa is mainly exposed to first-order spread, interest rate and currency rate risks. Proprietary exposure of Crédit Mutuel Arkéa to optional banking risks is not material.

From a management point of view, the market risks of the banking scope dealt with in this paragraph stem either from the portfolios of financial instruments managed by Crédit Mutuel

Arkéa's Financial Markets Department or from the portfolio of Arkéa Direct Bank. The latter, which results from the acquisition of the Belgian online bank Keytrade in June 2016, was immediately placed under winding-up management and matures in October 2025. The exposure to market risks of the group's other banking subsidiaries remains immaterial due to the almost systematic centralisation of their cash investments with Crédit Mutuel Arkéa.

Interest rate risk is essentially managed globally at the level of a central interest rate centre whose risk limits and management principles are defined by the group's Balance Sheet Management function. The Financial Markets Department is responsible for the effective management of this central interest rate centre.

At the end of 2024, the market risk exposure of investments on the balance sheet amounted to €11.1 billion for the banking scope. This amount was up on the previous year by €2.8 billion. It breaks down as follows:

Exposure of the banking scope to market risks at 31 December 2024

(in € millions)

Crédit Mutuel Arkéa LCR portfolio	9,170
Other investments	1,925
of which Crédit Mutuel Arkéa	1,852
of which cash investments of less than one year	912
of which Arkéa Direct Bank (portfolio being wound down)	60
of which other entities	13
Total investments	11,095

The value of investments on the balance sheet is exposed to the risk of changes in the issuer spread, this risk being more pronounced on the longest maturities (the portion of securities with a residual maturity of more than five years is 39%). This risk is concentrated in Crédit Mutuel Arkéa's LCR portfolio.

Changes in the value of Crédit Mutuel Arkéa's investments due to interest rates are transferred, via internal swaps, to the central interest rate centre whose objective is to manage the overall interest rate risk within sensitivity limits set by the Board of Directors. Changes in the value of Arkéa Direct Bank's investments, consisting entirely of fixed-rate securities, are retained in full. Arkéa Direct Bank's interest rate risk is managed directly by matching assets recorded at fair value with liabilities recorded at amortised cost.

In 2024, the sensitivity of investments to spread and interest rate risks increased due to increased exposure.

Derivatives traded with network customers in connection with the provision of investment services represented a notional amount of €11.9 billion at 31 December 2024. Their reversal in the market means that the market risks of the business are neutralised, with the exception of CVA-DVA and FVA risks. The valuation of derivative instruments gives rise to two adjustments.

In accordance with IFRS 13, the first adjustment is intended to incorporate the market value of the counterparty risk. The adjustment takes into account the bilateral nature of this risk; on the one hand the counterparty risk or Credit Valuation Adjustment (CVA), and on the other hand Crédit Mutuel Arkéa's own credit risk or Debit Valuation Adjustment (DVA).

The second adjustment aims to incorporate the financing cost of derivatives that are not subject to margin calls, i.e. those negotiated with customers (Funding Valuation Adjustment – FVA).

In total, net expense of €4.2 million was recognised in respect of the 2024 financial year⁽¹⁾ for a total CVA net of DVA + FVA of -€9.2 million at 31 December 2024.

Lastly, from a regulatory point of view, Crédit Mutuel Arkéa's market risk concerns the interest rate risk, the CVA risk and the currency risk. The trading portfolio is not material since it is limited to the group's debt management transactions. It did not contain any transactions at 31 December 2024.

With regard to CVA risk, the regulatory capital requirement stood at €5.2 million at 31 December 2024.

With regard to currency risk, it should be noted that Crédit Mutuel Arkéa is not subject to the calculation of capital requirements, as mentioned in Section 5.10.2 "Currency risk".

The above exposures relate to Notes 2, 3 and 4 to the consolidated financial statements of Crédit Mutuel Arkéa.

(1) CVA-DVA: -€3.5 million, FVA: -€0.7 million.

5.10.1 Risk organisation and monitoring

5.10.1.1 Organisation

Crédit Mutuel Arkéa's market transactions are negotiated by a trading room attached to the Financial Markets Department. This room is structured as follows:

- customer activities, organised into two Departments:
 - the Structuring Department,
 - the Customer Activities Department;
- the Treasury, Refinancing and Foreign Exchange Department, composed of two Departments:
 - the Treasury and Refinancing unit,
 - the Currency unit;
- the Front-Office Cross Support Department;
- the Investor Relations and Economic Studies Department.

The accounting recording and settlement of transactions are handled by the Back Offices Unit (Finance & Global Performance Department).

The Market Risk Monitoring Department within the Risks division is responsible for valuing positions, assessing the management result and market risks, and calculating capital requirements.

Each of the phases in the processing of transactions is subject to permanent control in accordance with regulations.

5.10.1.2 Monitoring

The Board of Directors of Crédit Mutuel Arkéa, on the proposal of the Executive Committee and after a meeting of the group Risk Monitoring Committee, sets the overall capital market intervention system, and in particular the market risk appetite. The detailed system of limits is then decided by the group's Executive Committee, after review by the Risk Monitoring Committee.

This system consists of management limits or thresholds that cover positions, sensitivities, losses, and capital requirements.

In 2024, the limits relating to the various portfolios were adjusted mainly to support the business.

The corpus of limits is supplemented by a procedure for approving new products that takes the form of a list of instruments authorised for trading.

5.10.1.2.1 Reporting to Executive Management

The Risk Department informs the Operational Departments on a daily basis of the level of indicators subject to limits. In the event that limits are exceeded, a procedure is activated to inform the actual managers. The Risk Department also regularly prepares consolidated market risk reports for them.

5.10.1.2.2 Reporting to the supervisory body

Communication on the risks associated with market activities is made at each meeting of Crédit Mutuel Arkéa's Board of Directors. It includes a presentation of exposures, results and risk indicators as well as an update on compliance with the limits decided by the Board.

The consolidated risk position, which includes market risk, is also presented regularly to Crédit Mutuel Arkéa's Risk and Internal Control Committee.

5.10.1.3 Sensitivity analyses

The valuations used as a reference for sensitivity analyses are obtained according to a hierarchy of methods. When the asset is listed on an active market, fair value is determined on the basis of its quotation. In the absence of such a quotation, the price results from the application of market valuation techniques using market data that are generally observable. Valuations based on models may be adjusted to take into account liquidity risk.

Changes in the value of Crédit Mutuel Arkéa's portfolios recorded at fair value are subject to sensitivity limits. The sensitivity of the portfolios to normative and small variations in spreads and interest rates is measured on a daily basis.

5.10.1.3.1 Potential loss

The daily measurements of portfolio sensitivity are supplemented monthly by a calculation of potential losses carried out for the banking scope.

The objective is to assess the impact on the income statement and on equity capital of tensions likely to arise on the markets under reasonably possible conditions, based on a full revaluation of positions.

The choice of risk factors is based on a detailed analysis of the composition of the portfolio, as a financial instrument may be sensitive to a number of factors.

The potential loss is estimated using a VaR-type model based on historical data for the last three rolling years.

Two approaches coexist:

- spread, equity and currency risks: the scenarios applied correspond to relative or absolute variations observed over a time horizon of one month, with a 99% probability, over rolling periods within a historical period of three years;
- interest rate risk: the potential loss retained is the historical monthly 99% VaR.

The overall potential loss is the sum of the impacts of the shocks obtained for each of the risks.

The model used to calculate the potential loss has three main simplifications:

- the scenarios applied to the positions are based exclusively on historical observations;
- due to the difficulty of obtaining individualised historical data outside of interest rates, the volatility of the portfolio's risk factors is estimated from proxies, the latter being as granular as possible;

- the addition of the stress test results for each of the risk factors leads to a conservative overall amount.

The estimate of the potential loss at 31 December 2024 shows, on the one hand, that adverse market movements would almost exclusively affect equity (99% of total impairment losses) and, on the other hand, that the portfolio is mainly exposed to spread risk (75% of the total).

The results obtained are subject to ex-post control.

Maximum potential loss at 99% at 31 December 2024 – (one-month horizon)

Risk	Scenario	Exposure (in € millions)	Potential loss (in € millions)	Of which impact on net income (in € millions)	Of which impact on equity (in € millions)
Total			(78.9)	(1.3)	(77.7)
EXCHANGE RATE	Scenario selected on the basis of observed history	11,057	(18.8)	-	(18.8)
	+/- 5% ⁽¹⁾	25	(1.3)	(1.3)	-
	Total	11,057	(58.8)	-	(58.8)
SPREAD	+20 bp on supranationals	917	(8.4)	-	(8.4)
	+15 bp on French sovereign	2,665	(20.7)	-	(20.7)
	+15 bp on Austrian sovereign	58	(0.6)	-	(0.6)
	+15 bp on Finnish sovereign	43	(0.5)	-	(0.5)
	+15 bp on German sovereign	55	(0.3)	-	(0.3)
	+15 bp on Dutch sovereign	153	(1.7)	-	(1.7)
	+15 bp on Belgian sovereign	213	(1.6)	-	(1.6)
	+15 bp on Spanish sovereign	123	(0.2)	-	(0.2)
	+25 bp on Italian sovereign	492	(0.9)	-	(0.9)
	+25 bp on Luxembourgish sovereign	31	(0.1)	-	(0.1)
	+15 bp on US sovereign	138	(0.6)	-	(0.6)
	+25 bp on covered bonds	4,023	(15.8)	-	(15.8)
	+35 bp on European financials	1,280	(6.8)	-	(6.8)
	+40 bp on corporates	867	(0.7)	-	(0.7)

(1) In relative value.

5.10.1.3.2 Crisis scenarios

The calculation scope of the strength tests is identical to that of the potential loss. The shocks applied correspond, for each of the selected risk factors, to the worst variations observed over a period of one year in a reference history whose depth varies from 15 to 20 years depending on the data available.

It should be noted that the simplifications mentioned for potential loss also apply to stress scenarios.

Crisis scenario at 31 December 2024 - (one-year horizon)

Risk	Scenario	Exposure (in € millions)	Stress test (in € millions)	Of which impact on net income (in € millions)	Of which impact on equity (in € millions)
Total			(385.1)	(6.0)	(379.1)
EXCHANGE RATE	Shocks differentiated according to maturity	11,057	14.9	-	14.9
	+/- 24% ⁽¹⁾	25	(6.0)	(6.0)	-
	TOTAL	11,057	(394.0)	-	(394.0)
SPREAD	Medium/long-term	7,972	(370.6)	-	(370.6)
	70 bp on supranationals	897	(43.4)	-	(43.4)
	130 bp on French sovereign	1,846	(143.6)	-	(143.6)
	40 bp on German sovereign	45	(0.8)	-	(0.8)
	115 bp on Austrian sovereign	58	(4.0)	-	(4.0)
	45 bp on Dutch sovereign	143	(4.3)	-	(4.3)
	30 bp on Luxembourgish sovereign	16	(0.4)	-	(0.4)
	215 bp on Belgian sovereign	159	(18.3)	-	(18.3)
	35 bp on US sovereign	133	(1.4)	-	(1.4)
	70 bp on covered bonds	3,790	(116.3)	-	(116.3)
	190 bp on European financials	764	(34.5)	-	(34.5)
	110 bp on corporates	78	(2.1)	-	(2.1)
	Short-term	3,086	(23.4)	-	(23.4)
	+125 bp on short-term securities	3,086	(23.4)	-	(23.4)

(1) In relative value.

5.10.2 Currency risk

Currency risk is defined as the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

The probability of occurrence of currency risk is considered low in view of the low exposure and existing hedges. In the event of occurrence, the impact would also be low.

A cumulative exposure limit on the foreign exchange position is set at €40 million (including equity investments and

investments in foreign currencies). Since this limit is always less than 2% of the group's equity capital, it does not give rise to a calculation of a regulatory capital requirement in accordance with Article 351 of EU Regulation No. 575/2013.

The Financial Markets Department hedges currency risk either on its own initiative or at the request of the entities concerned.

5.11 Risks specific to the insurance business

The group continues to keep a close eye on credit and real estate, and in particular on the real estate underlyings marketed by its life insurance subsidiary Suravenir. To this end, dedicated measures have been implemented to ensure liquidity for customers. Similarly, the assets of the contracts of euro funds are also monitored in terms of the management of liquidity risks and valuation levels.

5.11.1 Technical risks

5.11.1.1 Life insurance technical risks

Suravenir is exposed to underwriting risk in its personal protection insurance business.

Underwriting risk is the risk of loss or adverse change in the value of insurance liabilities. This situation results from an increase in claims not anticipated at the time of pricing, risk acceptance or risk monitoring (provisioning risk).

To manage and monitor these risks, Suravenir has established underwriting and provisioning policies, implemented by the company's Departments.

The breakdown of the various technical provisions set aside to cover these risks in accordance with the French Insurance Code, based on the nature of the products and therefore the group's commitments, is set out in Note 22. / Provisions in the consolidated financial statements for the year ended 31 December 2024 (see 6.1 / Consolidated financial statements for the year ended 31 December 2024).

The main underwriting risks relating to Suravenir's activities are described below.

5.11.1.1.1 Policyholder behaviour risks

The risk of policyholder behaviour is related to poor anticipation of policyholder behaviour in terms of surrenders, arbitrage, cancellations or early repayments.

The policyholder has a surrender option on his or her life insurance policy at any time; an option that can negatively impact the profitability, solvency and liquidity of the company when it is exercised on a massive scale by customers, or if it deviates from the expected redemption rate. This risk is the main underwriting risk applicable to life insurance. This increases in the context of high interest rates due to potential competition from bank savings.

In the same way, the policyholder of a borrower protection contract has the right to repay his or her loan in advance, and, since the Lemoine law, to substitute their borrower insurance on the home loan at any time.

In addition, policyholders have the option of choosing between unit-linked and euro-denominated savings. In a low interest rate environment, arbitrage to euro-denominated funds and in particular to a capital-guaranteed fund, negatively impact the Company's profitability and solvency.

5.11.1.1.2 Biometric risks

The main biometric risks applicable to the insurance policies marketed by Suravenir are:

- mortality risk: mortality risk is defined as the risk of loss or an unfavourable change in the value of insurance liabilities resulting from an increase in mortality affecting the borrower insurance business, and the individual provident and pension business, where the latter has a supplementary death benefit;
- risk of incapacity/disability: the risk of incapacity/disability corresponds to a loss or an unfavourable change in the value of insurance liabilities resulting from an increase in the claims record for accidents and illnesses leading to temporary or permanent disability and subject to compensation. These risks are mainly related to the borrowers' insurance business but also to the individual provident business;
- longevity risk: longevity risk is the risk of loss or unfavourable change in the value of insurance liabilities resulting from an increase in human duration affecting the business of life insurance contracts in the portfolio.

Biometric risks are the main underwriting risks applicable in borrower insurance.

5.11.1.1.3 Risks of an unfavourable change in the insurer's costs

Cost or "management" risk is the risk that the costs incurred by the insurer will be higher than anticipated. An increase in costs leads to a change in the value of insurance liabilities and could lead to an overestimation of the profitability assessment when prior studies are carried out.

Suravenir's overheads are taken into account in the pricing of insurance contracts. Thus, an unfavourable change in the costs that Suravenir will have to incur in the future for the acquisition and management of insurance contracts may lead to an underestimation of the amount of premiums paid by policyholders.

This risk impacts all insurance activities.

5.11.1.1.4 Natural disaster risk

Natural disaster risk is defined as the risk of loss or unfavourable change in the value of insurance liabilities attributable to a sudden event that directly causes serious harm to policyholders and whose origin may be a natural phenomenon, human intervention or a combination of both within the scope of the borrowers' insurance business, the individual provident business and the floor guarantees of certain life insurance contracts. This risk is not very critical for Suravenir.

5.11.1.1.5 Risk monitoring

Underwriting risk is identified, analysed and measured in particular through the following processes:

- analysis of pricing via profitability studies for new products/partnerships or any modification of the existing offer, prior to their launch;
- exposure analyses to ensure that risk exposure remains within the risk appetite limits defined by Suravenir's management bodies;

5.11.1.2 Non-life insurance technical risks

Suravenir Assurances is exposed to underwriting and provisioning risks in connection with its property and personal insurance business, particularly in the areas of motor, home, health and personal protection.

The underwriting risk is related to a mismatch in the acceptance, pricing and/or reinsurance coverage rules for the guarantees offered to policyholders. Within this risk, a distinction is made between the concepts of under-pricing risk, anti-selection risk and natural disaster risk.

The provisioning risk is linked to a shortfall in technical provisions on the liabilities side of the balance sheet.

Suravenir Assurances monitors and manages these risks on the basis of an underwriting, provisioning and reinsurance risk management policy.

5.11.1.2.1 Non-life insurance underwriting risk

The underwriting risk in non-life insurance is the risk that the profitability of insurance products may be affected by inadequate acceptance rules, pricing and/or reinsurance coverage of the guarantees offered to policyholders.

The underwriting risk consists of three sub-risks:

- the risk of under-pricing, which results from the failure to adapt the pricing of guarantees to the portfolio's profitability objectives. This risk is linked to the design of new product(s), changes in the offer and/or the proposed rates;
- the risk of anti-selection, meaning the risk that inappropriate pricing will lead to the excessive underwriting of an undesired risk;
- natural disaster risk, which results from the occurrence of extreme or exceptional events. Covering these potential losses remains the main objective of reinsurance coverage (see Section 5.11.1.3 Reinsurance system).

- the reinsurance plan to limit certain exposures in order to protect solvency and reduce the volatility of net financial income;
- review of technical provisions;
- monitoring of pricing derogations.

At 31 December 2024, an increase in the surrender rate of Suravenir's personal protection insurance contracts of 10% would reduce the group's IFRS net income by €2.4 million and reduce the group's consolidated IFRS equity by €1.6 million.

The risks of under-pricing and adverse selection are assessed and measured through various analyses and regular monitoring of the portfolio's technical indicators, in particular:

- a posteriori profitability analyses (observation of claims/premiums ratios) of product/distribution channel and/or product/distribution network combinations;
- change in the loss ratio of the main guarantees (frequency, average cost, etc.), in order to assess the origins of any observed deviations;
- detailed monitoring of claims for the main products, by main coverage and by distribution network;
- annually, preparatory analyses for price changes make it possible to assess the current pricing by risk profile;
- the risk of adverse selection in particular is assessed through the analysis of the evolution of the portfolio in terms of claims ratio, net subscriptions and conversion rates on the basis of the most discriminating criteria influencing the rates.

The monitoring and analysis of this data allows for the definition and implementation of appropriate policies:

- changes in the underwriting policy in terms of pricing, selection, product development and guarantees offered;
- targeting of actions by geographical area and by distributor.

With regard to natural disaster risk, if an exceptional climatic event occurs (based on a forecast in the four Breton departments and on the Gironde of a loss rate of 20% equivalent to storm Klaus in 2009, involving a gross compensation cost for policyholders of €140 million), Suravenir Assurances' reinsurance programme is structured in such a way that the ceiling of the XS reinsurance treaty is not exceeded by this exceptional expense, in accordance with the risk appetite framework defined by the Board of Directors of Suravenir Assurances.

The overall underwriting policy is also the subject of an independent opinion issued by the actuarial function. This opinion is formalised in the Actuarial Report, which is drawn up annually and presented to the Board of Directors of Suravenir Assurances.

5.11.1.2.2 Provisioning risk

The provisioning risk is the risk of loss or adverse change in the value of insurance commitments due to inadequate provisioning assumptions.

This risk is intrinsically linked to the underwriting risk, as the monitoring of provisions must be carried out in a manner consistent with the management of risks and claims related to the guarantees marketed.

The management and control of the provisioning risk is carried out in particular through the following studies:

- monitoring of gains/losses: used to identify prudent provisioning practices or a structural shortfall in provisioning by product;
- analysis of historical claims/premium ratios and ultimate claims/premium ratios to identify any significant changes in provisioning practices;

5.11.1.3 Reinsurance system

The reinsurance mechanism makes it possible to limit the insurer's risk exposure by transferring part of the insurer's risk to one or more reinsurers.

Suravenir Assurances implements a reinsurance policy based on a process that effectively calibrates the level of risk transferred to reinsurers, in line with the risk appetite, and monitors the level of counterparty risk of reinsurers, defined as the potential default risk of a reinsurer honouring its commitments.

The reinsurance policy aims to control the two main reinsurance risks:

- any inadequacy of the reinsurance programme in relation to the risk strategy of the insurance company and the group. Deterministic and stochastic actuarial analyses as well as stress tests are carried out in order to best structure the reinsurance programmes;

- analysis of distortions between provisions under French accounting standards and those under Solvency 2;
- reinsurers' reports on the management and reserving of serious bodily injury claims.

In addition, the actuarial function, as part of its regulatory missions and on the basis of an independent recalculation, ensures the appropriateness of the methodologies, models and assumptions used to calculate technical provisions under Solvency 2. Its conclusions are formalised in the Actuarial Report.

At 31/12/2024, a 4% increase in the cost of claims for the 2024 event (due to higher frequencies and average costs) and a climatic event costing €14 million net of reinsurance had a negative impact of €19 million on IFRS net income, with no other impact on the Group's IFRS consolidated shareholders' equity.

- the default of one or more reinsurers, which would then be unable to bear their share of the claims. The reduction of this risk is based on:
 - diversification of reinsurers, including by setting limits on the maximum level of risk that can be ceded to a single reinsurer,
 - the selection of reinsurers for the programme on the basis of financial soundness criteria (rating, importance as a global player, dispersion of their risks, etc.),
 - the pledging of securities by reinsurers to cover long-term receivables.

Beyond the selection process, sensitivity analyses are carried out. In addition, reinsurers' ratings are monitored to ensure their financial soundness.

The adequacy of the reinsurance arrangements is also the subject of an independent opinion issued by the actuarial function in an Actuarial Report.

5.11.2 Interest-rate risks

5.11.2.1 Risk of a fall in interest rates

A sustained low interest rate environment could exert downward pressure on Suravenir's margin, affect its profitability and ultimately its solvency. Suravenir has not allocated this provision for the 2023 financial year. At the end of 2024, the future risk related to an average guaranteed rate of 0.16%, which is well below the actuarial rate of return on the average purchase of Suravenir's fixed-rate bond portfolio.

At 31 December 2024, a 100-basis-point reduction in rates for Suravenir would reduce the group's IFRS net income by €10.4 million and increase the group's IFRS equity at consolidated level by €2.9 million.

At 31 December 2024, a 100-basis-point reduction in rates for Suravenir Assurances would reduce the group's IFRS net income by €2.03 million and reduce the group's IFRS equity at consolidated level by €6.6 million.

5.11.2.2 Risk of a rise in interest rates

A rise in interest rates has several consequences on the assets held: firstly, a fall in the value of fixed-rate bonds held in the portfolio. Depending on the accounting classification of these securities, this devaluation has an impact on either shareholders' equity or income.

At 31 December 2024, a 100-basis-point increase in rates for Suravenir would increase the group's IFRS net income by €5.8 million and reduce the group's IFRS equity at consolidated level by €5.7 million.

At 31 December 2024, a 100-basis-point increase in rates for Suravenir Assurances would increase the group's IFRS net income by 1.78 million and increase the group's IFRS equity at consolidated level by €5.8 million.

The second risk linked to a significant and lasting rise in interest rates is an increase in surrenders by policyholders on euro funds, due to a loss of competitiveness of the contracts in relation to other investments. In this case, in order to adjust the assets under management, the company may be forced to dispose of assets. In the event that it has to dispose of fixed-rate assets, it may have to bear capital losses. To protect itself from such a risk, Suravenir has a significant volume of variable-rate bonds in its portfolio, as well as hedging options (cap/cap-spread/adjusted cap duration). These financial instruments enable Suravenir's euro fund returns to converge more quickly with the returns offered by other savings products, thereby limiting the risk of outflows. At 31 December 2024, the proportion of Suravenir's bond portfolio protected against a rise in interest rates was 33.1% of general assets.

5.11.3 Liquidity risk

Liquidity risk arises when the company is forced to sell assets following a wave of massive surrenders. This risk is assessed by studying liquidity gaps that compare asset flows (coupons/redemptions, etc.) with liability outflows in a central scenario and a stressed scenario (tripling of redemptions/deterioration in asset valuation).

In the event of a cash shortfall, Suravenir may repurchase securities, in particular those eligible for BCE refinancing, at their market value adjusted by a haircut, in order to have additional liquidity. At 31 December 2023, studies show that in the deterministic stress scenario, Suravenir could experience a tripling of surrenders without encountering a liquidity problem. An update of this work by Suravenir on the basis of 31 December 2024 is in progress.

5.11.4 Credit/counterparty risk

5.11.4.1 Credit risk on market counterparties

5.11.4.1.1 Risk monitoring

The risk monitoring and credit risk reporting system applicable to insurance is presented in Section 5.4.1. "Systems and monitoring of credit and counterparty risk".

5

5.11.4.1.2. Analysis of credit risk on market counterparties

The counterparty risk of the insurance scope includes:

- the proprietary insurance business, which includes the exposures of the own accounts of Suravenir and Suravenir Assurances;
- the third-party account for the insurance business (assets representing funds in euros), which includes Suravenir's exposures, for which the counterparty risk is contractually borne by the group.

These exposures relate to all debt securities and debts (including bank loans), leading it to bear a direct risk on counterparties.

The group is only directly exposed to credit risk on its proprietary insurance portfolios.

The credit risk related to third-party investments for the insurance company Suravenir is mainly borne by policyholders via the return they receive on euro-denominated funds.

Crédit Mutuel Arkéa's analysis of counterparty risk is based on its own internal rating system as well as on the ratings of the rating agencies.

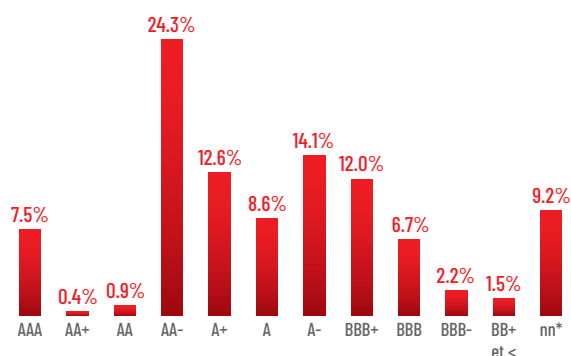
For the insurers' proprietary scope

At 31 December 2024, the entire proprietary investment portfolio of the insurers was of very good quality.

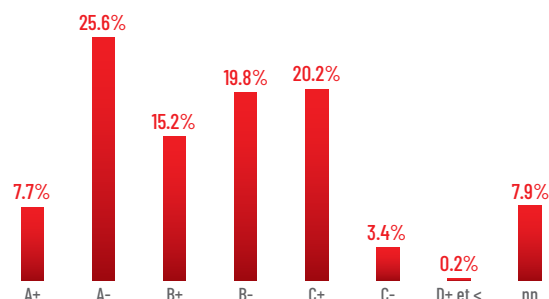
The proprietary investments of the insurers mainly concern issuers with the best external ratings: 68.3 % have external ratings of between AAA and A-.

With regard to the breakdown by internal rating, 91.9% of investments are made in investment grade issuers (agency ratings ranging from AAA to BBB- inclusive; agency ratings equivalent to an internal rating of A+ to C- inclusive).

Breakdown by external rating of proprietary insurance outstandings

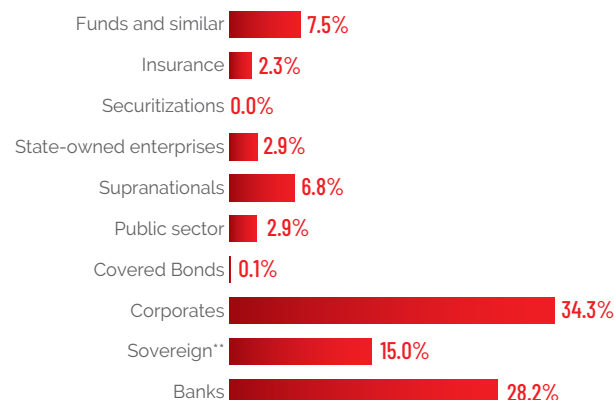


Breakdown by internal rating of proprietary insurance outstandings

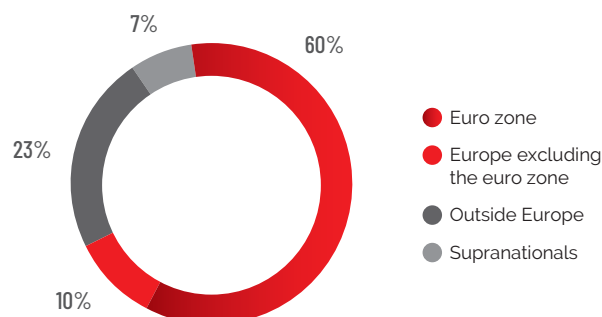


From a geographical and sectoral point of view, investments are mainly made in three main types of issuers: corporates for 34.3%, the banking sector (banks and covered bonds) for 28.3% and sovereigns, supnationals, public authorities and the public sector for 27.6%. 69.9 % of the investments in this scope concern European issuers.

Breakdown by category of issuer for proprietary insurance



Breakdown by geographical area of proprietary insurance



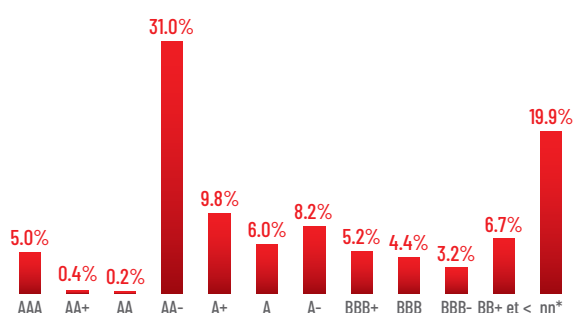
■ For the third-party account scope of Suravenir

At 31 December 2024, the entire investment portfolio of the insurers' third-party accounts was of good quality.

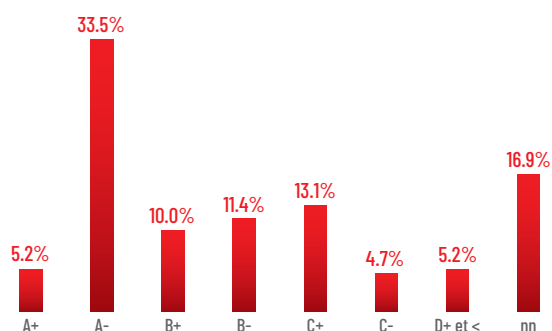
The third-party investments of the insurers mainly concern issuers with the best external ratings: 60.6 % have external ratings of between AAA and A-.

With regard to the breakdown by internal rating, 78% of investments are made in investment grade issuers (agency ratings ranging from AAA to BBB- inclusive; agency ratings equivalent to an internal rating of A+ to C- inclusive).

Breakdown by external rating of third-party insurance outstandings



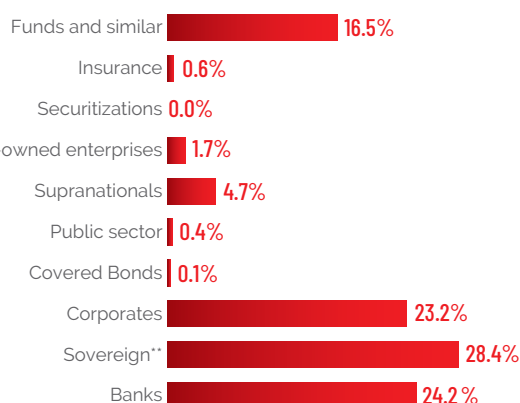
Breakdown by internal rating of third-party insurance outstandings



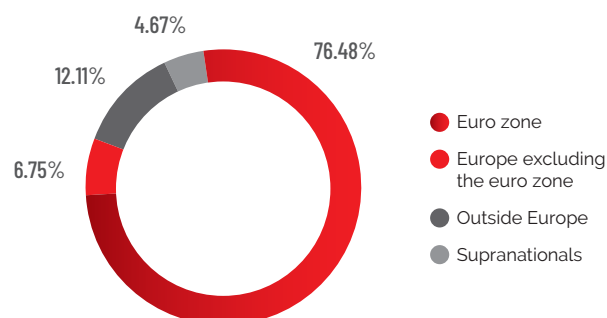
From a geographical and sectoral point of view, investments are mainly made in three main types of issuers: sovereigns for 28.4%, corporates for 23.3% and the banking sector (banks and covered bonds) for 24.5%.

83.2% of the investments in this scope concern European issuers.

Breakdown by category of issuer of third-party insurance



Breakdown by geographical area of third-party insurance outstandings



5.11.5 Market risk

5.11.5.1 Scope

The market risks to which insurers are exposed are defined below:

- Equity risk: the company is exposed to changes in the equity markets (market decline resulting in a capital loss in the event of disposal or the need to set aside provisions) and to volatility in the market value of equities;
- Real estate risk: the company is exposed to changes in the real estate markets (market decline resulting in a capital loss in the event of sales or the need for provisioning) and to volatility in the market value of real estate assets;

5.11.5.2 Risk monitoring

The market risk of Suravenir is monitored by the Crédit Mutuel Arkéa group within the risk appetite framework system via the net potential loss indicator. The indicator aims to measure equity, real estate, credit risk risks and, more generally, the risk of capital loss by estimating the potential impact on one year and after tax, of the scenario at 99.5%, and which could be renewed for three consecutive years in the absence of a market rebound. This calculation includes 25% of potential losses on Suravenir's bond assets and 100% of losses on its non-bond assets applied, to which a correlation matrix is applied to take into account a diversification effect between the various risks, and the gross VaR is restated for the level of unrealised non-bond capital gains or losses that reduce or increase the estimated level of risk.

Suravenir completes the monitoring with its appetite framework and manages its investments by means of "Risk Budgets" allocated by fund. Suravenir's governance bodies define the maximum level of risk not to be exceeded. Diversification risk (mainly equity and real estate risk) is also controlled by the specifically allocated risk budget.

An investment policy reviewed at least each year, validated by the Management Board and approved by the Supervisory Board of Suravenir, defines the investment framework and the rules, limits and constraints that apply to the management of Suravenir's assets.

Analyses of the sensitivity of Suravenir's solvency coverage ratio to a fall in equity and real estate indices, as well as an increase in credit spreads, are carried out quarterly and are

Equity and real estate market risk in the insurance scope is borne by the Suravenir life insurance subsidiary.

At 31 December 2024, a 10% decline in the real estate market for Suravenir would reduce the group's consolidated IFRS net income by €4.6 million and reduce the group's consolidated IFRS equity by €5.4 million.

At 31 December 2024, a 10% decline in the equity market for Suravenir would reduce the group's consolidated IFRS net income by €4.4 million and reduce the group's consolidated IFRS equity by €9.3 million.

reported in the risk dashboard prepared by the Crédit Mutuel Arkéa group's Risk Department.

In its forward-looking risk management, Suravenir incorporates the downside risk of diversified assets in the definition of crisis scenarios in its ORSA process as well as in its Preventive Recovery Plan. These risks are also considered in the Crédit Mutuel Arkéa group's ICAAP process, in which Suravenir participates.

Assets at fair value through profit and loss

At 31 December 2024, investments at fair value through profit or loss represented €56 billion. These assets are held for €55.5 billion by Suravenir in the context of euro funds and unit-linked contracts, the underlying assets of insurance contracts recognized using VFA being all recognised at fair value through profit or loss for the sake of consistency with the treatment of liabilities. Investments recognised at fair value through profit or loss as part of the proprietary portfolio amounted to €549 million, consisting mainly of money market funds and FCTs.

At 31 December 2024, assets at fair value through equity amounted to €77 million, consisting of shares held as part of the proprietary portfolio.

Assets at amortised cost

At 31 December 2024, insurance investments recognised at amortized cost amounted to €2.1 billion. These are bonds held in the proprietary portfolio.

5.11.6 Reporting to bodies

A quarterly report of underwriting risks is established by Suravenir and Suravenir Assurances and sent to:

- the insurers' Risk Committee;
- the insurers' executive bodies;
- the insurers' supervisory bodies;
- the Risk Monitoring Committee of Crédit Mutuel Arkéa.

5.12 Risks related to investments (excluding insurance)

The Crédit Mutuel Arkéa group bears the risks associated with the decline in the value of its equity investments and private equity portfolio.

The investment and private equity portfolio also carries a credit risk, which is taken into account in the overall assessment presented in Section 5.4 "Credit and counterparty risk".

5.12.1 Risk organisation and monitoring

5.12.1.1 Organisation

Within the Risk Department, the Market and Equity Risks unit relies on the Equity and Conglomerate Risk Monitoring unit to organise the management and monitoring of risk relating to the equity investments and private equity portfolio.

5.12.1.2 Monitoring

The Board of Directors of Crédit Mutuel Arkéa, on the proposal of the Executive Committee and after a meeting of the group Risk Monitoring Committee, sets the annual risk appetite framework for equity investments and private equity, formalised by the definition of a framework system and a detailed system validated by the group's Executive Committee, after review by the Risk Monitoring Committee, and approved by the Board of Directors of Crédit Mutuel Arkéa.

These systems set management thresholds and limits on capital requirements for equity investments and private equity.

In 2024, the management thresholds and limits relating to the various portfolios were adjusted mainly due to higher valuations.

Transactions on the investments portfolio are subject to a specific validation process based on a risk analysis for the group's corporate governance. The analysis sets out the outlines of the transaction (nature, type, duration, amount, etc.), the opportunity, the context, the structuring, an assessment of the risks, the security features and the impact on the Group in financial and equity terms.

Private equity investments occupy a special place in the group's strategy, mainly grouped under the Arkéa Capital brand. The subsidiary positions itself as a minority shareholder, either on its own or co-investing with the Group in equity through various dedicated investment vehicles:

- Arkéa Capital Partenaire (outstandings of €600 million): long-term investment for mid-caps and large regional companies as reference shareholder over a period of more than ten years;

- Arkéa Capital Investissement (outstandings of €250 million): vehicle to support projects of SME managers in France for investment periods of between 5 and 10 years;

5.12.1.2.1 Reporting to the executive body

The Risk Management Department informs the Risk Monitoring Committee every six months in the case of unlisted investments and every quarter in the case of listed investments, of the level of the indicators defined in the risk appetite framework and when a transaction involving the portfolio of investments is presented. In the event that limits are exceeded, a procedure is activated to inform the actual managers.

5.12.1.2.2 Reporting to the supervisory body

A communication on the risks attached to the risks of equity investments and private equity is carried out at least half-yearly and sent to the Board of Directors of Crédit Mutuel Arkéa, and when a transaction on the portfolio of equity investments is presented. It includes a presentation of the level of indicators defined in the risk appetite framework approved by the Board of Directors of Crédit Mutuel Arkéa.

The consolidated risk position is also presented regularly to Crédit Mutuel Arkéa's Risk and Internal Control Committee.

5.12.1.3 Sensitivity analyses

The valuations used as a reference for sensitivity analyses are obtained according to a hierarchy of methods. When the asset is listed on an active market, fair value is determined on the basis of its quotation. In the absence of such a quotation, the price results from the application of market valuation techniques using market data that are generally observable. Valuations based on models may be adjusted to take into account liquidity risk.

At 31 December 2024, the group assessed the sensitivity of the fair value of the Crédit Mutuel Arkéa group's level 3 securities, mainly concerning the portfolio of equity investments and private equity based on the main non-observable parameters.

For private equity, a specific stress is defined in the ICAAP according to the economic environment and the context of changes in valuations. Stress consists of partially or totally neutralising increases in valuations estimated in the central scenario.

Lastly, investment and private equity activities are also included in the EBA stress test exercises.

5.12.2 Equity and other variable income securities risk and fixed income securities risk

Equity risk arises when adverse movements in the equity markets lead to a decrease in the value of the portfolio.

Certain unlisted variable-income securities are exposed to real estate risk, which arises in the event of an adverse change in the valuation of the underlying property assets.

From an accounting point of view (see Notes 27a and 27b in Section 6.1 "Consolidated financial statements at 31 December 2024"), the risk on equities and other variable-income securities covers two very distinct perimeters, out of the following four categories:

- Financial assets at fair value through equity

At 31 December 2024, shares and other variable-income securities at fair value through equity represented €82 million. They concern securities held by Crédit Mutuel Arkéa with a long-term perspective. They consist mainly of listed securities and investments in unlisted companies.

- Assets at fair value through profit and loss

At 31 December 2024, shares and other variable-income securities at fair value through profit and loss represented €772 million. They concern securities held for the private equity businesses in unlisted companies.

In addition, the group held a portfolio of fixed securities with a fair value of €394 million at 31 December 2024. These securities are held over the medium and long term to derive a capital gain or with the intention of fostering the development of lasting economic relationships or exercising influence over the issuing companies.

5.12.3 UCI securities

In addition, the group held a portfolio of UCI-type unlisted securities with a fair value of €369 million at 31 December 2024.

5.13 ESG risks

5.13.1 Governance and organisation

The definition of the framework, supervision and management of ESG risks are reviewed and approved at the highest level of corporate governance through:

- The Board of Directors, which approves the company's strategic guidelines, sector policies and ESG risk appetite;
- The Executive Committee, which proposes strategic guidelines and the risk appetite framework to the Board of Directors, then oversees their operational implementation and monitors the resulting risks.

The Board of Directors and Executive Committee refer to the opinions of specialist committees, in particular the Risk Supervisory Board, which in turn relies on the ESG Risk Monitoring Committee (set up in 2024 to insure the consolidated governance and management of Crédit Mutuel Arkéa's ESG risks).

ESG risks are managed operationally by Crédit Mutuel Arkéa's Risk Department via a dedicated team.

ESG issues are also taken into account by the Group's subsidiaries through the appointment of ESG risk correspondents and the implementation of ESG risk management systems.

5.13.2 Integration into the risk management framework

ESG risks, particularly environmental risks, are fully integrated into the risk management framework.

In 2020, the risk appetite framework was expanded to include ESG risks in the risk appetite statement. Since 2021, additional quantitative indicators have been developed to ensure that these risks are monitored by the Risk Department and by management and governance bodies.

5.13.3 Identification and assessment

5.13.3.1 The sectoral approach

A sectoral climate benchmark has been developed for physical climate and transition risks. The aim is to provide an initial measure of gross exposure to climate risks, using a sectoral approach based on qualitative and/or quantitative public sources (OECD, United Nations, FAO, etc.) and in particular CO₂ emissions.

In addition, the approach has been to other non-climate environmental risks, through the development of a sectoral reference framework for risks related to biodiversity loss, based on the analysis and aggregation of studies produced by enforceable and recognised sources (TNFD, UNEP, IPBES, SBTN, etc.).

5.13.3.2 The geographical approach

Crédit Mutuel Arkéa has developed an internal tool for assessing and measuring physical climate risk. It is based on scientific databases of national climate risks and forecasts (Geohazards, DRIAS) and international climate forecasts (PREPdata). This tool covers 12 acute and chronic physical risks.

5.13.3.3 Scenario approach: climate scenarios

Unlike the approaches traditionally adopted for risks in finance, the originality of climate risks lies in the absence of historical data on past climate crises. So, the use of forward-looking methods and scenarios to project the possible consequences of climate risks is necessary.

To this end, following its participation in the ACPR and EBA climate stress tests, and in parallel with those of the ECB in 2022, Crédit Mutuel Arkéa created a project dedicated to the development of its own climate scenarios in order to establish its own climate stress test methodology. The tool models the economic and financial consequences of a climate scenario on a range of economic indicators.

5.13.3.4 Individualised approach

For companies, as part of its lending activities, and in order to comply with the guidelines of the European Banking Authority relating to the granting and monitoring of loans, Crédit Mutuel Arkéa is gradually rolling out an ESG risks questionnaire.

It is intended to collect ESG risk data from large credit-financed companies in order to determine their ESG risk rating. In particular, it aims to assess the measures taken by companies to mitigate the ESG risks to which they are exposed due to their business sector.



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6.1 Consolidated financial statements for the year ended December 31, 2024

Balance sheet

Assets (in € million)	Notes	12.31.2024	12.31.2023
Cash, due from central banks	1	10,232	13,580
Financial assets at fair value through profit or loss	2	1,897	1,876
Derivatives used for hedging purposes	3	3,293	3,945
Financial assets at fair value through equity	4	11,648	8,929
Securities at amortized cost	5	1,548	671
Loans and receivables - credit institutions, at amortized cost	1	14,201	14,031
Loans and receivables - customers, at amortized cost	6	90,382	86,909
Remeasurement adjustment on interest-rate risk hedged portfolios		(1,761)	(2,647)
Investments related to insurance activities	7	63,417	60,425
Insurance contracts assets	21	0	0
Reinsurance contracts assets	21	163	217
Current tax assets	8	182	207
Deferred tax assets	9	176	174
Accruals, prepayments and sundry assets	10	1,059	1,488
Non-current assets held for sale		0	0
Investments in associates	11	246	239
Investment property	12	140	146
Property, plant and equipment	13	422	342
Intangible assets	14	721	620
Goodwill	15	463	474
TOTAL ASSETS		198,429	191,625

Liabilities (in € million)	Notes	31.12.2024	31.12.2023
Due to central banks	16	0	0
Financial liabilities at fair value through profit or loss	17	2,769	2,737
Derivatives used for hedging purposes	3	3,066	3,480
Debt securities	18	25,943	24,443
Due to banks	16	4,309	6,748
Liabilities to customers	19	89,241	85,081
Remeasurement adjustment on interest-rate risk hedged portfolios		(890)	(1,269)
Current tax liabilities	8	52	88
Deferred tax liabilities	9	317	303
Accruals, deferred income and sundry liabilities	20	6,088	5,100
Liabilities associated with non-current assets held for sale		0	0
Insurance contracts liabilities	21	55,001	52,679
Reinsurance contracts liabilities	21	0	0
Provisions	22	259	251
Subordinated debt	23	2,343	2,272
Total equity		9,931	9,713
Shareholders' equity, group share		9,918	9,704
Share capital and additional paid-in capital	24	3,045	2,894
Consolidated reserves	24	6,835	6,506
Gains and losses recognized directly in equity	25	(358)	(114)
Net income for the year		395	417
Non-controlling interests		13	9
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY		198,429	191,625

Income statement

(in € million)	Notes	12.31.2024	12.31.2023
Interest and similar income	29	5,030	4,425
Interest and similar expense	29	(4,403)	(3,757)
Commission income	30	909	796
Commission expense	30	(228)	(207)
Net gain (loss) on financial instruments at fair value through profit or loss	31	101	113
Net gain (loss) on financial instruments at fair value through equity	32	12	19
Net gain (loss) on derecognition of financial instruments at amortized cost	33	0	0
Net income from insurance activities	34	497	503
Income from insurance contracts issued		1,180	1,140
Expenses from insurance contracts issued		(715)	(764)
Income and expenses from reinsurance held		(47)	47
Net income on investments related to insurance activity		1,614	2,995
Net financial income or expenses from insurance contracts issued		(1,539)	(2,917)
Net financial income or expenses from reinsurance contracts held		3	1
Income from other activities	35	338	332
Expense from other activities	35	(87)	(84)
NET BANKING INCOME		2,168	2,140
Gains (losses) on disposal - dilution in investments in associates	36	15	0
NET BANKING INCOME including gains (losses) on disposal - dilution in investments in associates		2,184	2,140
General operating expenses	37	(1,416)	(1,412)
Depreciation, amortization and impairment of property, plant and equipment and intangible assets	38	(85)	(125)
GROSS OPERATING INCOME		682	602
Cost of credit risk	39	(180)	(94)
OPERATING INCOME		502	508
Share in net income of equity-accounted associates and joint ventures	11	10	15
Gains (losses) on other assets	40	(1)	30
Changes in goodwill		(11)	(11)
PRE-TAX INCOME		500	542
Income tax	41	(100)	(124)
NET INCOME		0	0
NET INCOME		400	419
O/w non-controlling interests		4	2
NET INCOME - GROUP SHARE		395	417

Statement of net income and gains and losses recognized directly in equity

(in € million)	Notes	12.31.2024	12.31.2023
Net income		400	419
Revaluation of financial assets at fair value through recyclable equity (net of taxes)		(59)	3
Revaluation of available-for-sale financial assets (net of taxes)		0	0
Revaluation of derivatives used to hedge recyclable items (net of taxes)		0	0
Remeasurement of insurance and reinsurance contracts in recyclable equity		4	38
Share of gains (losses) recognized directly in equity from investments in associates (net of taxes)		(5)	(1)
Items to be recycled to profit or loss		(60)	39
Actuarial gains (losses) on defined benefit plans (net of taxes)		0	(1)
Revaluation of credit risk specific to financial liabilities recognized at fair value through profit or loss by option (net of taxes)		(3)	(11)
Revaluation of equity instruments at fair value through equity (net of taxes) (1)		(180)	(72)
Remeasurement of equity instruments recognised at fair value through equity of the insurance business		(1)	(12)
Impacts of the remeasurement of insurance contracts using the VFA - non-recyclable		0	0
Share of gains (losses) recognized directly in equity from investments in associates (net of taxes) not recycled to profit or loss		0	0
Items not to be recycled to profit or loss		(184)	(96)
Total gains and losses recognized directly in equity	42	(244)	(57)
NET INCOME AND GAINS AND LOSSES RECOGNIZED DIRECTLY IN EQUITY		156	362
of which group share		151	360
of which non-controlling interests		5	2

(1) of which the impact of the transfer to reserves of non-recyclable items for €9 million.

Changes in shareholders' equity

(in € million)	Share capital and reserves	Consolidated reserves	Total gains and losses recognized directly in equity	Net income attributable to equity holders of the parent	Shareholders' equity, group share	Non-controlling interests in equity	Total equity
Position at January 1, 2023	2,725	5,905	(57)	663	9,236	7	9,243
Capital increase	169				169		169
Cancellation of treasury shares							
Allocation of the previous year income		663		(663)			
Dividend paid in 2023 in respect of 2022		(60)			(60)		(60)
Change in equity interests in subsidiaries with no loss of control							
Subtotal of changes involving transactions with shareholders	2,894	6,508	(57)	0	9,345	7	9,352
Changes in gains and losses recognized directly in equity		(6)	(57)		(63)		(63)
2023 net income				417	417	2	419
Subtotal	2,894	6,502	(114)	417	9,699	9	9,708
Impact of acquisitions and disposals on non-controlling interests							
Share of changes in shareholders' equity from investments in associates and joint ventures							
Change in accounting methods							
Other changes		4			4		4
Position at December 31, 2023	2,894	6,506	(114)	417	9,703	9	9,712
Capital increase	151				151		151
Allocation of the previous year income		417		(417)			
Dividend paid in 2024 in respect of 2023		(87)			(87)		(87)
Subtotal of changes involving transactions with shareholders	3,045	6,836	(114)	0	9,767	9	9,776
Changes in gains and losses recognized directly in equity			(244)		(244)		(244)
2024 net income				395	395	4	399
Subtotal	3,045	6,836	(358)	395	9,918	13	9,931
Other changes		(1)			(1)		(1)
Position at December 31, 2024	3,045	6,835	(358)	395	9,917	13	9,930

Net cash flow statement

(in € million)	12.31.2024	12.31.2023
Cash flows from operating activities		
Net income	400	419
Tax	100	124
Pre-tax income	500	542
Depreciation and amortization of property, plant and equipment and intangible assets	123	168
Impairment of goodwill and other non-current assets	10	11
Net additions to depreciations	130	(39)
Share of income (loss) from investments in associates	(11)	(15)
Net loss (gain) from investing activities	(23)	61
(Income)/expense from financing activities	0	0
Other changes	3,650	3,594
Total non-cash items included in net income and other adjustments	3,879	3,780
Interbank transactions	(2,410)	(10,067)
Transactions with customers	440	(2,423)
Transactions involving other financial assets/liabilities	(7,086)	(3,645)
Transactions involving other non-financial assets/liabilities	1,227	(647)
Dividends from investments in associates	7	5
Taxes paid	(58)	(87)
Net decrease/(increase) in operating assets and liabilities	(7,879)	(16,865)
NET CASH FLOW FROM OPERATING ACTIVITIES	(3,500)	(12,542)
Cash flows from investing activities		
Financial assets and investments	(1,989)	(103)
Investment property	7	(75)
Property, plant and equipment and intangible assets	(253)	(247)
Other	0	0
CASH FLOWS FROM INVESTING ACTIVITIES	(2,234)	(425)
Cash flows from financing activities		
Cash flows from/to shareholders	94	133
Other cash flows from financing activities	2,285	2,861
CASH FLOWS FROM FINANCING ACTIVITIES	2,379	2,994
Net increase/(decrease) in cash and cash equivalents	(3,355)	(9,973)
Cash flows from operating activities	(3,500)	(12,542)
Cash flows from investing activities	(2,234)	(425)
Cash flows from financing activities	2,379	2,994
Cash and cash equivalents, beginning of the year	13,518	23,490
Cash, central banks (assets & liabilities)	13,577	23,452
Deposits (assets and liabilities) and demand loans with credit institutions	(59)	38
Cash and cash equivalents, end of the year	10,163	13,518
Cash, central banks (assets & liabilities) (Notes 1 and 16)	10,232	13,577
Deposits (assets and liabilities) and demand loans with credit institutions (Notes 1; 7c and 16)	(69)	(59)
CHANGE IN NET CASH AND CASH EQUIVALENTS	(3,355)	(9,973)

Net cash and cash equivalents includes cash, debit and credit balances with central banks and demand debit and credit sight balances with banks.

Changes in cash flow from operations record the cash flow generated by the group's activities, including such flows arising from negotiable debt securities.

Changes in cash from financing activities include changes related to shareholders' equity and subordinated debt.

6.1.1 Consolidated financial statements for the year ended December 31, 2024

Highlights of the year

In an uncertain environment, the year 2024 remained under pressure. Modest growth and the beginnings of monetary easing led to a gradual recovery in housing loan production.

Thanks to solid sales activity across all business lines, the group's revenues increased by €44 million to €2,184 million, driven in particular by a 16% increase in commissions. Net insurance income was stable despite adverse conditions that continue to weigh on property and personal insurance.

Operating expenses fell by €36 million to €1,501 million, due in particular to the measures of the group's operational efficiency programme. The cost/income ratio, at 68.8%, benefited from this positive scissors effect.

At €180 million, the cost of risk was up €86 million as a result of the increase in proven risk, particularly in the business sector, which has seen a sharp rise in failures.

Taking into account the value in use of its Crédit Foncier Commercial d'Alsace Lorraine subsidiary, Crédit Mutuel Arkéa recorded goodwill impairment of €11 million at 31 December 2024.

In summary, net profit attributable to group in 2024 was €395 million.

Noting the loss of significant influence in its associate Yomoni, the group deconsolidated the holding, which was previously consolidated using the equity method. The valuation exercise carried out by the group led to the recognition in revenues of €15 million of income in 2024.

Pumpkin and Arkéa were removed from the consolidation scope following a universal transfer of assets to Crédit Mutuel Arkéa. Arkéa Foncière Résidentielle, created to market the innovative home ownership assistance offering for first-time buyers, joined the consolidation scope.

The new asset management company, Arkéa Asset Management, which resulted from the merger of Federal Finance Gestion and Schelcher Prince Gestion in the second half of 2024, is fully consolidated.

Accounting standards applied

Pursuant to European Regulation 1606/2002 of July 19, 2002 on the application of international standards, Crédit Mutuel Arkéa group prepared its summary consolidated financial statements for the period ending December 31, 2024 in accordance with the International Financial Reporting Standards (IFRS) as adopted by the European Union and applicable as of that date⁽¹⁾.

At December 31, 2024, the group applied the standards in force as at January 1, 2024 and adopted by the European Union. The group chose to forgo early application of other standards and interpretations adopted by the European Union whose application was optional in 2024.

The group has elected to publish its Annual Financial Report 2024 using the European Single Electronic Format (ESEF) as defined by the European Delegated Regulation 2019/815 amended by the Delegated Regulation 2020/1989.

Amendments effective from 1 January 2024

Amendment to IFRS 16 – Lease liability in a Sale and Leaseback

A sale-leaseback is a transaction in which the owner of an asset transfers it to a third party and then leases it back.

When the transfer of the asset is recognised as a sale under IFRS 15 (i.e. the buyer-lessor has control of the underlying asset), the seller-lessee recognises a right to use the asset representing the retained right (and also recognises a lease liability reflecting the terms of payment of the transaction). The profit or loss on the sale will only be recognised in the amount of the rights actually transferred to the buyer-lessor.

The amendment aims to clarify, on the seller-lessee side, the subsequent treatment of the liability resulting from such a transaction when the initial sale of the underlying asset meets the criteria of IFRS 15.

The Crédit Mutuel Arkéa group was not impacted by the entry into force of this amendment.

Accounting principles and valuation methods

The group has applied IFRS 9 "Financial Instruments" and the amendment to IFRS 9 "Prepayment clause providing for negative compensation" adopted by the European Union on November 22, 2016 and March 22, 2018 respectively for its banking insurance activities.

For its insurance activities, the group applies IFRS 17 "Insurance Contracts" published in May 2017 and amended in June 2020 and adopted by the European Union in November 2021, which replaces IFRS 4 "Insurance Contracts".

(1) The standards adopted by the European Union are available on the European Commission's website: https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing_en

Use of judgments and estimates in the preparation of financial statements

Preparation of the group's financial statements requires making assumptions and estimates whose future realisation involves certain risks and uncertainties.

Future outcomes may be influenced by several factors, in particular:

- the activities of national and international markets,
- changes in interest rates and exchange rates,
- the economic and political climate in certain business sectors or countries,
- climate and environmental changes,
- changes in regulations or legislation.

Description of the baseline economic scenario

The conditions for using any judgements or estimates are specified in the accounting policies and valuation methods described below. The baseline economic scenario used for the 31 December 2024 closing is based on the main assumptions below.

The central economic scenario for 2025, validated in September 2024, is based on a downward revision of the growth outlook of the CAC 40 and an upward revision of the long-term rate outlook.

For FY 2024, growth estimates have been revised upwards (average annual growth of 1.2%), reflecting in particular the positive contribution of the Olympic Games and a positive contribution of foreign trade. However, a reversal is expected in the fourth quarter that will last until early 2025, again leading to weak growth for 2025 as a whole (1% in 2025 vs. 1.2% in the central scenario in March).

In addition to the impact of the Olympic Games, these revisions reflect (i) an increase in the risk premium associated with French debt following the dissolution of the National Assembly and budgetary concerns, and (ii) an environment of budgetary restraint which the government is forced to implement.

The central economic scenario used for the 2024 closing is therefore based on a 10-year constant maturity rate of 2.96% in 2024 and 2.91% in 2025 (vs. 2.87% and 2.81% previously). The spread between French and German rates also increased to 70 basis points (bps), from 60 bps previously.

As a result of this less favourable growth outlook and these slightly more restrictive financing conditions, CAC 40 growth projections were also revised downwards for 2024 and 2025.

However, the fundamental elements of the scenario remain unchanged. The central economic scenario still describes a sustainable convergence of inflation towards the 2% target, which allows (i) the European Central Bank to further lower its key rates, and (ii) a gradual recovery in domestic demand against a backdrop of increased purchasing power and renewed confidence. In this context, the ECB's deposit rate is adjusted by 25 bps on a quarterly basis until it reaches an equilibrium rate of 2.25% at the end of 2025.

Since the definition of the central economic scenario forecasts, macroeconomic conditions have deteriorated more

Accounting estimates requiring the formulation of assumptions are used mainly for measurement of the following:

- fair value of financial instruments not quoted on an active market and measured at fair value,
- impairment of financial assets and guarantee and financing commitments subject to impairment,
- the discounted and probabilistic valuation of insurance liabilities and assets by group of contracts,
- impairment tests of intangible assets,
- deferred tax assets,
- provisions.

The conditions for using judgments or estimates are specified in the accounting principles and valuation methods described below.

than expected and suggest: (i) lower growth in France and the eurozone in 2025, (ii) a move towards consolidation of the CAC 40 in early 2025, (iii) a slightly larger and faster decrease in the ECB's key rates, and (iv) a more significant widening of French rates compared with German rates.

Activity therefore remained constrained in the second half of 2024. The increase in purchasing power did not result in a recovery in domestic demand. Confidence remained weak, which prompted a wait-and-see attitude, while political uncertainties (French budget, German elections in February) and geopolitical uncertainties (related to the election of Donald Trump) increased.

US long-term bond yields have risen sharply since September, reflecting in particular (i) the prospect of a Trump Administration policy leading to higher inflation in the United States and an increase in financing needs, and (ii) a very significant shift in expectations regarding changes to the monetary policy of the Federal Reserve, which will only lower its rates to a very limited extent in 2025 based on market expectations. European long-term rates rose in line with US rates, despite a more negative economic environment than previously expected. French rates were also affected by the government's inability to formulate a budget. At the end of December, the French 10-year yield stood at 3.2%, with a spread of around 85 bps against Germany. Under these circumstances, the CAC 40 finished the year lower than the central scenario projections and is expected to consolidate at around 7,500 points in the first half of the year.

Beyond 2024-2025, the central climate scenario developed reflects the macroeconomic impacts of the implementation of transition policies (higher carbon prices and increased investment).

Over the projection horizon, these transition policies would result in:

- a slight drop in productivity and therefore in growth (-0.1 pp in potential growth),
- an inflationary effect (+0.5 pp), mainly linked to (i) tensions related to raw materials needed for the transition, and (ii) the implementation of carbon taxation policies,
- an upward revision of the ECB's equilibrium interest rate (+0.5 pt).

Financial instruments

IFRS 9 sets out different classification rules for equity instruments (shares or other variable-income securities) and for debt instruments (bonds, loans or other fixed-income securities).

To determine the accounting category of debt instruments (debt securities, loans and receivables), the following two criteria must be analysed:

- The business model that summarises the way in which the entity manages its financial assets in order to generate cash flows: "Collection of cash flows", "Collection of cash flows and sale" or "Other";

Business models

The business model represents the way in which instruments are managed in order to generate cash flows and revenue. It is based on observable facts and not simply on management's intention. It is not assessed at the entity level, or on an instrument-by-instrument basis, but rather at a higher level of aggregation which reflects the way in which groups of financial assets are managed collectively. It is determined at inception and may be reassessed in the case of a change in model.

To determine the model, all the available information must be observed, including:

- the way in which the business's performance is reported to decision-makers,
- the way in which managers are compensated,
- the frequency, schedule and volumes of sales in previous periods,
- the reasons for the sales,
- future sales forecasts,
- the way in which risk is assessed.

Under the hold-to-collect model, certain examples of authorized sales are explicitly indicated in the standard:

- in relation to an increase in credit risk,
- close to maturity.

Cash flow characteristics

The contractual cash flows, which represent only repayments of principal and payments of interest on the principal balance, are compatible with a so-called basic agreement.

In a basic agreement, interest mainly represents consideration for the time value of money (including in case of negative interest) and credit risk. Interest may also include liquidity risk, administrative fees to manage the asset and a profit margin.

All the contractual clauses must be analyzed, including those that could change the repayment schedule or the amount of the contractual cash flows. The option under the agreement, on the part of the borrower or the lender, to repay the financial instrument early is compatible with the SPPI (Solely Payments of Principal and Interest) nature of the contractual cash flows insofar as the amount repaid essentially represents the principal balance and related receivables and, where applicable, a reasonable compensatory payment.

An analysis of the contractual cash flows may also require comparing them with those of a benchmark instrument when the time value of money component included in the interest can be changed as a result of the instrument's contractual clauses.

- Characteristics of cash flows that will be "SPPI – Solely payments of principal and interest" if they are cash flows from a basic loan and, more specifically, if "the contractual terms give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding".

These "authorized" sales are not included in the analysis of the significant and frequent nature of the sales carried out on a portfolio. Moreover, sales related to changes in the regulatory or fiscal framework will be documented on a case-by-case basis to demonstrate the "infrequent" nature of such sales.

For other sales, thresholds have been defined based on the maturity of the securities portfolio (the group does not sell its loans).

The group has mainly developed a model based on the collection of contractual cash flows from financial assets, which applies in particular to the customer financing activities.

This model is also used by the insurance entities to manage their proprietary portfolio.

It also manages financial assets according to a model based on the collection of contractual cash flows from financial assets and on the sale of these assets. Within the group, the contractual cash flow collection and sale model applies primarily to the cash management and liquidity portfolio management activities.

This is the case, for example, if the interest rate of the financial instrument is revised periodically, but there is no correlation between the frequency of the revisions and the term for which the interest rate is defined (monthly revision of a one-year rate, for example), or if the interest rate of the financial instrument is revised periodically based on an average interest rate.

If the difference between the undiscounted contractual cash flows of the financial asset and those of the benchmark instrument is or may become significant, the financial asset cannot be considered basic.

Depending on the case, the analysis is either qualitative or quantitative. The materiality or immateriality of the difference is assessed for each fiscal year, and cumulatively over the life of the instrument. The quantitative analysis takes into account a set of reasonably possible scenarios.

For financial assets whose remuneration is indexed to the ESG criteria assigned by the group, an analysis is carried out to verify that the changes in expected cash flows reflect a change in credit risk that does not introduce any leverage.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss consist mainly of debt securities (fixed- or variable-income) and loans to credit institutions and customers:

- held for trading ("Resale" business model); or
- related to the application of the option made available under IFRS 9 to designate a financial instrument at fair value through profit or loss if doing so eliminates or significantly reduces an accounting treatment inconsistency; or
- whose cash flows do not correspond to those of a basic loan ("non-SPPI" cash flows); UCI (undertaking for collective investment) and mutual fund instruments will be recognized as such.

This option of recognition at fair value through profit or loss is applied to the underlying assets related to an insurance contract with direct participation features that pass the SPPI test.

By default, shares will also be recognized at fair value through profit or loss.

Financial assets at fair value through profit or loss are initially recognized at fair value excluding acquisition costs and including accrued dividends.

The accrued or earned income from fixed-income securities is recognized in the income statement under the heading "interest and similar income" according to the effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash flows to the net carrying amount of the financial asset or liability. Dividends from variable-income securities are recognized in the income statement under the heading "Net gain (loss) on financial instruments at fair value through profit and loss."

Changes in fair value during the period, at the reporting date, as well as capital gains or losses on assets in this category are also recognized in "Net gain (loss) on financial instruments at fair value through profit or loss".

No impairment is recognized on the assets at fair value through profit or loss, since the counterparty risk is included in the market value (fair value).

Derivative financial instruments used for trading and hedging purposes – assets and liabilities

In accordance with the option offered by IFRS 9 pending the finalization and adoption of the standard's macro hedging component, the Crédit Mutuel Arkéa group has decided not to adopt the Hedging component of IFRS 9 and continues to apply all the provisions of IAS 39 with regard to hedging.

However, the additional disclosures on hedging required by amended IFRS 7 are presented as of January 1, 2018.

Unless they qualify for hedge accounting, derivative financial instruments are by default classified as trading instruments.

The group deals mainly in simple derivative instruments (swaps, vanilla options), particularly interest-rate instruments and classified in level 2 of the fair value hierarchy.

Derivatives are covered by master netting agreements, which make it possible to net winning and losing positions in case of counterparty default. The group negotiates ISDA-type (International Swaps and Derivatives Association) master agreements for each derivative transaction.

However, these derivatives are not netted on the balance sheet, in accordance with IAS 32.

Through these collateralization agreements, the group receives or disburses only cash as guarantees.

IFRS 13 allows for the recognition of own credit risk when valuing derivative financial liabilities (debt value adjustment – DVA) and the measurement of counterparty risk in the fair value of derivative financial assets (credit value adjustment – CVA).

The group calculates the CVA and DVA on derivative instruments for each counterparty to which it is exposed.

The CVA is calculated on the basis of the group's expected positive exposure to the counterparty, estimated using the so-called Monte Carlo method, multiplied by the counterparty's probability of default (PD) and by the loss given default (LGD) rate. DVA is calculated on the basis of the group's expected negative exposure to the counterparty, estimated using the so-called Monte Carlo method, multiplied by the group's probability of default (PD) and by the loss given default (LGD) rate.

The calculation methodology uses market data, particularly on the credit default swap (CDS) curves to estimate the PD.

The Funding Valuation Adjustment (FVA) represents the cost of financing positions on derivative instruments that do not involve the transfer of collateral. The FVA calculation involves multiplying the group's expected net exposure to all counterparties by the estimated market financing cost.

An amount of €5.7 million was recognized on the balance sheet for valuation adjustments as at December 31, 2024.

To classify a financial instrument as a hedging derivative, the group prepares formalized documentation of the hedging transaction at inception: hedging strategy, designation of the hedged instrument (or the portion of the instrument), nature of the hedged risk, designation of the hedging instrument, procedures for measuring the effectiveness of the hedging relationship.

According to this documentation, the group assesses the effectiveness of the hedging relationship at inception and at least every six months. A hedging relationship is deemed to be effective if:

- the ratio between the change in value of the hedging derivatives and the change in value of the hedged instruments for the risk hedged lies between 80 % and 125 %; and
- the changes in value of the hedging derivatives expected over the residual term of said derivatives offset those expected from the hedged instruments for the risk hedged.

The group designates a derivative financial instrument as a hedging instrument in a fair value hedge or in a cash flow hedge based on the nature of the risk hedged.

Risks hedged:

Micro-hedging is the hedging of part of the risks incurred by an entity on the assets and liabilities it holds. It applies specifically to one or more assets and liabilities with regard to which the entity hedges the risk of a negative change in a given type of risk, using derivatives.

Macro-hedging aims to protect all the group's assets and liabilities against unfavorable trends, particularly in interest rates.

The group hedges only interest rate risk for accounting purposes, through micro-hedges or more globally through macro-hedges.

Overall interest rate risk management is described in the management report, together with the other risks that may give rise to economic hedging through natural matching of assets/liabilities or the recognition of derivatives transactions.

Micro-hedges are implemented in particular via asset swaps and are generally aimed at synthetically converting a fixed-rate instrument into a variable-rate instrument.

Fair value hedging:

The goal of fair value hedging is to reduce the risk of a change in the fair value of a financial transaction. Derivatives are used notably to hedge the interest rate risk on fixed-rate assets and liabilities.

With respect to fair value hedging transactions, the change in fair value of the derivative is recorded on the income statement under the heading "Net gain (loss) on financial instruments at fair value through profit or loss" in symmetry with the revaluation of the hedged risk. The only impact on the income statement is the potential ineffectiveness of the hedge. This may result from:

- the "counterparty risk" component included in the value of the derivatives,
- differences in the price curves of the hedged item and of the hedge. For instance, swaps are valued using the Overnight Indexed Swap curve if they are collateralized and using the BOR curve if they are not. The hedged items are valued using the BOR curve.

The goal of the derivative financial instruments used as macro-hedging transactions is to hedge comprehensively all or part of the structural rate risk resulting primarily from retail banking operations. For the accounting treatment of such transactions, the group applies the provisions contained in IAS 39 as adopted by the European Union (the IAS 39 "carve-out").

The accounting treatment of derivative financial instruments designated from an accounting standpoint as fair value macro-hedging is the same as the accounting treatment for derivatives used in fair value micro-hedging. The change in the fair value of portfolios hedged against interest rate risk is recorded in a separate line of the balance sheet entitled "Remeasurement adjustment on interest-rate risk hedged portfolios" with an offsetting entry recorded in the income statement. In accordance with IAS 39, the remeasurement is recognized in assets for the hedging of financial assets and in liabilities for the hedging of financial liabilities.

The effectiveness of hedges is checked prospectively by verifying that at inception derivatives reduce the interest rate risk of the hedged portfolio. Hedges must be de-designated when the underlyings to which they are linked become insufficient with effect from the most recent date on which the hedge was found to be effective.

The cash flow hedging and the hedging of net investments in foreign operations are not used by the group.

Financial assets at fair value through equity

Financial assets at fair value through equity consist of securities (fixed- or variable-rate):

- held in order to collect the cash flows inherent in the instrument and to generate gains and losses through sales; and
- whose cash flows correspond to those of a basic loan ("SPPI" cash flows).

Debt instruments at fair value through equity are initially recognized at fair value, i.e. their purchase price, including acquisition costs – if material – and accrued dividends. At the end of the reporting period, such securities are measured at their fair value, with any changes in value recognized in equity under "Unrealized gains (losses) recognized directly in equity".

These unrealized gains or losses recognized in equity are recognized through profit or loss only in case of a sale or impairment for credit risk.

The accrued or earned income from fixed-income securities is recognized in the income statement under the heading "interest and similar income" according to the effective interest rate method.

This category also includes shares resulting from the application of the irrevocable option made available under IFRS 9 at the time of initial recognition. This irrevocable choice is made on a deal-by-deal basis, i.e. each time a security is added to the portfolio.

Impairment is not recorded for these assets.

The unrealized gains or losses on these instruments recognized in equity are never recognized through profit or loss for equity instruments, even in the case of a sale.

Dividends from variable-income securities are recognized in the income statement under the heading "Net gain (loss) on financial assets at fair value through equity".

Financial assets at amortized cost

Financial assets at amortized cost meet the following criteria:

- they are held in order to collect the cash flows inherent in the instrument; and
- the cash flows correspond to those of a basic loan ("SPPI" cash flows).

Most of the loans and receivables owed to Crédit Mutuel Arkéa group by financial institutions and customers that are not intended for sale when extended are recognized under "Loans and receivables at amortized cost".

Debt securities (fixed- or variable-rate) that meet the aforementioned criteria are also recognized at amortized cost.

Initially, they are recognized at market value which is usually the net amount initially paid out including the transaction costs directly attributable to the transaction and fees analyzed as an adjustment to the effective yield of the loan. Financial assets are valued at amortized cost on the closing date. Interest, transaction costs and fees included in the initial value of the loans are amortized over the life of the loan using the effective interest rate method. In this manner they contribute to the formation of income over the life of the loan.

With regard to loans, the fees received in connection with financing commitments that have a low probability of being drawn or which are used haphazardly over time and in terms of amount are spread on a straight-line basis over the term of the commitment.

The restructuring of a loan due to financial difficulties encountered by the borrower is defined as a change in the terms and conditions of the initial transaction that the group only consents for economic or legal reasons linked to the borrower's financial difficulties.

For restructuring that does not result in de-recognition of the financial asset, the value of the restructured asset is adjusted to bring the net carrying amount to the present value of the new expected future cash flows discounted using the original effective interest rate of the asset in question. The change in the value of the asset is recognized in the income statement under the heading "Cost of credit risk" and may be reversed through profit or loss when the provision for calculated expected loss decreases.

The restructuring of a loan as a result of the debtor's financial difficulties results in the loan agreement's novation. Based on the definition of this concept by the European Banking Authority (EBA), the Group identified loan restructuring (forbearance) on those loans held.

Changes in financial assets that are not made due to financial difficulties of the borrower (i.e. commercial renegotiations) are generally analyzed as the prepayment of the old loan, which is derecognized, followed by the introduction of a new loan at market terms.

Customer finance leases

Lease transactions are considered finance leases when all of the risks and rewards incidental to the ownership of the leased property are transferred to the lessee. Otherwise leasing transactions are classified as operating leases.

Finance leases are recognized on the balance sheet at the amount corresponding to the value of the minimum payments due from the lessee discounted at the implied interest rate of the contract plus any unsecured residual value. The interest portion of the lease payments is recorded on the income statement under the heading "Interest and similar income."

Impairment of financial assets and commitments given

In accordance with IFRS 9, a provision for expected losses is recognized when the financial asset is recorded on the balance sheet.

The financial assets in question include:

- debt instruments (securities and loans and receivables) recognized at amortized cost or at fair value through equity
- leasing receivables
- other receivables, such as customer receivables, and receivables under IFRS 15 "Revenue from Contracts with Customers".

Financing or guarantee commitments given that are not measured at fair value through profit or loss are also subject to impairment.

Equity instruments and debt instruments recognized at fair value through profit or loss are not covered by provisions for impairment for credit risk.

Provisions for impairment are also set up for receivables with guarantees when an expected credit risk exists.

Impairment is recognized under "cost of risk" and may be reversed through profit or loss when the provision for calculated expected loss decreases.

Under the IFRS 9 provisioning model, financial assets for which a provision for impairment is recognized are classified into three groups called "buckets" based on the credit risk level:

- Bucket 1: IFRS 9 introduces the notion of "expected loss"; consequently, since credit/counterparty risk cannot be zero regardless of the asset, a provision for individual credit risk is calculated (based on one-year expected losses) and recognized when the financial asset is recorded on the balance sheet.
- Bucket 2: if, during the life of the instrument, credit risk increases significantly, the loan is reclassified into bucket 2 and a provision for lifetime expected losses is recognized.
- Bucket 3: in case of actual credit risk (counterparty default, for example), the loan is classified into bucket 3. A provision for lifetime expected losses is recognized. In this event, all receivables due from a borrower or a group of borrowers with outstanding contracts and/or debts in common in default are systematically allocated to Bucket 3 and are the subject of a single provision allocated for loan impairment.

The main criteria that result in a counterparty or group of borrowers being downgraded to default are as follows:

- knowledge of collective proceedings or personal recovery proceedings, notification of the admissibility of overindebtedness; proceedings or equivalent proceedings under foreign legislation;
- out-of-court recovery that has become impossible;
- contagion of the default under Basel rules;
- doubt as to a debtor's ability to honor all or part of its commitments;
- for loans considered to be restructured: payment arrears of more than 30 days or a new restructuring measure.
- a borrower is more than 90 days in arrears;

In terms of past-due amounts, the main changes introduced by the new definition of default are as follows:

- an incident (irregularity or past-due amount) is no longer recorded at the contract level but for a borrower or group of borrowers with outstanding contracts and/or debts in common;
- the past-due amount is the sum of all amounts affected by payment incidents due by the borrower or group of borrowers in question to all lending entities of the Crédit Mutuel Arkéa group as of the first euro cent;
- a materiality threshold is applied to the counting of the number of days past due. The threshold is crossed when both of its components are exceeded:
 - an absolute component with a threshold (principal + interest) of €100 for retail customers and €500 for non-retail customers,
 - a relative component with a threshold of 1% applied to the past-due amounts/total amount of balance sheet commitments for the borrower or group of borrowers;
- the concept of a probation period is defined as a minimum period of continued default classification once the regulatory default criteria have been cleared. This probation period is a minimum of three months.

Significant increase in credit risk

The group uses the models developed for prudential purposes and has therefore applied a similar breakdown of its outstanding loans to assess any significant increase in credit risk:

- low default portfolios (LDP), for which the rating model is based on an expert assessment: large accounts, banks, local governments, sovereigns, specialized financing,
- high default portfolios (HDP), for which historical data is used to develop a statistical rating model: mass corporate, retail.

A significant increase in credit risk, which entails transferring a loan out of bucket 1 into bucket 2, is assessed by:

- taking into account all reasonable and justifiable information, and
- comparing the risk of default on the financial instrument at the reporting date with the risk of default at the initial recognition date.

This entails measuring risk at the borrower level. All the group's counterparties are rated by the rating system. This system is based on:

- statistical algorithms or "mass ratings" based on one or more models, using a selection of representative and predictive risk variables (HDP), or
- manual rating grids developed by experts (LDP).

Change in risk since initial recognition is measured on a contract-by-contract basis. Unlike bucket 3, transferring a customer's contract into bucket 2 does not entail transferring all the customer's outstanding loans or those of related parties (absence of contagion).

The expected credit loss approach under IFRS 9 is symmetrical, i.e. if expected credit losses at maturity were recognised in a previous period and if it appears that there is no longer a significant increase in credit risk for the financial instrument for the current reporting period since its initial recognition, the provision is recalculated on the basis of an expected credit loss over 12 months.

It should be noted that the group applies the principle of symmetry set out in the standard. This means that the criteria for transfer into and out of bucket 2 are the same.

Quantitative criteria

The quantitative thresholds for transfer to bucket 2 for the LDP and HDP portfolios, respectively, are presented below.

HDP boundary curve

For the HDPs, a continuous and growing boundary curve shows the relationship between the probability of default at origination and the probability of default at the reporting date.

The group uses the operational simplification offered by the standard, which allows exposures with a low risk at the reporting date to be maintained in Bucket 1, valued by a PD at the reporting date of less than 0.3%.

Above this level, the boundary curve takes into account PDs equal to:

- 3 times the PD at origination, for PDs above 2% at the reporting date,
- 4 points above the PD at origination, for PDs above 2% at the reporting date.

Thus, a contract with a 1% probability of default when granted will be transferred to bucket 2 if the probability of default at the reporting date is higher than 3%. Similarly, a contract with a 3% probability of default when granted will be transferred to bucket 2 if the probability of default at the reporting date is higher than 7%.

Crédit Mutuel Arkéa uses two correlations to show that the 12-month default rates are predictive of the default at maturity rates and to therefore justify that the significant increase in risk is measured based on the 12-month probability of default. The first is a static correlation between the 12-month default rate and the cumulative multi-maturity default rates (this correlation study was carried out at the time of FTA of IFRS 9 and is repeated every year); the second is a dynamic correlation between the 12-month default rate and the marginal default rate of each maturity.

LDP matrix

For the LDPs, the boundary is based on an allocation matrix that shows the relationship between the internal ratings at origination and at the reporting date.

Rating on origination	Rating threshold for transfer to bucket 2
from A+ to B-	D+
C+	D-
from C- to D-	E+

Therefore, a contract with a rating on origination of B+ will be transferred to bucket 2 if the rating on the reporting date is less than or equal to D+.

Qualitative criteria

The group combines this quantitative data with the following qualitative criteria:

- in all cases, the existence of an incident lasting more than 30 days enables the group to assess the significant change in credit risk by making a transfer to bucket 2;
- restructured outstandings are automatically downgraded to bucket 2 and can only be returned to bucket 1 if a probation period of 24 months has been observed;

- in the case of the securities portfolio, "sensitive" outstandings rated speculative grade (rating of D+ or lower) are automatically downgraded to bucket 2, while financial instruments with a low credit risk classified as investment grade (rating of between A+ and C-) remain in bucket 1.

Methods based exclusively on qualitative criteria are used for entities or small portfolios that are classified for prudential purposes under the standardized approach and do not have a rating system.

Buckets 1 and 2 – calculation of expected credit losses

In terms of calculation, the provisioning model takes into account:

- probability of the debtor's default,
- the loss given default of the debtor (i.e. the ratio of the loss on an exposure in the event of default of a counterparty to the amount of the exposure at the time of default),
- The Crédit Mutuel Arkéa group's exposure (i.e. loans outstanding with this counterparty on the balance sheet and in commitments given).

Provisions must also take into account past, present and forward-looking information.

Expected credit losses are measured by multiplying the outstanding amount of the loan by its probability of default (PD) and by the loss given default (LGD). The off-balance sheet exposure is converted to an on-balance sheet equivalent based on the probability of a drawdown. The one-year probability of default is used for bucket 1 and the probability of default at termination for bucket 2.

These parameters are taken from the models developed for prudential purposes and adapted to IFRS 9 requirements. They are used for both assignment to the buckets and the calculation of expected losses.

Guarantees are taken into account in the estimate of recoverable future cash flows when they are an integral part of the contractual terms of the loans to which the guarantees relate and are not recognized separately. In accordance with IFRS 9, the inclusion of guarantees and collateral does not affect the assessment of significant deterioration in credit risk, which is based on changes in the credit risk associated with the debtor without taking guarantees into account.

Probability of default

This is based:

- for high default portfolios (HDP) on which default rates are statistically significant, on the models approved under the IRB-A approach,
- for low default portfolios (LDP) on which default rates are not statistically significant, on an external probability of default scale.

Loss given default

This is based:

- for high default portfolios (HDP), on the flows of collections observed over a long period of time, discounted at the interest rates of the contracts,
- for low default portfolios (LDP), on the regulatory levels.

Conversion factors

These are used to convert off-balance sheet exposure to an on-balance sheet equivalent and are mainly based on the prudential models.

Forward-looking aspect

The prospective aspect is taken into account in the Probability of Default (PD) parameter via the notion of "forward-looking". Forward-looking impacts both:

- the value of PDs at the various maturities,
- and the bucket allocation of outstanding loans: in effect, the application of forward-looking parameters has an impact on the analysis of significant deterioration and consequently on the allocation by bucket.

To calculate expected credit losses, the standard requires that reasonable and justifiable information, including forward-looking information, be taken into account. The development of the forward-looking aspect requires anticipating changes in the economy and applying these anticipated changes to the risk parameters.

For high default portfolios (HDP) and low default portfolios (LDP), the forward-looking aspect included in the probability of default takes into account three scenarios (optimistic, neutral and pessimistic), which will be weighted based on the group's view of changes in the economic cycle over five years. The group mainly relies on macroeconomic data available from well-known national or international statistics agencies. The forward-looking approach is adjusted to include elements that were not captured by the scenarios because:

- they are recent, meaning they occurred a few weeks before the reporting date;
- they cannot be included in a scenario: for example, regulatory changes that will certainly have a significant effect on the risk parameters and whose impact can be measured by making certain assumptions.

Bucket 3: recognition

Impairment reflects the difference between amortized cost and the present value of discounted estimated future cash flows. Discounting is carried out at the initial effective interest rate of the loan for fixed-rate loans and at the last effective interest rate set according to the contractual terms and conditions for variable-rate loans. In the income statement, changes in impairment are recorded under "cost of risk" except for reversals related to the effects of the reversal of discounting, which are recorded under "Interest and similar income."

The item "cost of credit risk for financial investments of insurance activities" includes the income items related to the recognition of credit risk for financial investments of insurance activities, as defined by IFRS 9:

- provisions and impairment covering 12-month and lifetime losses related to:
 - debt instruments recognised at amortised cost or at fair value through equity;
 - commitments subject to impairment under IFRS 9;
- losses on bad debts and recovery of debts previously recognised as loss

Originated credit-impaired financial assets

These are contracts with incurred credit losses on the date of initial recognition or acquisition. These financial assets are subject to specific recognition under the provisions of IFRS 9.

At the reporting date, these contracts are identified in an "originated credit-impaired assets" category and provisioned based on the same method used for exposures in bucket 2, i.e. an expected loss over the residual maturity of the contract.

Calculation of expected credit losses at 31 december 2024

Based on the various assumptions, probabilities of default have been defined for the 2024 financial year. They are deduced from the new calculation methodology introduced at the end of 2023: models linking macroeconomic data and observed default rates have been developed, allowing a forward-looking view of risk for each scenario individually. The probabilities of default ultimately used are a weighted expression of the probabilities of default specific to each scenario based on their probability of occurrence.

On these bases, the portfolio provisioning method remains the same:

- the credit risk identification models and processes that make up the internal rating system (IRS) remain efficient in the current economic context,
- the group has an early warning system that anticipates and detects precursors of customer fragility;
- the parameters used to calculate expected credit losses, probabilities of default, credit conversion factors and losses given default were updated based on the existing methodology;
- the weightings of stressed and optimistic scenarios were revised downwards by economists, mainly due to a climate aspect considered less likely. As a result, the weighting of the stressed scenario changed to 25% and that of the positive scenario to 5%, raising the weighting of the central scenario to 70%.

Regarding probability of default and loss given default, the segmentation was fine-tuned to take into account the risk trends observed recently while ensuring a good level of temporal stability.

For information, a sensitivity test of a 100% weighting of the pessimistic scenario was carried out. In this case, an additional €97 million provision for the cost of risk would be needed. The scale of this provision is justified by the severity of the assumptions used when defining the pessimistic scenario. By contrast, a 100% weighting of the central scenario would imply a €51 million reversal of provisions, which demonstrates the conservative nature of the scenario weighting assumptions used by Cr dit Mutuel Ark a.

In addition to the climate transition risk valued in the macroeconomic scenarios, the methodology for sector provisions for environmental risk was refined in 2024 given the recentness of the subject. A €21 million sector provision was recognised at 31 December 2024. The business sectors are selected based on an internal transition risk framework and an expert review of physical risk (for the real estate sector).

The sectoral overlay thus increases the coverage of the livestock farming and production, land and pipeline transport,

water transport, real estate and part of residential housing sectors.

Given the lack of a vote on a Finance Act in late 2024 and the deterioration in economic conditions at year-end mentioned above, a €10 million provision was recognised at 31 December 2024 to cover the risk that an uncertain environment and slower growth in France could pose for the portfolio of performing loans.

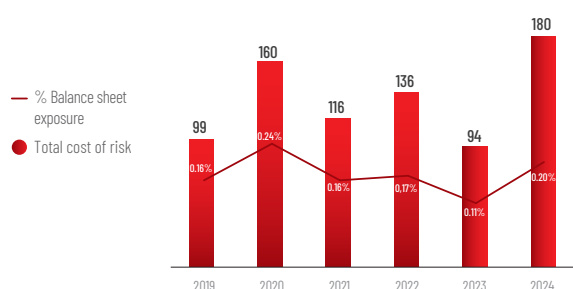
The structure of the portfolio remained stable overall during the period under review, although the outstandings in bucket 2 have increased since December 2023 as a result of the change in the boundary curve making it possible to quantify the criterion of significant increase in credit risk.

Non-performing loans (NPLs) grew by €284 million during the year to reach €1,857 million in 2024. This change was driven by the arrival of significant new loans, partially offset by assignments of receivables. The ratio of NPLs to total customer loans increased slightly to 2%.

Outstanding loans subject to provisions for expected losses for credit risk	12.31.2022	12.31.2023	12.31.2024
12-month expected losses - Bucket 1	95 427	102 568	108 483
Lifetime expected loss - Bucket 2	4 711	6 967	8 281
Impaired assets - Bucket 3 and POCI	1 482	1 573	1 857
Total	101 620	111 108	118 621

The cost of risk amounted to €180 million at 31 December 2024 and was 20 bps of customer loans. The increase in the cost of risk is mainly due to a significant change in the methodology for estimating the parameters used to calculate expected losses, a decrease that partially offsets a sharp increase in the cost of risk for loans in default, explained by both an increase in provisions for loans already downgraded previously and new loans.

The breakdown of the cost of risk at 31 December 2024 reflects the catch-up effect of business failures in the post-COVID period and the impact of the 2023 energy and inflation crises.



Financial liabilities at fair value through profit or loss

Financial liabilities at fair value through profit and loss are divided into those held for trading and those assigned to this category under the option afforded by IFRS 9. This allows financial instruments to be designated at fair value through profit or loss on initial recognition in the following cases:

- hybrid instruments containing one or more embedded derivatives,
- groups of assets or liabilities measured and managed at fair value,
- substantial elimination or reduction of an accounting treatment inconsistency.

The Cr dit Mutuel Ark a group uses this option to record at fair value through profit or loss issues of liabilities originated and structured on behalf of clients whose risks and any hedging thereof are managed as part of the same whole.

This option is also used for pure unit-linked contracts (not including a Euro fund) marketed by Suravenir.

Initially, financial liabilities at fair value through profit or loss are recognized at their fair value excluding acquisition costs and including accrued dividends. At the reporting date, they are measured at fair value and changes in fair value are recognized:

- under "Gains or losses recognized directly in non-recyclable equity", for the portion corresponding to own credit risk;
- in profit or loss for the period under "Net gain (loss) on financial instruments at fair value through profit or loss", for the remaining portion.

Embedded derivatives

An embedded derivative is a component of a hybrid instrument that, when separated from its host contract, satisfies the definition of a derivative. It is designed to affect certain cash flows, much like a standalone derivative.

This derivative is split off from the host contract and accounted for separately as a derivative instrument at fair value through profit or loss when the following three conditions are met:

- the hybrid instrument that hosts the embedded derivative is not measured at fair value through profit or loss;
- the economic characteristics of the derivative and its related risks are not considered to be closely linked to those of the host contract;
- the separate measurement of the embedded derivative to be separated is sufficiently reliable to provide an accurate assessment.

Realized and unrealized gains and losses are recognized on the income statement under "Net gain (loss) on financial instruments at fair value through profit or loss".

Targeted longer-term refinancing operations - TLTRO III

Since September 2019, the TLTRO III program has enabled banks to benefit from seven new refinancing tranches, each with a maturity of three years, at an interest rate that varies depending on the period.

The TLTRO III amount that Crédit Mutuel Arkéa can borrow depends on the percentage of outstanding loans granted to non-financial companies and households at the end of February 2019.

The TLTRO III interest rate is set according to market conditions defined by the ECB and banks may benefit from a lower rate (the "special interest rate") depending on their lending performance.

In response to the health crisis, the ECB eased the conditions of these refinancing operations in March 2020 and January 2021 to support the distribution of loans to households and businesses. A number of parameters have been reviewed⁽¹⁾. Therefore, more favourable conditions allowed a reduction of 50 bps (i.e. additional special interest rate) during the "special" and "additional special" interest periods from June 2020 to June 2021 and then from June 2021 to June 2022⁽²⁾.

As part of its monetary policy measures, the ECB has successively raised its three key interest rates since June 2022 to get them to more restrictive levels and ensure a return to a 2% medium-term inflation target.

On October 27, 2022⁽³⁾, the ECB recalibrated the remuneration arrangements for TLTRO III operations in order to strengthen the transmission of the increase in key interest rates to bank lending conditions. The interest conditions applicable to TLTRO III were adjusted as of November 23, 2022. The interest conditions take into account the fact that the group achieved the credit performance targets set by the ECB for the two reference periods of the program:

- from its start date until November 22, 2022 and excluding the special interest period and the additional special period, the interest rate on TLTRO III operations was the average deposit facility rate during that period (and no longer over the lifetime of the operation),
- during the special interest period and the additional special interest period (from June 23, 2020 to June 23, 2021 and from June 23, 2021 to June 23, 2022, respectively), it was equal to the average deposit facility rate over the period, reduced by 0.50%; a floor of 1% was applied,
- from November 23, 2022 to the maturity date (or the early repayment date, if applicable), the interest rate is now indexed to the average of the ECB's key interest rates applicable during this period and no longer to the lifetime of the operation, as previously.

This change was accompanied by the offer of three additional early repayment dates.

Following the ECB's decision, the group adjusted the method for calculating accrued interest not yet due related to these operations:

- interest recorded up to 23 November 2022 corresponded to the interest contractually due up to that date, additional special interest rate excluded.
- from 23 November 2022, Crédit Mutuel Arkéa has used the overnight deposit facility rate though the effective interest rate of these operations, additional special interest rate excluded.
- The additional special interest rate is subject to prorata temporis spreading on the entire expected lifetime of the operation.

The last TLTRO III refinancing operation in which Crédit Mutuel Arkéa participated, to the tune of €2 billion, was reimbursed in March 2024. They were analysed as variable-rate financial instrument recognized at amortized cost. The decision to recalibrate the interest conditions of TLTROs was made unilaterally by the ECB, with no impact on the accounting treatment for these operations. The interest rate applicable to these operations is analysed as a market rate since it concerns all institutions that meet the criteria set by the ECB. Interests related to the additional special interest rate are still spread until the maturity date of operations.

(1) Decision (EU) 2021/124 of the European Central Bank of January 29, 2021 amending Decision (EU) 2019/1311 on a third series of targeted longer-term refinancing operations (ECB/2021/3)
 (2) Decision (EU) 2020/614 of the European Central Bank of April 30, 2020 amending Decision (EU) 2019/1311 on a third series of targeted longer-term refinancing operations (ECB/2020/25).
 (3) Decision (EU) 2022/2128 of the European Central Bank of October 27, 2022 amending Decision (EU) 2019/1311 on a third series of targeted longer-term refinancing operations (ECB/2019/21) (ECB/2022/37).

Amounts owed to credit institutions and customers

At inception, amounts owed to credit institutions and customers are recognized at fair value. This is normally the net amount received initially, less transaction costs that can be directly attributed to the transaction when they are significant. On the closing date, such amounts are valued at their amortized cost according to the effective interest rate method.

By their nature, regulated savings products earn interest at the market rate. Housing savings plans and housing savings accounts are subject to a provision when necessary.

Related receivables or interest due on amounts due to credit institutions and customers are recorded in the income statement under "Interest and similar expense."

Subordinated debt

Subordinated debt includes fixed or indefinite term debt that may or may not be represented by a certificate and that differs from receivables or bonds because in the event of the liquidation of the debtor, repayment will only occur after all secured creditors have been paid. This debt is valued according to the amortized cost method. Related receivables or interest owed on subordinated debt is recorded in the income statement under "Interest and similar expense."

Renegotiated debt

Renegotiation of a debt with an existing borrower can, depending on the circumstances, be considered to be a modification of the terms of the debt or an extinction of the debt.

Under the standard, when a financial debt is modified because the duration, interest rate or contractual terms and conditions have been adjusted, an assessment must be made of the materiality of said change (10% threshold). This assessment is based on a quantitative test that may be supplemented by a more qualitative test.

The quantitative test consists of comparing the value of the future cash flows under the new terms and conditions discounted at the effective interest rate of the original loan with the discounted value of the residual cash flows of the initial liability.

Insurance and reinsurance contracts

The group applies IFRS 17 "Insurance Contracts" and its amendments adopted by the European Union on 19 November 2021.

IFRS 17 defines the new rules for the recognition, measurement and presentation of insurance contracts that fall within its scope:

- Measurement of insurance contracts in the balance sheet: their value is updated at each reporting date based on a reassessment of the future cash flows related to their fulfilment. This reassessment takes into account market data in relation to the financial elements and policyholders' behaviour;

Scope

IFRS 17 applies to insurance contracts issued, reinsurance contracts issued and investment contracts with discretionary participation features issued. The definition of an insurance contract has not been changed in relation to IFRS 4, with the exception of the assessment of the risk of loss for the insurer, which must be carried out on the basis of a present value.

Debt securities

Debt securities are broken down by type of security (certificates of deposit, interbank market securities and negotiable debt instruments, bonds and similar, non-preferred senior debt).

They are initially recognized at fair value i.e. at their issue price less any transaction costs that can be directly attributed to the transaction when they are significant. On the closing date, such amounts are valued at their amortized cost according to the effective interest rate method. Related receivables or interest due on debt securities is recorded in the income statement under "Interest and similar expense."

The quantitative test is supplemented by a qualitative test when the result is less than 10%. In particular, this qualitative test enables a significant change in the debt's risk profile to be taken into consideration (change of currency of the debt, type of interest rate or very substantial extension of the duration of the loan) which the quantitative test does not take into account, and to analyze, if appropriate, the change as an extinction of the debt.

A renegotiated debt that does not result in derecognition must be maintained at its original effective interest rate and the impact related to renegotiation (gain or loss) recognized immediately through profit or loss.

- Recognition of the margin: even if the profitability of the insurance contracts remains unchanged, the recognition in profit or loss of their margins is modified to be spread over the duration of coverage period; and
- Presentation of the income statement: general operating expenses attributable to the fulfilment of insurance contracts are presented as a deduction from Net Banking Income under Insurance Service Expenses and do not impact the total general operating expenses in the consolidated income statement.

Separation of components

When insurance or investment contracts with discretionary participation features include components that fall within the scope of another standard, an analysis must be conducted to determine whether these components are to be accounted for separately. Thus:

- an embedded derivative is separated from the host insurance contract and recognised in accordance with IFRS 9 when its economic characteristics and risks are not closely related to those of the host contract;
- an investment component is the amount the insurer is required to repay to the insured in all cases, whether or not the insured event occurs. It is separated from the host insurance contract and recognised in accordance with IFRS 9 when it is distinct from the host insurance contract and when equivalent contracts could be sold separately in the same market or jurisdiction. It is not separated if it is closely related to the host contract.

Grouping of contracts

Insurance contracts are recognised and measured by groups of contracts within portfolios that include contracts covering similar risks and managed together. Groups of contracts are defined according to the expected profitability at inception: onerous contracts, profitable contracts with a low risk of becoming onerous and others.

Lastly, IFRS 17 stipulates that each group of contracts must be divided into annual cohorts (with no more than a 12-month interval between the contract issue dates). However, the European Commission gave European companies the option not to apply this provision to contracts benefiting from intergenerational pooling of the returns on the underlying assets.

The main portfolios identified by the group are as follows:

Portfolios	
Life	Saving, Retirement saving, PERP, Whole life and funeral
Personal protection	Collective borrower, Personal protection, Long-term care
Property/casualty	Health Insurance, Auto, Comprehensive Home, Legal Protection, Means of payment

Recognition and derecognition

A group of insurance contracts issued is recognised at the beginning of the coverage period of the group of contracts (existence of payment due by the policyholder). For a group of onerous contracts, the date on which it becomes onerous.

In the case of a business combination or a separate transfer, groups of acquired contracts are treated as if the contracts had been issued on the date of the transaction. The consideration received or paid in exchange for the contracts is treated as the approximation of the premiums received for the purpose of calculating the contractual service margin at initial recognition.

In the case of a business combination within the scope of IFRS 3, the consideration received or paid is the market value of the contracts on that date.

An insurance contract is derecognised when the obligation it covers is extinguished, by payment or maturity, or if the terms of the contract are amended such that the recognition of the contract would have been substantially different if those

Changes in an investment component that is not separated (and particularly related payments) are not recognised in profit or loss;

- a promise to transfer distinct goods or services other than insurance contract services to the insured is separated from the host insurance contract and recognised in accordance with IFRS 15.

The group has an investment component that is not separated on savings contracts, with the exception of optional cover, personal protection and mandatory annuity payments (accrued capital on the contract during the accrual phase).

The group uses this optional exemption for its life insurance and retirement savings contracts as they include direct participation features for which risks and cash flows are shared between different generations of policyholders. These life insurance contracts are also managed across generations to mitigate exposure to interest rate and longevity risks.

In general, contract portfolios are determined by the group using the product line to identify insurance contracts exposed to similar risks, by distribution network and based on the underlying assets.

Retirement savings contracts have been classified in separate portfolios due to the existence of longevity risk in the retirement contracts.

amendments had originally existed. Derecognition of a contract entails adjustment of the fulfilment cash flows, the contractual service margin and the coverage units of the group in which it was included.

Measurement models

- General model applicable to insurance contracts issued

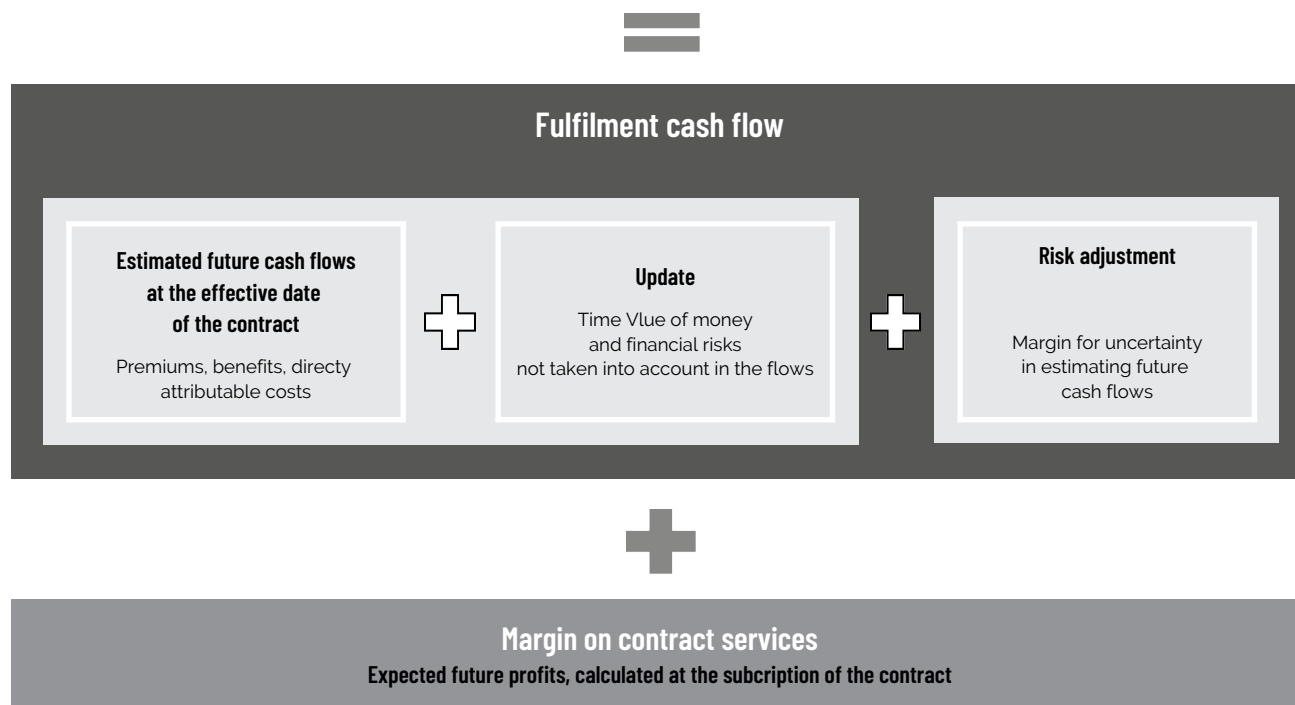
The general model used to measure contracts shown as liabilities will be based on the aggregation of three components using a building blocks approach: discounted future cash flows, a risk margin and a contractual service margin.

The general model is applied by the group to borrower protection, personal protection and long-term care insurance contracts.

Initial measurement

At initial recognition, the value of a group of insurance contracts issued is the sum of the following elements:

Liabilities representative of insurance contracts



Estimated future cash flows

The general model for measuring insurance contracts is the best estimate of future cash flows payable or receivable necessary to fulfil the contractual obligations. Cash flows are discounted to reflect the time value of money. They correspond to flows attributable to insurance contracts directly or through allocation methods: premiums, contract acquisition and management costs, claims and benefits, indirect costs, taxes and depreciation of tangible and intangible assets.

Discounting

IFRS 17 requires the use of discount rate curves that reflect the time value of money and the cash flow and liquidity characteristics of insurance contracts.

The yield curve used to discount estimated future cash flows is a risk-free yield curve adjusted to take into account the illiquidity of the liabilities.

The group uses the EIOPA yield curve and applies the principles related to the extrapolation of the risk-free yield curve pursuant to the revision of the Solvency II directive (general guideline of the Council of the European Union) as these principles offer greater consistency with the financial markets.

12.31.2024							12.31.2023					
	1 year	5 years	10 years	20 years	30 years	40 years	1 year	5 years	10 years	20 years	30 years	40 years
Savings / Retirement / Whole Life												
EUR	3,36%	3,26%	3,39%	3,38%	3,26%	3,25%	4,16%	3,13%	3,20%	3,21%	3,14%	3,18%
Borrower Protection and Personal Protection												
EUR	2,24%	2,14%	2,27%	2,26%	2,28%	2,45%	3,36%	2,32%	2,39%	2,41%	2,44%	2,61%

Adjustment for non-financial risk

The adjustment for non-financial risk reflects the compensation the group would require for bearing the uncertainty regarding the amount and timing of the cash flows that arises from non-financial risk when the group fulfils the insurance contracts.

The group uses the VaR (Value at Risk) valuation metric with a quantile of 70% for life insurance, retirement savings and personal protection contracts and a quantile of 75% for long-term care contracts.

Contractual service margin

The contractual service margin represents the unearned profit for a group of insurance contracts, i.e. the present value of future profits. It is amortised in income from insurance contracts over the coverage period of the contracts, as the insurance entity provides services to policyholders based on coverage units.

Positive contractual service margins will be recognised gradually in profit or loss over the coverage period of the insurance contract. In the case of onerous contracts, the loss corresponding to the net cash outflow for the group of contracts must be recognised in profit or loss when the contracts are underwritten.

Acquisition costs are deducted from the contractual service margin of the group of contracts to which they relate.

For each group of contracts, the group has determined a coverage unit to allocate the contractual service margin to the various expected coverage periods, reflecting the quantity of the benefits provided over those various periods.

For borrower protection contracts, the coverage unit used to amortise the CSM is the insured value, which is determined based on the probabilistic notion of capital at risk (CaR) (amount of loan capital multiplied by the insured portion).

For the sake of simplicity, for personal protection contracts (excluding whole life), the coverage unit used is the number of contracts.

Changes in fulfilment cash flows are accounted for as follows:

Changes related to future services	Recognised as an offset to the CSM or insurance result in case of onerous contracts
Changes related to current or past services	Recognised in insurance result
Effect of the time value of money, financial risk and changes in then on future cash flows	Recognised in insurance result or in equity for the effect of the change in the discount rate

At that same reporting date, the amount of the contractual service margin is discounted to take into account:

- The impact of new contracts added to the group of contracts,
- The interest capitalised at the discount rate used to determine the initial margin value,
- The re-estimate of the fulfilment cash flows related to future services, in particular the present value of amounts receivable and payable in connection with insurance services provided over the remaining coverage period, excluding the estimated expenses to be paid for claims already incurred, experience adjustments arising from premiums received and investment components during the period for future services, as well as changes in the adjustment for non-financial risk,
- the amount recognised as insurance income due to the provision of insurance services under the insurance contracts during the period.

Subsequent measurement

The current assumptions used to estimate future cash flows and the adjustment for non-financial risks are updated, as is the discount rate, to reflect the situation at the closing date.

The carrying amount of the group of insurance contracts is then equal to the sum of the following two amounts:

- The liability for the remaining coverage, which comprises the value of the re-estimated future fulfilment cash flows (present value of the premiums receivable and of the cost of future benefits over the remaining coverage period) and the contractual service margin discounted at the reporting date;
- The liability for incurred claims, in an amount equal to the current re-estimated value of the fulfilment cash flows relating to incurred claims and other related expenses that have not yet been paid at the reporting date.

The estimated cash flows and the adjustment for non-financial risk that covers the uncertainty of this measurement constitute the fulfilment cash flows of the insurance contracts discounted at the reporting date.

A share of the margin amount thus reassessed is then recognised in profit or loss, representing the insurance coverage provided under the group of contracts during the period. For contracts that become onerous, once the contractual service margin has been exhausted, the loss is recognised during the period. For onerous contracts that again become profitable due to favourable changes in assumptions, the contractual service margin is only reconstituted after offsetting the loss component.

The group recognises the effect of the change in the discount rate of personal protection and long-term care insurance contracts in equity. The accretion expense is recognised in profit or loss based on the initial rate (rate at the time of underwriting for the liability for remaining coverage and rate on the date of occurrence for the liability for incurred claims). The difference between the value of liabilities discounted at a rate set at inception and the value of these same liabilities estimated using current discount rates is recognised in equity.

- General model adapted for contracts with direct participation (Variable Fee Approach)

IFRS 17 provides for an adaptation of the general model for contracts with direct participation features. Under this adapted model, known as the "variable fee approach", the obligation to return to policyholders a substantial portion of the return on the underlying assets net of contract expenses may be reflected in the measurement of the insurance liability.

Contracts with direct participation features are insurance contracts that are substantially investment-related service contracts under which an entity promises an investment return based on underlying items. They are therefore defined as insurance contracts for which:

- the contractual terms specify that the policyholder participates in a share of a clearly identified pool of underlying items;
- the entity expects to pay to the policyholder an amount equal to a substantial share of the fair value returns on the underlying items; and
- the entity expects a substantial proportion of any change in the amounts to be paid to the policyholder to vary with the change in fair value of the underlying items.

This adapted general model is applied by the group to life insurance and retirement savings contracts.

Eligibility for this measurement model is analysed on the issue date of the contracts and may be subsequently reassessed only in case of changes in said contracts.

The main adaptations to the General Model concern:

- the portion of the fair value variation of the underlying investments attributable to the insurer. At each reporting date, this portion of the variation during the period is incorporated into the contractual service margin to be recognised in profit or loss and spread over the expected residual coverage period of the contracts.
- the portion of the change in fair value of the underlying investments accruing to the policyholder. At each reporting date, this portion of the change during the period is recorded in the fulfilment cash flows of the contracts with an offset to insurance financial income or expenses.
- the interest on the contractual service margin, the variations in which are implicitly included in the periodic revision of the contractual service margin.

The contractual service margin is also adjusted for the effect of changes in fulfilment cash flows that do not vary based on the returns on underlying items and relate to future services, except where the risk mitigation option is applied to exclude from the contractual service margin changes in the effect of the time value of money and financial risk on the amount of its share of the underlying items or fulfilment cash flows (option not applied by the group). If they relate to past or current service, these changes are also recognised in insurance profit or loss.

The result of these contracts is therefore mainly represented by the release of the fulfilment cash flows and the amortisation of the contractual service margin. The group applies the amendment to IFRS 9, which allows the recognition in the balance sheet of financial instruments underlying insurance contracts with direct participation features at market value through profit or loss in order to eliminate accounting mismatches with insurance liabilities measured using the variable fee approach, and the financial result of these contracts is zero.

There are also plans to apply the amendments to IAS 32 and IFRS 9, which make it possible to maintain in the balance sheet financial assets issued by the group that are held as underlying items of contracts with direct participation features measured at market value through profit or loss.

Insurance contracts measured under this model include an investment component in the form of a deposit paid by the policyholder and which the insurer is contractually required to repay even if the insured event does not occur. The inflows and repayments related to these deposits do not constitute either income or expenses related to these contracts, and adjustments related to differences between estimates and actual experiences over the period are included in the contractual service margin.

For life insurance and retirement savings contracts, the yield curve used to discount estimated future cash flows is determined based on a bottom-up approach, which entails adding an illiquidity premium determined on the basis of the underlying assets to a risk-free yield curve.

The coverage unit used to amortise the contractual service margin is the change in the present value of savings due to policyholders (sum of the mathematical reserves for each contract), adjusted to take into account the impact of the real return on the underlying investments compared with the risk-neutral actuarial projection.

■ Simplified approach (Premium Allocation Approach) - Option

The standard also makes it possible, subject to conditions, to apply a simplified approach known as the "premium allocation approach" to contracts with a term of 12 months or less or if the application of the simplified approach produces a similar outcome to the general model.

This simplified model is applied by the group to property and casualty insurance contracts.

On initial recognition, the carrying amount of the liability for remaining coverage is measured at the amount of the premiums received at the date of initial recognition less the amount at that date of the cash flows related to acquisition costs attributed to the group and plus or minus any amount arising from the derecognition at that date of any asset or liability previously recognised as cash flows relating to the group of contracts (including any assets for cash flows related to acquisition costs). The group has elected not to adjust the carrying amount of the liability for remaining coverage in order to reflect the time value of money and the effect of financial risk.

The group applies the option to recognise as expenses cash flows related to acquisition costs at the time it incurs those costs, provided that the coverage period of each of the contracts in the group at the time of initial recognition does not exceed one year.

Liabilities for incurred claims are measured according to the general model.

Handling of internal expenses

As a banking and insurance conglomerate, the group distributes savings and protection products (borrower insurance, auto insurance, home insurance, etc.) and provides all necessary business management tools on behalf of its insurance subsidiaries.

The services provided by the banking networks (business introduction, administrative contract management, provision of personnel or goods, etc.) are remunerated through margin commissions based on agreements between the distributor credit institutions and the insurance subsidiaries.

The new measurement model for insurance contracts under IFRS 17 requires projecting in the fulfilment cash flows of contracts the acquisition and management expenses that will be paid in the future and presenting in the income statement the release of the estimated expenses for the period, on the one hand, and the actual expenses incurred by the distributor banking networks, on the other hand.

The adjustment for non-financial risk is determined using a quantile approach based on a confidence level of 75% for property and casualty insurance contracts.

At each reporting date, the adjustment of liabilities for remaining coverage and for incurred claims is recognised in profit or loss.

The group applies the option to offset the discount rate effects in equity for liabilities for incurred claims under property and casualty contracts.

■ Measurement of reinsurance treaties held

Reinsurance treaties held are divided and accounted for in accordance with the provisions applicable to insurance contracts issued and are measured by the group under the general and simplified models.

The present value of the future cash flows of reinsurance treaties held is estimated using assumptions consistent with those used to estimate the present value of the future cash flows of the underlying group(s) of insurance contracts, with an adjustment to reflect the risk of non-performance by the reinsurer, including the effect of guarantees and losses arising from litigation.

The adjustment for non-financial risk corresponds to the amount of risk transferred by the ceding company to the reinsurer.

If the reinsurance treaty held immediately offsets the losses of an underlying group of onerous contracts, the reinsurance gain is recognised immediately in profit or loss. This loss recovery component is used to recognise amounts that are subsequently recognised in profit or loss.

In accordance with the recommendations of the ESMA (32-63-1320) and the AMF (DOC-2022-06), the group restates the internal margin in the balance sheet and the income statement (in the breakdown of insurance liabilities and related results between fulfilment cash flows and contractual service margin) by presenting the share of the banking entities' general operating expenses attributable to insurance activity as insurance contract expenses and modifying the recognition in profit or loss of internal margins now spread over the duration of the insurance service (at the rate of release of the CSM) for the banking scope under IFRS 17.

The banking entities' expenses attributable to insurance activity are estimated on the basis of an analytical model.

Presentation in the balance sheet and the income statement of insurance activities

Pursuant to the amendments to IAS 1 resulting from IFRS 17:

- insurance contracts issued and reinsurance contracts held are presented on the balance sheet under assets or liabilities according to the overall position of the portfolios to which they belong (including the debts and receivables related to measurement of the contract);
- the various income and expenses of insurance and reinsurance contracts are broken down in the consolidated income statement under Net Banking Income into:

Profit or loss on insurance activities

- Income from insurance and reinsurance contracts issued,
- Service expenses related to insurance and reinsurance contracts issued, and
- Income and expenses related to reinsurance contracts held;

Financial income/expense of insurance activities

- Financial income and expenses of insurance and reinsurance contracts issued, and
- Financial income and expenses of reinsurance contracts held.

Income from insurance contracts shows the release of fulfilment cash flows for the expected amount over the period (excluding investment components), the change in the risk adjustment, amortisation of the contractual service margin for services rendered, the amount allocated for amortisation of acquisition expenses, premium experience adjustments, and the allocation of premiums over the period for the premium allocation approach.

Service expenses related to insurance contracts therefore include the incurred share of general operating expenses and fees directly attributable to the fulfilment of contracts, which is then deducted from Net Banking Income.

They represent the actual expenses incurred over the period (excluding repayments of the investment component), changes related to past service, amortisation of acquisition expenses, and the initial loss component for onerous contracts as well as its amortisation.

The income and expenses of reinsurance contracts held are representative of the amounts recovered from reinsurers and the allocation of premiums paid in respect of this cover.

Financial income or financial expenses of insurance and reinsurance contracts mainly include changes in the value of groups of contracts related to the effects of the time value of money and financial risks not taken into account in the estimated cash flows.

The financial income or financial expenses of insurance contracts issued will be presented separately between the income statement and equity for the relevant portfolios.

Monitoring of transition stock

The table below shows the total contractual service margin (CSM) on insurance contracts determined at the transition date on 1 January 2022 and its release over the current financial year by the transition method applied by the group.

	12.31.2024		TOTAL
	Contracts measured under the modified retrospective approach (MRA)	Contracts measured under the full retrospective approach (FRA)	
(in € million)			
Opening CSM balance	3 040		3 040
Change in the contractual service margin recognized in profit or loss for services rendered	(279)		(279)
Changes related to services rendered during the period	(279)		(279)
Changes in estimates leading to an adjustment of the contractual service margin	53		53
Changes related to future services	53		53
Financial income or financial expense on contracts	1		1
Closing CSM balance	2 815		2 815

	12.31.2023		TOTAL
	Contracts measured under the modified retrospective approach (MRA)	Contracts measured under the full retrospective approach (FRA)	
(in € million)			
Opening CSM balance	3 522		3 522
Change in the contractual service margin recognized in profit or loss for services rendered	(307)		(307)
Changes related to services rendered during the period	(307)		(307)
Changes in estimates leading to an adjustment of the contractual service margin	-175		-175
Changes related to future services	-175		-175
Financial income or financial expense on contracts	(1)		(1)
Closing CSM balance	3 040		3 039

The table below shows the income generated during the year by type of transition method.

	12.31.2024	12.31.2023
(in € million)		
Income from insurance activities		
Contracts measured under the full retrospective approach (FRA) at transition	0	8
Contracts measured under the modified retrospective approach (MRA) at transition	334	350
TOTAL	334	358

Insurance risk factors

Suravenir is exposed to underwriting risk in respect of its life and personal protection insurance business. This refers to the risk of loss or adverse change in the value of insurance liabilities. This situation results from an increase in the loss experience that was not anticipated during the pricing of risk acceptance or risk monitoring (provisioning risk).

The main underwriting risks relating to Suravenir's activities are as follows:

- Policyholder behaviour risk: this is linked to insufficient anticipation of policyholder behaviour in terms of surrenders, transfers between funds, cancellations or early repayments by borrowers.

- Biometric risks: these are mainly mortality risk, disability/incapacity risk and longevity risk.
- Risk of an unfavourable change in the insurer's costs: cost risk ("management risk") is the risk that the costs incurred by the insurer are higher than expected. This risk affects all insurance activities.

Sensitivity analysis – Insurance risk management

(in € million)	12.31.2024		12.31.2023	
	Net income impacts	Equity impacts	Net income impacts	Equity impacts
Life Portfolio				
Surrender rate (up +10%)	(2)	1	(3)	2

At 31 December 2024, an increase in the surrender rate of Suravenir's personal protection insurance contracts by 10% would reduce the group's IFRS net income by €2.4 million and would increase OCI equity by €0.8 million.

The life/retirement savings insurance portfolio accounted for the majority of commitments for an amount of €54.7 billion at 31 December 2024 (€52.4 billion at 31 December 2023), recognised under the liabilities of issued direct participation insurance contracts. In addition, the commitments in the protection portfolio recognised under insurance contract liabilities, excluding those with direct participation features, amounted to €646 million at 31 December 2024 (€644 million at 31 December 2023).

In addition to technical risks, risks related to the financial markets and ALM management also impact insurance activities. Thus, changes in interest rates have a direct impact on the valuation and returns of Suravenir's bond portfolio, for both the proprietary and euro-denominated funds. Persistently low interest rates could put downward pressure on the margin generated by Suravenir, affecting its profitability and ultimately its solvency.

Sensitivity analysis - Market risk management

(in € million)	12.31.2024		12.31.2023	
	Net income impacts	Equity impacts	Net income impacts	Equity impacts
+100 bps change in interest rates	8	(8)	9	(11)
-100 bps change in interest rates	(12)	9	(10)	13
-10% change in the stock market	(4)	(5)	(1)	(5)
-10% change in the real estate market	(5)	(1)	(1)	(1)

At 31 December 2024, a 100 basis point reduction in rates for Suravenir would reduce the group's IFRS net income by €12.4 million and increase OCI equity by €8.7 million.

Conversely, an increase in rates of 100 basis points for Suravenir would increase the group's IFRS net income by €7.6 million and reduce OCI equity by €7.5 million.

Shareholders' equity

Difference between liabilities and equity

A debt instrument or financial liability is defined as a contractual obligation to deliver cash or another financial asset or to exchange financial instruments under potentially unfavorable conditions.

An equity instrument is defined as a contract containing a residual interest in an enterprise after subtracting all its debts (net assets).

Shares

Pursuant to these definitions, the shares issued by the Crédit Mutuel savings banks are considered shareholders' equity within the meaning of IAS 32 and IFRIC 2 and are treated as such in the group's consolidated financial statements.

Measurement of the fair value of financial instruments

Fair value is defined by IFRS 13 as "the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date". Initially, fair value is usually the transaction price.

Financial assets and liabilities measured at fair value are assessed and recognized at fair value as of their first-time consolidation as well as at subsequent measurement dates. These assets and liabilities include:

- financial assets and liabilities at fair value through profit or loss;
- financial assets at fair value through equity;
- available-for-sale financial assets;
- derivatives

Other financial assets and liabilities are initially recognized at fair value. They are subsequently recognized at their amortized cost and are subjected to valuations whose methods are disclosed in the notes to the financial statements. These other financial assets and liabilities include:

- loans and receivables with credit institutions and with customers at amortized cost under IAS 39 and IFRS 9 (including loans and receivables related to the insurance activities);
- debt securities at amortized cost;
- held-to-maturity securities;
- liabilities to credit institutions and customers;
- debt securities;
- subordinated debt.

Assets and liabilities are also classified in three levels of hierarchy corresponding to the level of judgment used in valuation techniques to determine fair value.

Level 1: Assets and liabilities whose fair value is calculated using prices quoted (unadjusted) to which the entity has access on the measurement date on active markets for identical assets or liabilities.

An active market is one which, for the asset or liability being measured, has transactions occurring with sufficient frequency and volume so as to provide price information on a continuous basis.

This category includes notably equities, bonds and shares of mutual funds listed on an active market.

Level 2: Assets and liabilities whose fair value is calculated based on adjusted prices or using data other than quoted prices that are observable either directly or indirectly.

In the absence of any such quotation, fair value is determined using "observable" market data. These valuation models are based on techniques widely used by market operators, such as the discounting of future cash flows or the Black & Scholes model.

This category includes notably the following financial instruments:

- equities and bonds listed on a market that is considered inactive or that are unlisted;
- over-the-counter derivative instruments such as swaps and options,
- venture capital funds, innovation funds and real estate investment vehicles;
- structured products.

The fair value of loans and receivables, liabilities to credit institutions and debt securities (including subordinated debt) are also included in this level.

Loans and receivables and liabilities to credit institutions are measured using two methods:

- the fair value of fixed-rate items, such as fixed-rate loans and deposits, is measured by discounting the expected future cash flows;
- the fair value of variable-rate items, such as adjustable-rate loans with a maturity of more than one year, is measured using the Black & Scholes model.

The fair value of traditional fixed-rate loans, borrowings, debt securities and subordinated debt is obtained by discounting future cash flows and using dedicated yield curve spreads.

The fair value of variable-rate loans, borrowings, debt securities and subordinated debt is obtained by discounting future cash flows with the calculation of a forward rate and the use of dedicated yield curve spreads.

The group's counterparty default risk is factored into the yield curve used to value debt securities and subordinated debt.

For current receivables and liabilities (less than one year), fair value is considered equivalent to their nominal value.

Level 3: Assets and liabilities whose fair value is calculated using information on assets or liabilities not based on observable market data.

Valuation methods using unobservable market data are used only in the following cases:

- loans and receivables, and liabilities to customers,
- equity securities not listed on an active market,
- certain specialized financings,
- securities held by private equity companies.

Thus, for example, equity investments not listed on an official market are measured internally. In most cases, these holdings are measured on the basis of their revalued net assets or their carrying amount, on an entity-by-entity basis.

Similarly, the valuation methods used by private equity companies generally include:

- the transaction price for recent acquisitions
- the historical multiples method for mature companies
- adjusted net asset value for portfolio companies (holding companies) and investment firms (funds).

The valuation provided by the models is adjusted to reflect liquidity risk. Using the valuations produced on the basis of a median market price, prices are adjusted to reflect the net position of each financial instrument at the bid or ask price (on selling or buying positions, respectively).

The day-one profit, i.e. the difference between the transaction price and the valuation of the instrument using valuation techniques, is considered null: transactions carried out by the group for its own account are recognized at their fair value. For transactions carried out on behalf of customers, the part of the margin not yet recognized is recorded in income when the parameters are observable.

Other assets and liabilities

Property, plant and equipment, intangible assets and investment real estate

Non-current assets owned by the group

Pursuant to IAS 16, IAS 38 and IAS 40, property, plant and equipment or investment property is recognized as an asset if:

- it is likely that the future economic benefits from this asset will accrue to the company, and
- the cost of said asset can be measured reliably.

Pursuant to IAS 40, the group's property is classified as "investment property" (banking scope or insurance scope) when it is held primarily to generate rental income or capital appreciation. Property held primarily to be occupied by the group for administrative or sales uses is classified as "property, plant and equipment."

Property, plant and equipment and investment property are recorded on the balance sheet at cost plus expenses that can be directly attributable to the purchase of the property (e.g. transfer duties, fees, commissions, legal fees).

The group has chosen a fair value model for all investment properties backing liabilities that pay a return linked directly to the fair value of, or returns from, specified assets including that investment property.

After their initial recognition, the group measures these investment properties at fair value. The gain or loss resulting from the change in fair value of these investment properties is recognised in profit or loss during the period in which it occurs.

The cost model has been used for all other investment properties.

After initial recognition, fixed assets are measured at cost less accumulated depreciation and any impairment losses.

The fair value of investment properties carried at cost is disclosed in the notes. It is determined by an expert.

The method used to account for internally developed software is as follows:

-all software-related expenses that do not satisfy the conditions for capitalization (notably preliminary research and functional analysis expenses) are recognized as expenses in accordance with IAS 38;

-all software expenses incurred after the start of the production process (detailed analysis, development, validation, documentation) are capitalized if they meet the criteria of a self-created asset established by IAS 38.

In cases where the software is used in connection with a commercial contract, the amortization period may exceed five years; it is defined on the basis of the contract term.

If one or more components of property, plant and equipment or investment property have a different use or earn economic rewards at a different pace than that of the property, plant and equipment or investment property as a whole, said components are depreciated according to their own useful life. The group applied this accounting method for its operating and investment properties.

In 2024 the Crédit Mutuel Arkéa group conducted an analysis of the amortisation periods of software created or acquired (programs) to ensure their consistency with the actual useful lives.

This analysis was initiated following the implementation of a new IT strategy within the group as well as the deployment of the enterprise architecture framework that began in early 2024 and extended to all assets.

It resulted in the following changes to the amortisation schedule of software assets:

Type of software created	Amortisation periods until 31 December 2023	Amortisation periods from 1 January 2024
Programs involving distribution pathways or rapid obsolescence (e.g. mobile applications)	3 years	3 years
Other programs	5 years	8 years

And others assets :

Type of software created	Amortisation periods until 31 December 2023	Amortisation periods from 1 January 2024
Fixtures	3 to 10 years	15 years
Electronic equipment	3 to 5 years	3 to 10 years

This forward-looking review of the depreciation and amortisation schedules resulted in a €58 million decrease in depreciation and amortisation in Crédit Mutuel Arkéa's financial statements at 31 December 2024.

At the end of this analysis, the components and depreciation periods are as follows:

Component	Depreciation periods
Land	Not depreciable
Building shell	Corporate buildings and investment properties : 50 years Branches : 25 years
Roof and siding	25 years
Technical work packages	20 years
Fixtures	15 years

For the other categories of fixed assets, the depreciation periods used were determined according to the useful lives of the assets in question:

Component	Depreciation periods
Movable goods	10 years
Electronic equipment	3 to 10 years
Created or acquired software	3 to 8 years
Portfolio of acquired customer contracts	6 to 13 years

Amortization is calculated using the straight-line method. For property, plant and equipment and intangible assets, amortization is recorded on the income statement under "Depreciation, amortization and impairment of property, plant and equipment and intangible assets". For investment property, it is recorded under "Expense from other activities."

Indefinite-life assets are not depreciated but are tested for impairment at least once a year.

Capital gains or losses on the disposal of operating property, plant and equipment are recorded in the income statement under "Gains or losses on other assets". Capital gains or losses on the disposal of investment property are recorded under "Income or expense from other activities."

Fixed assets leased by the Group

For all leases, the lessee must recognize in its balance sheet an asset representing the right to use the leased asset and a liability representing the obligation to pay the lease payments; in the income statement, the depreciation expense is shown separately from the interest expense on the liability. This treatment, currently applied to finance leases in lessee financial statements, is thus extended to include operating leases.

Scope

IFRS 16 applies to all lease contracts except:

- contracts for the prospecting or exploitation of non-renewable natural resources, or for biological assets,
- service concession agreements,
- intellectual property licenses,
- the rights held by the lessee under license agreements on cinematographic films, video recordings, plays, manuscripts, patents and copyrights.

Exemption measures

Lessees may choose not to apply the new lease treatment to contracts with a term of less than one year (including renewal options) or to contracts for goods with a low unit value. This latter simplification is aimed in particular at small equipment such as computers, telephones and small office furniture. The IASB mentioned an indicative threshold of USD 5,000 in the basis for conclusions of the standard (threshold to be assessed with regard to the new unit value of the leased asset).

The Group has decided to apply this exemption threshold of USD 5,000 and has also considered the possibility of excluding certain contracts the effect of which would be immaterial to its financial statements. The majority of vehicle lease agreements are entered into with the group's consolidated entities. Vehicle leases entered into with external lessors are marginal and have been excluded due to their low materiality.

Real estate leases were reclassified under IFRS 16. The scope of the IT, automotive and other leases is not material.

Accounting treatment of leases by lessees

On the date the leased property is made available, the lessee recognizes a rental debt under liabilities. The initial amount of the liability is equal to the present value of the lease payments payable over the lease term.

This rental debt is then measured at amortized cost using the effective interest rate method: each lease payment is thus recognized partly as interest expense in the income statement and partly as a gradual reduction of the rental debt under liabilities in the balance sheet.

The amount of the rental debt may be subsequently adjusted in the event of a change to the lease agreement, a re-estimate of the lease term, and to take account of contractual changes in rents relating to the application of indices or rates.

Lease term

The lease term to be used to calculate the rentals to be discounted corresponds to the non-cancellable lease term adjusted to take into account:

- options to extend the contract that the lessee is reasonably certain to exercise,
- early termination options that the lessee is reasonably certain not to exercise.

The assessment of whether any extension options and early termination options are reasonably certain must take into account all facts and circumstances that may create an economic incentive to exercise those options or not, notably:

- the conditions for exercising these options (including an assessment of the level of rents in the event of an extension or of the amount of any penalties in the event of early termination),
- major improvements made to the leased premises (specific fittings, such as a safe-deposit room for example),
- the costs associated with the termination of the contract (negotiating costs, moving costs, cost of searching for a new asset suited to the lessee, etc.),
- the importance of the leased property to the lessee in view of its specific nature, its location or the availability of replacement assets (in particular for agencies located in strategic sites from a commercial point of view, for example in view of their accessibility, the expected influx or the prestige of the location),
- a history of similar contract renewals as well as the strategy concerning the future use of the assets (depending on the prospects for the redeployment or redevelopment of a commercial network of agencies, for example).

If the lessee and the lessor each have the right to terminate the lease without the other party's prior agreement and without a non-negligible penalty, the lease is no longer enforceable and therefore no longer generates any rental debt.

In March 2019, noting a variety of practices, ESMA referred to IFRIC on the matter of determining the term of certain leases, and on the depreciation period for fixtures and fittings inseparable from the leased property. Following this referral, IFRIC called attention to the facts:

- that the enforceable period of a lease must be assessed from an overall economic point of view and not solely from a legal point of view,
- that there is a presumption of alignment of the depreciation period for the fixtures that are inseparable from the leased property and the duration of the corresponding lease.

Crédit Mutuel Arkéa has analyzed the impacts of the December 2019 IFRS IC decision on the assumptions used upon first-time application for 3/6/9 commercial leases and for leases with automatic renewal. The repercussions of this decision are not material at the group

Rent discount rate

The implied rates on contracts are generally not known or readily determinable, particularly for real estate leases. The group therefore decided to use its refinancing rate to discount rents and thus calculate the amount of rental debt.

Rent amount

The payments to be taken into account for the valuation of the rental debt include fixed and variable rents based on an index (e.g. consumer price index or construction cost index) or a reference interest rate (Euribor, etc.), as well as, if applicable, the sums that the lessee expects to pay to the lessor under residual value guarantees, purchase options or early termination penalties.

However, variable rents that are indexed based on the use of the leased property are excluded from the assessment of rental debt (indexation to actual revenues or the mileage covered, for example). This variable portion of rental payments is recognized in profit or loss over time in accordance with changes in the contractual indexation.

In France, rents are recorded on the basis of their amount excluding value added tax. Furthermore, in the case of real estate leases, real estate taxes rebilled by lessors and the local residence tax are excluded from rental debts insofar as their amounts, as determined by the competent public authorities, may vary.

Recognizing a right of use by lessees

On the date the leased property is made available, the lessee must recognize as an asset a right to use the leased property in an amount equal to the initial value of the rental debt plus, if applicable, initial direct costs, advance payments and rehabilitation costs.

This asset is then amortized on a straight-line basis over the lease term used to value the rental debt.

The asset value may be subsequently adjusted in the event of a change in the lease agreement, a re-estimate of the lease term, and to take into account contractual variations in rents linked to the application of indices or rates.

The rights of use are shown in the lessee's balance sheet in the fixed asset lines where assets of the same kind held in full ownership are recorded. Where the lease agreements provide for the initial payment of a lease right to the former tenant of the premises, the amount of such right is treated as a separate component of the right of use and is presented in the same heading as the latter.

In the income statement, depreciation charges on rights of use are presented together with depreciation charges on fully-owned fixed assets.

Income tax

A deferred tax is recognized based on the net amount of taxable and deductible temporary differences.

Non-current assets held for sale

A non-current asset (or group of assets) satisfies the criteria for assets held for sale if it is available for sale and if the sale is highly likely to occur within 12 months.

The related assets and liabilities are shown separately in the statement of financial position, on the lines "Non-current assets held for sale" and "Liabilities associated with non-current assets held for sale". Items in this category are recorded at the lower of their carrying amount and fair value less costs to sell and are no longer amortized.

When non-current assets held for sale or associated liabilities become impaired, an impairment loss is recognized in the income statement.

Discontinued operations include operations which are held for sale or have been shut down, and subsidiaries acquired exclusively with a view to resale. They are shown separately in the income statement, on the line "After-tax income (loss) from discontinued operations."

Provisions

Provisions are established for the group's commitments when it is likely that an outflow of resources will be needed for their settlement and when their amount or due date is uncertain but may be estimated reliably. In particular, such provisions cover employee-related commitments, home savings product risks and disputes.

Provision for paid leave

On 13 September 2023, the Cour de cassation (French supreme court) issued three rulings modifying companies' obligations in terms of paid leave, with immediate effect. It ruled that the provisions of the French Labour Code were in contradiction of European regulations which provide for the right to paid leave without distinguishing the causes of absence.

Thus, since the rulings of 13 September:

- employees on sick leave or on leave for non-occupational accidents acquire paid leave during their period of absence from work,
- employees on leave following an occupational accident or illness acquire rights to paid leave for the entire duration of their period of sick leave, without limitation, contrary to current labour law, which limits this right to the first year of sick leave.

The Crédit Mutuel Arkéa group assessed the impact of applying these changes on its 31 December 2024 financial statements and recognised an additional paid leave provision in this respect. Its amount is not material for the group.

Provisions for pension obligations

Pension plans include defined contribution plans and defined benefit plans. Defined contribution plans do not give rise to an obligation for the group and consequently do not require a provision. The amount of employer's contributions payable during the period is recognized as an expense and recognized under "Personnel expenses." Defined benefit plans are those for which the group has agreed to provide a benefit amount or level. This commitment constitutes a medium- or long-term risk. Obligations related to plans that are not defined contribution plans are fully provisioned under "Provisions." End-of-service benefits, supplementary retirement plans, time savings accounts and length-of-service benefits are recorded in this item.

At December 31, 2024, discount rates are the following:

	UES Arkade	Other subsidiaries
Retirement benefits	2.94%	Between 2.80% and 3.61%
Retirement pension supplements	3.29%	Between 3.19% and 3.24%
Length-of-service awards	3.38%	Between 3.30% and 3.37%
Time savings accounts	3.42%	3.33%

The calculations also include an employee turnover rate of between 0% and 5.42% and a salary increase rate of between 2.91% and 4.15%. Commitments are calculated using the TH00-02 and TF00-02 life expectancy tables for the obligation accrual phase and the TGH05 and TGF05 life expectancy tables for the pay-out phase.

Actuarial gains and losses represent the differences arising from changes in assumptions or differences between earlier assumptions and actual results.

For the category of other long-term benefits, differences are recognized immediately through profit or loss.

As for post-employment benefits, actuarial differences are recognized under "Gains and losses recognized directly in equity".

Provisions for home savings accounts and plans

Home savings accounts (comptes d'épargne logement - CEL) and home savings plans (plans d'épargne logement - PEL) are government-regulated savings products intended for individuals. They combine an initial deposit phase in the form of an interest-earning savings account with a lending phase where the deposits are used to provide property loans. The latter phase is statutorily subject to the previous existence of the savings phase and is therefore inseparable from it.

The group's pension obligation is calculated using the projected unit credit method based on demographic and financial assumptions. In particular, the calculations performed incorporate a discount rate that is differentiated by entity and by plan so that the rates used are adapted to the population of each structure and reflect the reality of the commitment as closely as possible. These rates are determined by reference to the iBoxx Corporate AA rates based on private bonds, using the iBoxx with the maturity closest to the duration of the commitments of the entity and the plan in question.

The purpose of the home savings provision is to cover the risks related to:

- the commitment to extend home loans to account holders and subscribers of home savings plans at a regulated interest rate that may be lower than the prevailing market rate.
- the obligation to pay interest for an indeterminate period of time on the savings in home savings plans at a rate set when the contract is signed (this rate can be higher than future market rates).

This provision is computed by generation of home savings plans (plans at the same rate at opening are considered a generation) and for all the home savings accounts (which are a single generation). The commitments between different generations are not offset. The commitments are computed based on a model that factors in:

- historical data on subscriber behavior,
- the yield curve and a stochastic modeling of changes thereto.

Provision allocations and reversals are recognized in the income statement under "Interest and similar income" and "Interest and similar expense" (banking activity).

Consolidation principles and methods

Consolidation scope and method

Consolidating entity

The consolidating entity of the Crédit Mutuel Arkéa group is Crédit Mutuel Arkéa as defined in the collective license issued by the French Prudential Supervisory and Resolution Authority. This credit institution consists of:

- the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations,
- the Crédit Mutuel savings banks that are members of said federations,
- Crédit Mutuel Arkéa.

Entities included in the consolidation scope are those over which the group exercises exclusive or joint control or significant influence and whose financial statements have a material impact on the group's consolidated financial statements, in particular with respect to total assets and net income contribution.

Investments held by private equity companies and over which joint control or significant influence is exercised are excluded from the consolidation scope. These investments are recognized at fair value through profit or loss.

Controlled entities

Control exists when the group (i) has power over an entity, (ii) is exposed or has a claim on variable returns through its ties to the entity, and (iii) has the ability to exercise its power over the entity in such a way as to influence the amount of the return it obtains.

The consolidation of a subsidiary in the group's consolidated financial statements begins on the date when the group obtains control and ceases on the date the group relinquishes control over this entity.

Companies under exclusive control are fully consolidated. Full consolidation consists in substituting the value of the shares with the assets and liabilities of each subsidiary. The share of non-controlling interests in shareholders' equity and net income is recorded separately in the consolidated balance sheet and consolidated income statement, respectively.

Investments in associates and joint ventures

An associate is an entity in which the group exercises significant influence. Such influence is characterized by the ability to participate in the entity's financial and operating decisions without necessarily controlling or jointly controlling these policies.

Significant influence is presumed if the group holds, directly or indirectly, 20 % or more of the voting rights in an entity. If more than 20 % of the voting rights are held, the absence of significant influence may be shown through the absence of representation in the governance bodies or the lack of participation in the process for setting policies.

A joint venture is a partnership in which the parties who exercise joint control over the entity have rights to the entity's net assets.

Joint control involves the contractually agreed-upon sharing of control exercised over an entity, which exists only in the event that decisions regarding the relevant activities require unanimous consent of the parties sharing control.

The earnings, assets and liabilities of associates or joint ventures are recognized in the group's consolidated financial statements using the equity method.

Under this method, an investment in an associate or joint venture is initially recognized at its acquisition cost and subsequently adjusted to reflect the group's share of the earnings and other comprehensive income of the associate or joint venture.

An investment is recognized under the equity method starting on the date the entity becomes an associate or joint venture. At the time of acquisition of an associate or joint venture, the difference between the cost of the investment and the group's share of the fair value of the entity's identifiable net assets and liabilities is recognized as goodwill. If the net fair value of the entity's identifiable assets and liabilities exceeds the cost of the investment, the difference is shown through profit.

Gains or losses obtained through the dilution or the sale of investments in associates are accounted for in the profit and loss account, within the "Gains (losses) on disposal – dilution in investments in associates".

Investment in joint ventures

A joint venture is a partnership in which the parties exercising control over the entity have direct rights over the assets and obligations with respect to the liabilities involving this entity.

Main changes in the scope of consolidation

During 2024, Yomoni was deconsolidated following the loss of significant influence. All the assets and liabilities of Pumpkin and Arkéa were transferred to the Crédit Mutuel Arkéa parent entity.

Schelcher Prince Gestion and Federal Finance Gestion merged on 31 December 2024.

The companies included in the Crédit Mutuel Arkéa group's consolidation scope are presented in Note 47.

Consolidation rules

Closing date

The closing date for all consolidated companies is December 31.

Inter-company transactions

Reciprocal receivables, payables and commitments and significant reciprocal expenses and income are completely eliminated among fully consolidated companies.

Accounting for acquisitions and goodwill

The group applies IFRS 3 (revised) for business combinations. The acquisition cost is the sum of the fair values, at the business combination date, of the assets contributed, liabilities incurred or assumed and equity instruments issued.

IFRS 3 (revised) allows the recognition of total or partial goodwill, as selected for each business combination. In the first case, non-controlling interests are measured at fair value (the so-called total goodwill method); in the second, they are based on their proportional share of the values assigned to the assets and liabilities of the acquired company (partial goodwill).

If goodwill is positive, it is recorded on the balance sheet under "Goodwill"; if negative, it is recorded immediately in the income statement through "Goodwill variations".

Goodwill is subject to an impairment test at least once a year and whenever evidence of impairment exists.

Each goodwill item is allocated to a cash generating unit or group of cash generating units that stands to benefit from the acquisition. Any goodwill impairment is determined based on the recoverable amount of the cash generating unit to which it was allocated. Cash generating units are defined based on the group's organizational and management methods and take into account the independent nature of these units.

When the group increases its ownership interest in a company that is already controlled, the difference between the purchase price of the shares and the additional share of the consolidated shareholders' equity that these securities represent on the acquisition date is recognized in shareholders' equity.

If the group reduces its ownership interest without giving up control, the impact of the change in ownership interest is also recognized in shareholders' equity.

With respect to goodwill, if the recoverable amount of the related cash-generating unit (CGU) is less than its carrying amount, an irreversible provision for goodwill impairment loss is recognized. Impairment is equal to the difference between the carrying amount and the recoverable amount. The recoverable amount is calculated by applying the most appropriate valuation method at the level of the CGU.

Under this approach, the measurement work is mainly based on the discounted dividend model (DDM) and the discounted cash flow (DCF) method, in accordance with the principles of IAS 36. The DDM method is selected for cash generating units (CGU) that are subject to prudential capital requirements

(credit institutions and insurance companies) and the DCF method is used for all other CGUs.

The cash flows used are determined on the basis of the business plan of each CGU over a specific horizon of between four and five years, with some exceptions. These business plans are drawn up based on a common macroeconomic scenario for all fully-consolidated entities.

The discount rates used correspond to the cost of capital determined using the Capital Asset Pricing Model (CAPM). This method is based on a risk-free interest rate, to which a risk premium is added that depends on the underlying activity of the cash generating unit. This risk premium is the product of a sector beta, the equity risk premium and possibly a specific premium reflecting, for example, the execution risk or the fact that the company was only formed recently. The risk-free rate, the sector beta and the equity risk premium are market data. For its impairment tests, the Crédit Mutuel Arkéa group uses a two-year average of each parameter. The sector beta reflects the risk of the business sector compared with the rest of the equity market. It is calculated as the average beta of a sample of comparable listed stocks. If the company is in debt, the cost of debt is also taken into account. The discount rate then becomes the weighted average cost of capital according to the ratio between equity and debt. The discount rates used at the end of 2024 ranged from 10.2% to 17.7% and perpetual growth rates were 2%.

The Crédit Mutuel Arkéa group performs sensitivity tests on values-in-use annually. The tests performed at the end of 2024 entailed measuring the change in the valuation of the external parameters of the method (50 bps change in the discount rate, 50 bps change in the growth rate to infinity). In addition, a multi-scenario approach was taken to determine alternative financial trajectories for measuring assets, taking into account:

- a 200 bps deterioration or improvement in the cost/income ratio in terminal value,
- implementation of the company's business plan a year late or a year early.

All these factors take into account the various parameters that can create or destroy a company's value: financial market volatility, real growth of the French economy, profitability at the end of the forecast period and a delay in implementing the business plan (favourable or unfavourable).

These measures led to the following results:

- a 50 bps increase in the discount rate would result in a 5.3% overall reduction in the recoverable amounts;
- a 50 bps decrease in the growth rate to infinity would result in a 3.3% overall reduction in the recoverable amounts;
- a 200 bps increase in the cost/income ratio in terminal value would result in a 6.4% overall reduction in the recoverable amounts;
- a one-year delay in implementing the company's business plan would result in a 4.9% overall reduction in the recoverable amounts.

Leases, leases with a buy-out clause and financial leases

Lease transactions, leases with a buy-out clause and financial leases are restated in such a way as to take financial accounting into consideration.

Translation of foreign currency denominated financial statements

The balance sheets of entities whose financial statements are denominated in a foreign currency are translated using the official foreign exchange rate as of the closing date. Exchange differences on share capital, reserves and retained earnings are recorded in other comprehensive income in the "Translation reserves" account. Income statement items are translated using the average exchange rate during the fiscal year. Translation differences are recorded directly in the "Translation reserves" account.

Taxes

IFRIC interpretation 21 "Levies" sets out the conditions for recognizing a tax-related liability. An entity must recognize this liability only when the obligating event occurs in accordance with the relevant legislation. If the obligating event occurs over a period of time, the liability is recognized progressively over the same period. Lastly, if the obligating event is triggered on reaching a threshold, the liability is recognized when the minimum threshold is reached.

International Tax Reform – Pillar 2 Model Rules

In December 2022, the European Union published Directive 2022/2523 on implementation of the OECD tax reform aimed at ensuring that large multinational companies pay a minimum tax in each jurisdiction in which they operate.

The European Directive was transposed into French law through the 2024 Finance Act, enacted on 29 December 2023. The reform came into force on 1 January 2024.

This work mainly entailed :

- developing the GloBE scope, which includes both the entities in the statutory scope consolidated using the full consolidation method and the entities not consolidated to date for materiality reasons on which the group exercises exclusive control,
- identifying and measuring the potential impacts of the entry into force of the minimum tax and, in particular, verifying whether, once the safeguard measures have been taken, the group would be required to pay additional tax in certain jurisdictions.

The Crédit Mutuel Arkéa group operates in three jurisdictions: France, Belgium and Luxembourg. Based on the de minimis tests and simplified ETR, no jurisdiction has been identified as being subject to additional tax.

Deferred taxes

Deferred taxes are recognized on the temporary differences between the carrying amount of an asset or liability and its tax base. They are calculated using the liability method at the corporate tax rate known at the closing date for the period and applicable when the temporary difference is used.

Deferred tax assets are recognized only if there is a probability that the tax entity in question will recover these assets within a given time period, particularly by deducting these differences and carry-over losses from future taxable income.

Deferred taxes are recognized as income or expense, except for those related to unrealized or deferred gains or losses, for which the deferred tax is booked directly to other comprehensive income. Deferred taxes are also recorded in respect of tax losses from prior years when there is convincing evidence of the likelihood that such taxes will be collected.

Deferred taxes are not discounted.

The regional economic contribution (CET) and the companies' value-added contribution (CVAE) are treated as operating expenses and do not entail the recognition of deferred taxes in the consolidated financial statements.

Uncertainty over income tax treatments

In accordance with IFRIC 23, the group assesses the likelihood that the tax authorities will accept/not accept the position taken. It then estimates the impacts on taxable income, tax bases, losses carried forward, unused tax credits and taxation rates. In case of an uncertain tax position, the amounts to be paid are assessed on the basis of the most likely amount or the expected value based on the method that best predicts the amounts that will be paid or received.

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Notes to the balance sheet

Note 1. Cash, due from central banks
Loans and receivables - credit institutions

(in € million)	12.31.2024	12.31.2023
Cash, due from central banks		
Due from central banks	10 099	13 430
Cash	133	147
Accrued interest	0	3
TOTAL	10 232	13 580
Loans and receivables - credit institutions		
Current accounts	11 303	10 390
Loans	27	12
Other receivables	663	702
Guarantee deposits paid	796	810
Repurchase agreements	1 086	1 804
Individually impaired receivables (B3)	0	0
Accrued interest	332	322
Impairment on performing loans (B1/B2)	(5)	(9)
Other impairment (B3)	0	0
TOTAL	14 201	14 031
of which deposits and demand loans with credit institutions	456	467

Note 2. Financial assets at fair value through profit or loss

	12.31.2024				12.31.2023			
(in € million)	Trading	Fair value option	Other FVPL	TOTAL	Trading	Fair value option	Other FVPL	TOTAL
Securities	-	-	1 416	1 416	-	-	1 308	1 308
▪ Treasury bills, notes and government bonds	-	-	-	-	-	-	-	-
▪ Bonds and other fixed-income securities	-	-	643	643	-	-	576	576
- Listed	-	-	14	14	-	-	10	10
- Unlisted	-	-	609	609	-	-	547	547
▪ Accrued interest	-	-	20	20	-	-	18	18
Including UCI	-	-	369	369	-	-	343	343
▪ Stocks and other variable-income securities	-	-	772	772	-	-	732	732
- Listed	-	-	-	-	-	-	-	-
- Unlisted	-	-	772	772	-	-	732	732
▪ Equity securities held for long-term investment	-	-	-	-	-	-	-	-
Derivatives held for trading purposes	390	-	-	390	471	-	-	471
Loans and receivables	-	7	1	8	-	10	0	11
of which repurchase agreements	-	-	-	-	-	-	-	-
Separate assets for employee benefit plans	-	-	83	83	-	-	86	86
TOTAL	390	7	1 500	1 897	471	10	1 394	1 876

Trading derivatives are held for the purpose of hedging customer transactions.

Note 3. Information relating to hedging Derivatives used for hedging purposes

(in € million)	12.31.2024			
	Fair value hedging		Cash flow hedging	
	Book value	Nominal value	Book value	Nominal value
Interest-rate risks:				
Hedging derivatives				
Hedging derivatives - assets	3 293	61 790		
Hedging derivatives - liabilities	3 066	38 248		
Change in the fair value of the hedging instrument	(238)			
Currency risk				
Hedging derivatives				
Hedging derivatives - assets				
Hedging derivatives - liabilities				
Change in the fair value of the hedging instrument				

(in € million)	12.31.2023			
	Fair value hedging		Cash flow hedging	
	Book value	Nominal value	Book value	Nominal value
Interest-rate risks:				
Hedging derivatives				
Hedging derivatives - assets	3 945	52 902		
Hedging derivatives - liabilities	3 480	36 184		
Change in the fair value of the hedging instrument	40			
Currency risk				
Hedging derivatives				
Hedging derivatives - assets				
Hedging derivatives - liabilities				
Change in the fair value of the hedging instrument				

Note 4. Financial assets at fair value through equity

(in € million)	12.31.2024	12.31.2023
Treasury bills, notes and government bonds	5 152	3 288
Bonds and other fixed-income securities	6 023	5 031
▪ Listed	4 926	4 115
▪ Unlisted	1 022	855
Accrued interest	74	61
Subtotal gross value of debt instruments	11 175	8 319
Of which impaired debt instruments (B3)	0	0
Impairment on performing loans (B1/B2)	(4)	(6)
Other impairment (B3)	0	0
Subtotal net value of debt instruments	11 170	8 313
Loans and receivables	0	0
▪ Loans and receivables due from credit institutions	0	0
▪ Loans and receivables due from customers	0	0
Accrued interest	0	0
Subtotal gross value of Loans	0	0
Impairment on performing loans (B1/B2)	0	0
Other impairment (B3)	0	0
Subtotal net value of Loans	0	0
Stocks and other variable-income securities	83	93
▪ Listed	58	67
▪ Unlisted	25	27
Accrued interest	0	0
Equity securities held for long-term investment	394	522
▪ Long-term investments	270	412
▪ Other long-term investments	124	110
▪ Shares in associates	0	0
▪ Translation adjustments	0	0
▪ Loaned securities	0	0
Accrued interest	0	0
Subtotal equity instruments	478	616
TOTAL	11 648	8 929
Of which unrealized capital gains/losses recognized in equity	(270)	(4)
Of which securities sold under repurchase agreements	0	0
Of which listed long-term investments	106	107

Equity instruments at fair value through equity mainly include investments in associates and the group's other long-term investments.

Disposals of instruments classified at fair value through equity resulted in the reclassification to reserves of a cumulative loss at the time of the sale of €1.5 million (gross of tax).

Note 5. Securities at amortized cost

(in € million)	12.31.2024	12.31.2023
Treasury bills, notes and government bonds	1 090	370
Bonds and other fixed-income securities	460	303
▪ Listed	369	271
▪ Unlisted	88	31
Accrued interest	3	1
GROSS TOTAL	1 550	673
of which impaired assets (B3)	1	0
Impairment on performing loans (B1/B2)	(1)	(2)
Other impairment (B3)	(1)	0
NET TOTAL	1 548	671

Note 6. Loans and receivables due from customers

(in € million)	12.31.2024	12.31.2023
Performing receivables (B1/B2)	87 000	83 833
▪ Commercial receivables	83	88
▪ Other loans to customers	86 667	83 507
▪ Housing loans	46 861	45 766
▪ Other loans and various receivables, including repurchase agreements	39 703	37 637
▪ Guarantee deposits paid	103	104
▪ Accrued interest	250	238
Individually impaired receivables (B3)	1 720	1 473
Gross receivables	88 720	85 306
Impairment on performing loans (B1/B2)	(444)	(432)
Other impairment (B3)	(789)	(681)
Subtotal I	87 487	84 194
Finance leases (net investment)	2 833	2 671
▪ Movable goods	1 653	1 509
▪ Real property	1 180	1 162
Individually impaired receivables (B3)	137	100
Gross receivables	2 970	2 771
Impairment on performing loans (B1/B2)	(32)	(31)
Other impairment (B3)	(43)	(25)
Subtotal II	2 895	2 715
TOTAL	90 382	86 909
Of which equity loans with no voting rights	17	23
Of which subordinated loans	0	0

Other loans and receivables include guarantee deposits paid which represent the payment commitments made to the Single Resolution Fund (€41.7 million) and the Fonds de Garantie des Dépôts (€59.5 million).

Note 6.a. Information on delinquent payments

(in € million)

	Payment arrears			Guarantees relating to payment arrears
	≤ 30 days	> 30 days ≤ 90 days	> 90 days	
Equity instruments				
Debt instruments				
Central governments				
Credit institutions				
Other financial companies				
Non-financial companies				
Retail customers				
Loans and advances	435	148	15	340
Central governments	11	8		11
Credit institutions				
Other financial companies	5	1	1	4
Non-financial companies	118	44	12	99
Retail customers	302	95	1	226
Other financial assets				
TOTAL	435	148	15	340

Unallocated guarantees

This table includes outstandings considered performing but on which one or more delinquent payments have been observed.

The reported amount consists of the total value of the commitment on which a delinquent payment has been observed, not merely the delinquent payment amount.

The age of the delinquent payment is calculated from the date on which the first delinquent payment was observed on the outstanding amount in question.

Note 6.b. Restructured outstandings by type

Restructured outstandings by type as of 12/31/2024	Renegotiation of contract	Total or partial refinancing of outstanding	TOTAL
Performing outstandings	268	34	302
Non-performing outstandings - gross amounts	569	100	669
Restructured non-performing outstandings - impairment loss	(182)	(46)	(228)
Net non-performing outstandings	387	55	441

Note 7. Placement of insurance activities and reinsurers' shares in technical provisions

(in € million)	12.31.2024	12.31.2023
Financial assets at fair value through profit or loss	59 986	57 002
Financial assets at fair value through equity	76	77
Loans and receivables at amortized cost	100	93
Debt instruments at amortized cost	2 654	2 642
Investment property	600	611
TOTAL	63 417	60 425

Note 7.a. Financial assets at fair value through profit or loss

(in € million)	12.31.2024				12.31.2023			
	Trading	Fair value option	Other FVPL	Total	Trading	Fair value option	Other FVPL	Total
Securities		16 665	43 022	59 686	-	17 816	38 916	56 732
▪ Treasury bills, notes and government bonds		5 845	-	5 845	-	6 007	-	6 007
▪ Bonds and other fixed-income securities		10 819	42 487	53 307	-	11 809	38 319	50 128
- Listed		9 628	27 843	37 471		9 059	22 827	31 886
- Unlisted		1 082	14 529	15 610	-	2 613	15 399	18 012
▪ Accrued interest		110	115	225	-	138	92	230
Including UCI			30 032	30 032			25 543	25 543
▪ Stocks and other variable-income securities			118	118			135	135
- Listed			82	82			95	95
- Unlisted			35	35			40	40
▪ Related receivables			1	1			-	-
▪ Equity securities held for long-term investment			416	416			462	462
Derivatives held for trading purposes				-	1			1
Loans and receivables		300	-	300		269	-	269
of which repurchase agreements				-				-
TOTAL		16 965	43 022	59 986	1	18 085	38 916	57 002

Note 7.b. Financial assets at fair value through equity

(in € million)

	12.31.2024	12.31.2023
Treasury bills, notes and government bonds		
Bonds and other fixed-income securities		
- Listed		
- Unlisted		
Accrued interest		
Subtotal gross value of debt instruments		
Of which impaired debt instruments (B3)		
Impairment on performing loans (B1/B2)		
Other impairment (B3)		
Subtotal net value of debt instruments		
Loans and receivables		
■ Loans and receivables due from credit institutions		
Accrued interest		
Subtotal gross value of Loans		
Impairment on performing loans (B1/B2)		
Other impairment (B3)		
Subtotal net value of Loans		
Stocks and other variable-income securities	4	5
- Listed	4	5
- Unlisted		
Accrued interest		
Equity securities held for long-term investment	73	73
- Long-term investments	73	73
- Other long-term investments		
- Shares in associates		
- Translation adjustments		
- Loaned securities		
Accrued interest		
Subtotal equity instruments	76	77
TOTAL	76	77
Of which unrealized capital gains/losses recognized in equity	(4)	(3)
Of which securities sold under repurchase agreements		
Of which listed long-term investments	73	73

Note 7.c. Securities at amortized cost

(in € million)	12.31.2024	12.31.2023
Performing receivables (B1/B2)	100	93
▪ Current accounts	53	16
▪ Loans	10	14
▪ Other loans and various receivables		
▪ Guarantee deposits paid	37	63
▪ repurchase agreements		
Individually impaired receivables (B3)		
Accrued interest	0	0
Impairment on performing loans (B1/B2)	0	0
Other impairment (B3)		
TOTAL	100	93

Note 7.d. Loans and receivables – credit institutions

(in € million)	12.31.2024	12.31.2023
Treasury bills, notes and government bonds	635	589
Bonds and other fixed-income securities	2 022	2 057
▪ Listed	1 903	1 939
▪ Unlisted	99	99
Accrued interest	19	19
GROSS TOTAL	2 656	2 646
of which impaired assets (B3)		
Impairment on performing loans (B1/B2)	(2)	(3)
Other impairment (B3)		
NET TOTAL	2 654	2 642

Note 7.e. Placement of insurance activities and reinsurers' shares in technical provisions

(in € million)	12.31.2023	Increase	Decrease	Fair value variation	Reclassification	Other	12.31.2024
Investment property at amortized cost	33	3	0				36
▪ Historical cost	67	5	(2)				70
▪ Amortization and impairment	(34)	(2)	2				(34)
Investment property at fair value through profit or loss	578	2	(8)	(8)			564
TOTAL	611	5	(8)	(8)			600

The fair value of investment real estate recognized at amortized cost amounted to €60 million at December 31, 2024 compared with €58 million at December 31, 2023.

Note 7.f. Underlying items of insurance contracts with direct participation

	12.31.2024	12.31.2023
	Underlying items of contracts with direct participation	Underlying items of contracts with direct participation
(in € million)		
Fair value through equity	0	0
▪ Treasury bills and similar securities	0	0
▪ Bonds and other debt securities	0	0
▪ Stocks and other equity instruments	0	0
▪ Equity investments and other long-term investments	0	0
▪ Shares in associates	0	0
▪ Loans and receivables	0	0
Fair value through profit or loss	59 981	57 171
▪ Treasury bills and similar securities	5 845	6 007
▪ Bonds and other debt securities	52 737	49 720
▪ Stocks and other equity instruments	118	135
▪ Equity investments and other long-term investments	416	462
▪ Shares in associates	0	0
▪ Loans and receivables	300	269
▪ Derivatives and other financial assets - Trading	0	1
▪ Investment property	564	578
Hedging derivatives	0	0
Amortized cost	298	103
▪ Loans and receivables - credit institutions	271	73
▪ Loans and receivables - customers	1	4
▪ Treasury bills and other debt securities	0	0
▪ Investment property	25	25
TOTAL	60 278	57 274

Note 8. Current taxes

	12.31.2024	12.31.2023
(in € million)		
Assets (through profit or loss)	182	207
Liabilities (through profit or loss)	52	88

Note 9. Deferred taxes

(in € million)	12.31.2024	12.31.2023
Assets (through profit or loss)	2	2
Assets (through equity)	174	172
Liabilities (through profit or loss)	231	192
Liabilities (through equity)	86	111

Deferred taxes by major category

(in € million)	12.31.2024	12.31.2023
Loss carryforwards	3	2
Temporary differences on:		
▪ Deferred capital gains or losses on securities at fair value through equity	46	18
▪ Change in credit risk of liabilities at fair value through profit or loss by option	1	0
▪ Unrealized gains or losses on cash flow hedges		
▪ Unrealized gains or losses on actuarial differences	35	35
▪ Remeasurement of insurance and reinsurance contracts in recyclable equity	6	8
▪ Provisions for non-deductible contingencies and charges	85	91
▪ Insurance restatements	(328)	(247)
▪ Unrealized reserves of finance leases	(53)	(33)
▪ Other temporary differences	64	(3)
Total net deferred taxes	(141)	(129)

Note 10. Accruals, prepayments and sundry assets

(in € million)	12.31.2024	12.31.2023
Accruals – assets		
Receivables collection	253	378
Foreign currency adjustment accounts	44	41
Accrued income	123	81
Miscellaneous accrual accounts	262	288
Subtotal	682	788
Other assets*		
Settlement accounts for securities transactions	178	122
Various debtors	199	579
Inventories and similar	2	2
Other miscellaneous applications of funds	1	2
Subtotal gross value of other assets	379	704
Impairment on performing loans (B1/B2)		
Other impairment (B3)	(3)	(4)
Subtotal net value of other assets	377	700
TOTAL	1 059	1 488

(*) Includes "other assets" not specific to insurance within the insurance scope.

Note 11. Investments in associates

(in € million)	12.31.2024			12.31.2023		
	Associates investments	Share of earnings	Dividends received	Associates investments	Share of earnings	Dividends received
Caisse Centrale du Crédit Mutuel	189	7	4	187	5	3
BELLATRIX	38	0	0	26	0	0
SWEN Capital Partners	19	4	3	17	13	2
Autres	0	(1)	0	8	(2)	0
TOTAL BRUT	246	10	7	239	15	5

Supplementary information on main investments in associates (IFRS) at December 31, 2024

(in € million)	Total assets	NBI	Gross operating income	Net income	OCI	Shareholders' equity
Caisse Centrale du Crédit Mutuel	9 810	54	45	35	(33)	933
BELLATRIX	101	0	(1)	(1)	0	101
SWEN Capital Partners	66	48	14	11	0	47

Note 12. Investment real estate - banking activity

(in € million)	12.31.2023	Increase	Decrease	Other	12.31.2024
Historical cost	213	2	(3)	0	211
Amortization and impairment	(67)	(7)	3	0	(71)
NET AMOUNT	146	(5)	0	0	140

The fair value of investment real estate recognized at cost amounted to €172 million at December 31, 2024 compared with €180 million at December 31, 2023.

Note 13. Property, plant and equipment

(in € million)	12.31.2023	Increase	Decrease	Other	12.31.2024
Historical cost					
Land	22	9	0	0	30
Plant	607	53	(9)	0	651
Rights of use - Property	128	33	(7)	0	155
Other property, plant and equipment	343	75	(53)	0	365
Total	1 099	171	(69)	0	1 201
Amortization and impairment					
Land	0	0	0	0	0
Plant	(445)	(18)	10	0	(453)
Rights of use - Property	(62)	(17)	12	0	(67)
Other property, plant and equipment	(249)	(18)	7	0	(259)
Total	(757)	(53)	30	0	(779)
NET AMOUNT	342	119	(40)	0	422

Note 14. Intangible assets

(in € million)	12.31.2023	Increase	Decrease	Other	12.31.2024
Historical cost					
Self-produced assets	842	134	(1)	0	975
Acquired assets	970	193	(185)	0	978
▪ Software	492	41	(30)	0	503
▪ Other	478	152	(155)	0	475
Total	1 812	327	(185)	0	1 953
Amortization and impairment					
Self-produced assets	(644)	(48)	1	0	(691)
Acquired assets	(548)	(21)	28	0	(542)
▪ Software	(430)	(15)	27	0	(418)
▪ Other	(118)	(6)	1	0	(123)
Total	(1 192)	(70)	29	0	(1 232)
NET AMOUNT	620	257	(156)	0	721

Note 15. Goodwill

(in € million)	12.31.2023	Increase	Decrease	Other	12.31.2024
Gross goodwill	529	0	0	0	529
Impairment	(56)	(11)	0	0	(67)
Net goodwill	474	(11)	0	0	463

Allocation by Division

Division	Entities	12.31.2024	12.31.2023
Retail customers	Arkéa Direct Bank	260	260
B2B and Specialized Services	CFCAL Banque	11	22
B2B and Specialized Services	Monext	100	100
B2B and Specialized Services	Procapital	63	63
Products	Arkéa Real Estate / AREIM	17	17
Products	Schelcher Prince Gestion	12	12
Net goodwill		463	474

Note 16. Central banks - Due to credit institutions

(in € million)	12.31.2024	12.31.2023
Due from central banks		
Liabilities to credit institutions (1)	4 309	6 748
Current accounts	560	514
Loans	1 427	1 257
Guarantee deposits received	233	455
Other liabilities	47	55
Repurchase agreements	2 011	4 365
Accrued interest	31	103
TOTAL	4 309	6 748
of which deposits and demand loans with credit institutions	578	542

Of which €829 million related to insurance activity.

Note 17. Financial liabilities at fair value through profit or loss

(in € million)	12.31.2024	12.31.2023
Financial liabilities held for trading purposes	397	532
Short selling of securities	0	0
▪ Treasury bills, notes and government bonds	0	0
▪ Bonds and other fixed-income securities	0	0
▪ Stocks and other variable-income securities	0	0
Payables on securities sold under repurchase agreements	0	0
Derivatives	397	532
Other financial liabilities held for trading purposes	0	0
Fair value option financial liabilities through profit or loss	2 371	2 205
▪ Liabilities to credit institutions	0	0
▪ Liabilities to customers	553	525
▪ Debt securities	1 818	1 680
▪ Subordinated debt	0	0
TOTAL	2 769	2 737

The settlement value of financial liabilities at fair value through profit or loss was €2,749 million at December 31, 2024 versus €2,775 million at December 31, 2023.

Note 17.a. Fair value option financial liabilities through profit or loss

(in € million)	12.31.2024			12.31.2023		
	Carrying amount	Amount due at maturity	Difference	Carrying amount	Amount due at maturity	Difference
Liabilities to credit institutions	0	0	0	0	0	0
Liabilities to customers (1)	553	571	(18)	525	553	(27)
Debt securities	1 818	1 781	37	1 680	1 690	(10)
Subordinated debt	0	0	0	0	0	0
TOTAL	2 371	2 352	19	2 205	2 243	(38)

(1) Including a carrying amount of €399 million related to the scope of the insurance activities (Pure Unit-Linked Contracts).

Note 17.b. Financial assets and liabilities subject to netting, an enforceable master netting agreement or a similar agreement

(in € million)	12.31.2024						
	Gross amount of financial assets / liabilities recognized	Gross amount of financial assets / liabilities recognized and netted on the balance sheet	Net amount of financial assets / liabilities shown on the balance sheet	Related amounts not netted on the balance sheet			Net amount
				Impact of master netting agreements	Financial instruments received/given as guarantees	Cash collateral	
Assets							
Derivatives	3 682		3 682	(3 197)		(308)	177
Reverse repurchase agreements of securities, securities borrowing or similar agreements	4 152	(2 986)	1 166		(1 111)		55
Other financial instruments							
Total assets	7 834	(2 986)	4 848	(3 197)	(1 111)	(308)	232
Liabilities							
Derivatives	3 463		3 463	(3 197)		(152)	114
Repurchase agreements of securities, securities lending or similar agreements	5 022	(2 986)	2 036		(2 032)	(3)	
Other financial instruments							
Total liabilities	8 485	(2 986)	5 499	(3 197)	(2 032)	(155)	114

(in € million)	12.31.2023						
	Gross amount of financial assets / liabilities recognized	Gross amount of financial assets / liabilities recognized and netted on the balance sheet	Net amount of financial assets / liabilities shown on the balance sheet	Related amounts not netted on the balance sheet			Net amount
				Impact of master netting agreements	Financial instruments received/given as guarantees	Cash collateral	
Assets							
Derivatives	4 418		4 418	(3 629)		(525)	263
Reverse repurchase agreements of securities, securities borrowing or similar agreements	3 494	(1 589)	1 904		(1 837)		67
Other financial instruments							
Total assets	7 911	(1 589)	6 322	(3 629)	(1 837)	(525)	330
Liabilities							
Derivatives	4 012		4 012	(3 629)		(141)	242
Repurchase agreements of securities, securities lending or similar agreements	6 050	(1 589)	4 461		(4 436)	(20)	5
Other financial instruments							
Total liabilities	10 062	(1 589)	8 473	(3 629)	(4 436)	(161)	247

Note 18. Debt securities

(in € million)	12.31.2024	12.31.2023
Certificates of deposit	11	10
Interbank market securities and negotiable debt securities	4 789	5 531
Bond issues	18 111	15 537
Non-preferred senior debt	2 702	3 118
Accrued interest	330	247
TOTAL	25 943	24 443

Note 19. Liabilities to customers

(in € million)	12.31.2024	12.31.2023
Savings accounts governed by special regulations	39 705	37 685
▪ Sight accounts	35 230	32 578
▪ Term accounts	4 475	5 107
Accrued interest on savings accounts	889	793
Subtotal	40 594	38 478
Current accounts	30 524	30 661
Term accounts and term loans	17 564	15 362
Repurchase agreements	0	0
Accrued interest	463	458
Guarantee deposits received	97	121
Subtotal	48 648	46 603
TOTAL	89 241	85 081

Note 20. Accruals, deferred income and sundry liabilities

(in € million)	12.31.2024	12.31.2023
Accruals – liabilities		
Blocked accounts for collection operations	422	609
Foreign currency adjustment accounts	43	38
Accrued expenses	230	229
Deferred income	338	308
Miscellaneous accrual accounts	164	283
Subtotal	1 197	1 468
Other liabilities*		
Lease liabilities - Property	80	58
Settlement accounts for securities transactions	443	350
Outstanding payments on securities	4	3
Miscellaneous creditors	4 363	3 221
Subtotal	4 891	3 633
TOTAL	6 088	5 100

(*) Includes "other liabilities" not specific to insurance within the insurance scope.

Note 20.a. Breakdown of lease liabilities according to maturity

	12.31.2024					
(in € million)	less than 1 year	1 year to 3 years	3 years to 6 years	6 years to 9 years	more than 9 years	TOTAL
Property	16	27	24	13	0	80
Information technology	0	0	0	0	0	0
Other	0	0	0	0	0	0
Lease liabilities	16	27	24	13	0	80

Note 21. Reinsurance contract and insurance contract liabilities

	12.31.2024		12.31.2023	
(in € million)	Reinsurance contracts assets	Insurance contracts liabilities	Reinsurance contracts assets	Insurance contracts liabilities
Liabilities on insurance contracts issued		55 001		52 679
of which liabilities and receivables related to insurance liabilities issued		(329)		(340)
Assets on reinsurance contracts held	163		217	
of which liabilities and receivables related to assets on reinsurance contracts issued	-10		3	
TOTAL	163	55 001	217	52 679

Reinsurance assets in the amount of €163M at 31 December 2024 included:

- Reinsurance treaties held measured under the general model for €70M (versus €68 at 31 December 2023), including the present value of cash flows for €37M, non-financial risk for €12M and the contractual service margin for €95M.
- Reinsurance treaties held measured under the simplified model for €103M (versus €147M at 31 December 2023), including the present value of cash flows for €98 and non-financial risk for €5M.

Note 21.a. Liabilities on insurance contracts issued

Distinction between insurance liabilities or remaining coverage and for uncured claims

	12.31.2024					
	Remaining coverage		Incurred claims			TOTAL
	Excluding loss component	Loss component	Contracts measured under the general model	Contracts measured under the simplified approach		
(in € million)				Estimated present value of future cash flows	Non-financial risk	
Insurance contracts assets, beginning of the year	0	0	0	0	0	0
Insurance contracts liabilities, beginning of the year	52 262	10	315	417	16	53 020
Opening balance	52 262	10	315	417	16	53 020
Income from insurance contracts issued	(1 180)	0	0	0	0	(1 180)
Claims expenses and other insurance expenses incurred during the year		0	204	356	8	567
Amortisation of acquisition cash flows	146					146
Loss on onerous contracts		0				0
Changes related to claims incurred in previous years			5	0	(4)	1
Expenses related to insurance contracts issued	146	0	209	356	4	715
Profit or loss on insurance activities	(1 034)	0	209	356	4	(465)
Net financial expenses on insurance contracts	1 531	0	0	8	0	1 539
Impact of rates	-7	0	0	6	0	-1
Impact of changes in exchange rates	0	0	0	0	0	0
Others	0	0	0	14	0	14
TOTAL changes recognised in profit and loss and in other comprehensive income	489	0	209	384	5	1 087
Investment component	(4 106)	0	4 106	0	0	0
Premiums received	5 982					5 982
Claims and expenses paid, including investment component			(4 305)	(390)	0	(4 694)
Contract acquisition cash flows	(65)					(65)
Total cash flows	5 917	0	(4 305)	(390)	0	1 223
Insurance contracts assets, end of the year	0	0	0	0	0	0
Insurance contracts liabilities, end of the year	54 563	10	326	411	21	55 330
Closing balance	54 563	10	326	411	21	55 330

12.31.2023						
(in € million)	Remaining coverage		Incurred claims			TOTAL
	Excluding loss component	Loss component	Contracts measured under the general model	Contracts measured under the simplified approach		
				Estimated present value of future cash flows	Non-financial risk	
Insurance contracts assets, beginning of the year	0	0	0	0	0	0
Insurance contracts liabilities, beginning of the year	49 217	8	327	337	13	49 902
Opening balance	49 217	8	327	337	13	49 902
Income from insurance contracts issued	(1 140)	0	0	0	0	(1 140)
Claims expenses and other insurance expenses incurred during the year		0	221	377	5	603
Amortisation of acquisition cash flows	128					128
Loss on onerous contracts		1				1
Changes related to claims incurred in previous years			2	31	(2)	31
Expenses related to insurance contracts issued	128	1	224	408	3	764
Profit or loss on insurance activities	(1 012)	1	224	408	3	(377)
Net financial expenses on insurance contracts	2 913	0	0	4	0	2 917
Impact of rates	3	0	0	7	0	11
Impact of changes in exchange rates	-61	0	0	0	0	-61
TOTAL changes recognised in profit and loss and in other comprehensive income	1 843	1	224	419	3	2 491
Investment component	(3 958)	0	3 958	0	0	0
Premiums received	5 268					5 268
Claims and expenses paid, including investment component			(4 193)	(339)	0	(4 533)
Contract acquisition cash flows	(108)					(108)
Total cash flows	5 160	0	(4 193)	(339)	0	627
Insurance contracts assets, end of the year	0	0	0	0	0	0
Insurance contracts liabilities, end of the year	52 262	10	315	417	16	53 020
Closing balance	52 262	10	315	417	16	53 020

Distinction between uninsurance liabilities (BE, RA, CSM) – Not measured using the premium allocation approach (PAA)

	12.31.2024			
(in € million)	Present value of future cash flows	Non-financial risk	Contractual service margin	TOTAL
Insurance contracts assets, beginning of the year	0	0	0	0
Insurance contracts liabilities, beginning of the year	48 060	675	3 685	52 420
Opening balance	48 060	675	3 685	52 420
Change in the contractual service margin recognized in profit or loss			(364)	(364)
Change in the adjustment for non-financial risk over the period		(52)		(52)
Experience adjustments	(21)			(21)
Changes related to services rendered during the period	(21)	(52)	(364)	(437)
Contracts recognized during the period	(243)	47	196	0
Changes in estimates leading to an adjustment of the contractual service margin	(111)	26	85	0
Changes in estimates leading to losses or reversals of losses on groups of onerous contracts	0	0	0	0
Changes related to future services	(354)	73	281	0
Changes in performance cash flows in respect of incurred claims	6	(1)		5
Changes related to past services	6	(1)	0	5
Profit or loss on insurance activities	(368)	20	(83)	(431)
Net financial expenses on insurance contracts	1 525	1	5	1 531
Impact of rates	(10)	3	0	(7)
Impact of changes in exchange rates	0	0	0	0
TOTAL changes in profit or loss and other comprehensive income	1 146	24	(78)	1 093
Premiums received	5 567	0	0	5 567
Claims and expenses paid, including investment component	(4 305)	0	0	(4 305)
Contract acquisition cash flows	(55)	0	0	(55)
TOTAL cash flows	1 207	0	0	1 207
Assets on insurance contracts, end of the year	0	0	0	0
Liabilities on insurance contracts, end of the year	50 414	699	3 607	54 720
Closing balance	50 414	699	3 607	54 720

	12.31.2023			
(in € million)	Present value of future cash flows	Non-financial risk	Contractual service margin	TOTAL
Insurance contracts assets, beginning of the year	0	0	0	0
Insurance contracts liabilities, beginning of the year	44 972	622	3 804	49 398
Opening balance	44 972	622	3 804	49 398
Change in the contractual service margin recognized in profit or loss			(376)	(376)
Change in the adjustment for non-financial risk over the period		(48)		(48)
Experience adjustments	(5)			(5)
Changes related to services rendered during the period	(5)	(48)	(376)	(429)
Contracts recognized during the period	(200)	42	158	0
Changes in estimates leading to an adjustment of the contractual service margin	(155)	57	98	0
Changes in estimates leading to losses or reversals of losses on groups of onerous contracts	0	0	0	0
Changes related to future services	(355)	99	256	0
Changes in performance cash flows in respect of incurred claims	2	0		2
Changes related to past services	2	0	0	2
Profit or loss on insurance activities	(358)	52	(120)	(427)
Net financial expenses on insurance contracts	2 912	0	2	2 913
Impact of rates	2	1	0	3
Impact of changes in exchange rates	(61)	0	0	(61)
TOTAL changes in profit or loss and other comprehensive income	2 495	53	(119)	2 429
Premiums received	4 889	0	0	4 889
Claims and expenses paid, including investment component	(4 193)	0	0	(4 193)
Contract acquisition cash flows	(102)	0	0	(102)
TOTAL cash flows	594	0	0	594
Assets on insurance contracts, end of the year	0	0	0	0
Liabilities on insurance contracts, end of the year	48 060	675	3 685	52 420
Closing balance	48 060	675	3 685	52 420

Insurance liabilities initially recognised during the period

(in € million)	12.31.2024			12.31.2023		
	Profitable contracts issued	Onerous contracts	TOTAL	Profitable contracts issued	Onerous contracts	TOTAL
Cash flows related to acquisition costs	94	0	94	113	0	113
Expected claims and other expenses related to insurance activities	3 718	0	3 718	3 398	0	3 398
Estimated present value of future cash outflows	3 813	0	3 813	3 511	0	3 511
Estimated present value of future cash inflows	(4 056)	0	(4 056)	(3 711)	0	(3 711)
Adjustment for non-financial risk	47	0	47	42	0	42
Contractual service margin	196		196	158		158
Loss on insurance contracts held and initially recognized during the period	0	0	0	0	0	0

Note 21.b. Expected recognition in profit or loss of the contractual service margin

(in € million)	12.31.2024				12.31.2023			
	Between 1 and 5 years	Between 5 and 10 years	More than 10 years	TOTAL	Between 1 and 5 years	Between 5 and 10 years	More than 10 years	TOTAL
Contractual services margin on insurance contracts	1,285	854	1,468	3,607	1,282	864	1,539	3,685

Note 21.c. Residual maturities of insurance and reinsurance liabilities

(in € million)	12.31.2024				12.31.2023			
	Residual maturity				Residual maturity			
	Less than 1 year	Between 1 and 5 years	More than 5 years	TOTAL	Less than 1 year	Between 1 and 5 years	More than 5 years	TOTAL
Contrats d'assurance	2 797	8 188	39 839	50 824	2 401	7 614	38 462	48 477

Note 22. Provisions

(in € million)	12.31.2023	Allocations	Write-backs (used)	Write-backs (unused)	Other	12.31.2024
Provisions for pension obligations	177	21	(2)	(9)		187
Provisions for home savings accounts and plans	10			(4)		6
Provisions for expected losses on credit risk of off-balance sheet commitments within the banking scope	40	29		(24)		44
Provisions for execution of guarantee commitments						
Provisions for taxes	1			(1)		
Provisions for lawsuits	9	4	(1)	(3)	1	11
Provisions for contingencies	2	1	(1)			1
Other	13	3	(2)	(3)	(1)	10
TOTAL	251	58	(6)	(44)	0	259

Note 22.a. Pension obligations and similar benefits

Defined benefit pension obligations and other long-term benefits

(in € million)	12.31.2023	Allocations	Write-backs	Other	12.31.2024
Retirement benefits	24	6	(5)	0	25
Retirement pension supplements	0				0
Length-of-service awards	49	5	(3)		50
Time savings accounts	104	10	(3)		111
TOTAL	177	21	(11)	0	187

Note 22.b. Provisions for regulated savings product risks**Home savings accounts and plans during the savings phase: deposits and provisions**

(in € million)	12.31.2024		12.31.2023	
	Deposits	Provisions	Deposits	Provisions
Home savings plans	4 424	3	5 040	3
Under 4 years old	453	0	425	0
Between 4 and 10 years old	645	0	735	1
Over 10 years old	3 326	2	3 879	1
Home savings accounts	904	3	881	8
TOTAL	5 328	6	5 921	10

Loans granted under home savings accounts and plans: deposits and provisions

(in € million)	12.31.2024		12.31.2023	
	Deposits	Provisions	Deposits	Provisions
Home savings plans	20	0	3	0
Home savings accounts	10	0	5	0
TOTAL	30	0	8	0

Note 22.c. Provisions for expected losses on credit risk of off-balance sheet commitments within the banking scope

(in € million)	12.31.2023	Allocations	Write-backs	Other	12.31.2024
Commitments given					
12-month expected losses	19	11	(15)	0	16
Lifetime expected losses for non-impaired assets	8	5	(6)	0	7
Lifetime expected losses for impaired assets (instruments impaired or not at acquisition/creation)	13	12	(4)	0	21
TOTAL	40	29	(24)	0	44

Note 23. Subordinated debt

(in € million)	12.31.2024	12.31.2023
Subordinated debt	2 203	2 135
Equity loans with no voting rights	3	3
Undated subordinated debt	74	84
Other liabilities	0	0
Accrued interest	63	50
TOTAL	2 343	2 272

Main subordinated debt at December 31, 2024

ISSUER	ISSUE DATE	AMOUNT	CURRENCY	INTEREST RATE	DUE DATE
Crédit Mutuel Arkéa	07.05.2004	75	Euro	10-year CMS + 0.10	Undated
Crédit Mutuel Arkéa	06.01.2016	500	Euro	3.25%	06.01.2026
Crédit Mutuel Arkéa	02.09.2017	500	Euro	3.50%	02.09.2029
Crédit Mutuel Arkéa	10.25.2017	500	Euro	1.88%	10.25.2029
Crédit Mutuel Arkéa	03.11.2019	750	Euro	3.38%	03.11.2031
TOTAL		2 325			

Note 24. Share capital and additional paid-in capital - Consolidated reserves

(in € million)	12.31.2024	12.31.2023
Share capital	3 040	2 889
Additional paid-in capital	5	5
Consolidated reserves	6 835	6 506
Legal reserve	601	568
Reserves provided for in the by-laws and contractual reserves	2 625	2 521
Regulated reserves	0	0
Translation adjustments	0	0
Other reserves	3 533	3 352
Retained earnings	75	65
TOTAL	9 880	9 401

The group's share capital consists of shares held by the credit institution's customer shareholders.

Note 25. Gains and losses recognized directly in equity

(in € million)	12.31.2024	12.31.2023
Non-recyclable equity instruments at fair value through equity by option	(131)	49
Recyclable debt instruments at fair value through equity	(100)	(36)
Equity instruments at fair value through non-recyclable equity of the insurance business	(2)	(1)
Debt instruments at fair value through recyclable equity of the insurance business	0	0
Remeasurement of insurance and reinsurance contracts in recyclable equity	(19)	(23)
Impacts of the remeasurement of insurance contracts using the VFA - non-recyclable	-	-
Change in fair value attributable to credit risk presented in other items of comprehensive income for the liabilities	(4)	0
Cash flow hedge derivatives	0	0
Real estate assets	-	-
Other	(102)	(101)
TOTAL	(358)	(114)

Note 26.a. Breakdown of financial liabilities according to maturity - banking activity

(in € million)	12.31.2024					
	Residual maturity					Total
	Less than 3 months	3 months to 1 year	1 to 5 years	More than 5 years	Indefinite	
Liabilities at fair value through profit or loss	10	38	294	1 989	-	2 331
Derivatives used for hedging purposes	-	-	-	-	3 066	3 066
Liabilities to credit institutions	853	1 656	779	161	-	3 450
Liabilities to customers	69 452	3 861	10 786	5 160	-	89 259
Debt securities	1 700	3 248	9 461	11 534	-	25 943
Subordinated debt	-	497	490	1 355	-	2 343

Note 26.b. Breakdown of financial liabilities according to maturity - insurance activity

(in € million)	12.31.2024					Total
	Residual maturity					
	Less than 3 months	3 months to 1 year	1 to 5 years	More than 5 years	Indefinite	
Liabilities at fair value through profit or loss	0	0	38	-	399	438
Derivatives used for hedging purposes	0	0	0	0	0	0
Liabilities to credit institutions	527	303	-	-	29	859
Liabilities to customers	0	0	0	0	0	0
Debt securities	0	0	0	0	0	0
Subordinated debt	0	0	0	0	0	0

Note 27.a. Fair value ranking – banking activity

(in € million)

	12.31.2024			
Financial assets	Level 1	Level 2	Level 3	Total
FVOCI	9 643	1 692	313	11 648
▪ Treasury bills and similar securities - FVOCI (1) (2)	4 474	676	0	5 150
▪ Bonds and other fixed-income securities - FVOCI (3)	5 004	1 017	0	6 021
▪ Stocks and other variable-income securities - FVOCI	58	0	25	83
▪ Equity investments and other long-term investments - FVOCI	106	0	288	394
▪ Shares in associates - FVOCI	0	0	0	0
▪ Loans and receivables due from credit institutions - FVOCI	0	0	0	0
▪ Loans and receivables due from customers - FVOCI	0	0	0	0
Trading/FVO/Other	14	693	1 189	1 897
▪ Treasury bills and similar securities - Trading	0	0	0	0
▪ Treasury bills and similar securities - Fair value option	0	0	0	0
▪ Treasury bills and similar securities - Other FVTPL	0	0	0	0
▪ Bonds and other fixed-income securities - Trading	0	0	0	0
▪ Bonds and other fixed-income securities - Fair value option	0	0	0	0
▪ Bonds and other fixed-income securities - Other FVTPL	14	296	333	643
▪ Stocks and other variable-income securities - Trading	0	0	0	0
▪ Stocks and other variable-income securities - Other FVTPL	0	0	772	772
▪ Loans and receivables due from credit institutions - Fair value option	0	0	0	0
▪ Loans and receivables due from credit institutions - Other FVTPL	0	0	0	0
▪ Loans and receivables due from customers - Fair value option	0	7	0	7
▪ Loans and receivables due from customers - Other FVTPL	0	1	0	1
▪ Derivatives and other financial assets - Trading	0	390	0	390
▪ Other assets classified at FVTPL	0	0	83	83
Derivatives used for hedging purposes	0	3 293	0	3 293
Total	9 657	5 678	1 502	16 837
Financial liabilities				
Trading/FVO	0	2 331	0	2 331
Amounts due to credit institutions - Fair value option	0	0	0	0
▪ Amounts due to customers - Fair value option	0	154	0	154
▪ Debt securities - Fair value option	0	1 818	0	1 818
▪ Derivatives and other financial liabilities - Trading	0	359	0	359
Derivatives used for hedging purposes	0	3 066	0	3 066
Total	0	5 396	0	5 396

(1) Transfers from level 2 to level 1 were made in the amount of €413 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(2) Transfers from level 1 to level 2 were made in the amount of €44 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.

(3) Transfers from level 2 to level 1 were made in the amount of €136 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(in € million)

12.31.2023

Financial assets	Level 1	Level 2	Level 3	Total
FVOCI	6 599	1 888	442	8 929
■ Treasury bills and similar securities - FVOCI (1)	2 640	645	0	3 285
■ Bonds and other fixed-income securities - FVOCI (2) (3)	3 785	1 243	0	5 028
■ Stocks and other variable-income securities - FVOCI	67	0	27	93
■ Equity investments and other long-term investments - FVOCI	107	0	415	522
■ Shares in associates - FVOCI	0	0	0	0
■ Loans and receivables due from credit institutions - FVOCI	0	0	0	0
■ Loans and receivables due from customers - FVOCI	0	0	0	0
Trading/FVO/Other	10	762	1 104	1 876
■ Treasury bills and similar securities - Trading	0	0	0	0
■ Treasury bills and similar securities - Fair value option	0	0	0	0
■ Treasury bills and similar securities - Other FVTPL	0	0	0	0
■ Bonds and other fixed-income securities - Trading	0	0	0	0
■ Bonds and other fixed-income securities - Fair value option	0	0	0	0
■ Bonds and other fixed-income securities - Other FVTPL (4) (5)	10	280	285	576
■ Stocks and other variable-income securities - Trading	0	0	0	0
■ Stocks and other variable-income securities - Other FVTPL	0	0	732	732
■ Loans and receivables due from credit institutions - Fair value option	0	0	0	0
■ Loans and receivables due from credit institutions - Other FVTPL	0	0	0	0
■ Loans and receivables due from customers - Fair value option	0	10	0	10
■ Loans and receivables due from customers - Other FVTPL	0	0	0	0
■ Derivatives and other financial assets - Trading	0	471	0	471
■ Other assets classified at FVTPL (5)	0	0	86	86
Derivatives used for hedging purposes	0	3 945	0	3 945
Total	6 609	6 595	1 546	14 750
Financial liabilities				
Trading/FVO	0	2 356	0	2 356
■ Amounts due to credit institutions - Fair value option	0	0	0	0
■ Amounts due to customers - Fair value option	0	177	0	177
■ Debt securities - Fair value option	0	1 680	0	1 680
■ Derivatives and other financial liabilities - Trading	0	499	0	499
Derivatives used for hedging purposes	0	3 480	0	3 480
Total	0	5 836	0	5 836

(1) Transfers from level 2 to level 1 were made in the amount of €48 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(2) Transfers from level 1 to level 2 were made in the amount of €150 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.

(3) Transfers from level 2 to level 1 were made in the amount of €4 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(4) Transfers from level 2 to level 1 were made in the amount of €1 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(5) Transfers from level 3 to level 2 were made in the amount of €1 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.

Note 27.b. Fair value ranking – insurance activity

(in € million)

	12.31.2024			
	Level 1	Level 2	Level 3	Total
Financial assets				
FVOCI	60		16	76
▪ Treasury bills and similar securities - FVOCI				
▪ Bonds and other fixed-income securities - FVOCI				
▪ Stocks and other variable-income securities - FVOCI	4			4
▪ Equity investments and other long-term investments - FVOCI	57		16	73
▪ Shares in associates - FVOCI				
▪ Loans and receivables due from credit institutions - FVOCI				
▪ Loans and receivables due from customers - FVOCI				
Trading/FVO/Other	36 052	13 947	9 987	59 986
▪ Treasury bills and similar securities - Trading				
▪ Treasury bills and similar securities - Fair value option (1) (4)	5 726	119		5 845
▪ Treasury bills and similar securities - Other FVTPL				
▪ Bonds and other fixed-income securities - Trading				
▪ Bonds and other fixed-income securities - Fair value option (2) (5)	8 283	2 536	0	10 819
▪ Bonds and other fixed-income securities - Other FVTPL (3)	21 960	11 276	9 251	42 487
▪ Stocks and other variable-income securities - Trading				
▪ Stocks and other variable-income securities - Other FVTPL	82	16	435	534
▪ Loans and receivables - Fair value option			300	300
▪ Loans and receivables - Other FVTPL				
▪ Derivatives and other financial assets - Trading				
Derivatives used for hedging purposes				
Total	36 112	13 947	10 003	60 063
Financial liabilities				
Trading/FVO		438		438
Amounts due to credit institutions - Fair value option				
Amounts due to customers - Fair value option		399		399
Debt securities - Fair value option				
Derivatives and other financial liabilities - Trading		39		39
Derivatives used for hedging purposes				
Total		438		438

- (1) Transfers from level 1 to level 2 were made in the amount of €98 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.
(2) Transfers from level 1 to level 2 were made in the amount of €11 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.
(3) Transfers from level 1 to level 2 were made in the amount of €34 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.
(4) Transfers from level 2 to level 1 were made in the amount of €164 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.
(5) Transfers from level 2 to level 1 were made in the amount of €13 million. They consisted mainly of equities whose characteristics correspond to level 1 criteria.
(6) Transfers from level 2 to level 3 were made in the amount of €269 million. They consisted mainly of loans and advances whose characteristics correspond to level 3 criteria.

(in € million)

12.31.2023

Financial assets	Level 1	Level 2	Level 3	Total
FVOCI	62		16	77
■ Treasury bills and similar securities - FVOCI				
■ Bonds and other fixed-income securities - FVOCI				
■ Stocks and other variable-income securities - FVOCI	5			5
■ Equity investments and other long-term investments - FVOCI	57		16	73
■ Shares in associates - FVOCI				
■ Loans and receivables due from credit institutions - FVOCI				
■ Loans and receivables due from customers - FVOCI				
Trading/FVO/Other	32 076	14 984	9 942	57 002
■ Treasury bills and similar securities - Trading				
■ Treasury bills and similar securities - Fair value option (1)	5 838	169		6 007
■ Treasury bills and similar securities - Other FVTPL				
■ Bonds and other fixed-income securities - Trading				
■ Bonds and other fixed-income securities - Fair value option (2) (3)	8 754	3 055		11 809
■ Bonds and other fixed-income securities - Other FVTPL (4) (5)	17 389	11 473	9 458	38 319
■ Stocks and other variable-income securities - Trading				
■ Stocks and other variable-income securities - Other FVTPL	95	18	485	597
■ Loans and receivables - Fair value option		269		269
■ Loans and receivables - Other FVTPL				
■ Derivatives and other financial assets - Trading		1		1
Derivatives used for hedging purposes				
Total	32 137	14 984	9 958	57 079
Financial liabilities				
Trading/FVO		381		381
■ Amounts due to credit institutions - Fair value option				
■ Amounts due to customers - Fair value option		348		348
■ Debt securities - Fair value option				
■ Derivatives and other financial liabilities - Trading		33		33
Derivatives used for hedging purposes				
Total		381		381

(1) Transfers from level 2 to level 1 were made in the amount of €17 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(2) Transfers from level 1 to level 2 were made in the amount of €19 million. They consisted mainly of bonds whose characteristics correspond to level 2 criteria.

(3) Transfers from level 2 to level 1 were made in the amount of €18 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(4) Transfers from level 2 to level 1 were made in the amount of €56 million. They consisted mainly of bonds whose characteristics correspond to level 1 criteria.

(5) Transfers from level 3 to level 2 were made in the amount of €9 million. They consisted mainly of equities whose characteristics correspond to level 2 criteria.

Note 27.c. Fair value ranking – details of level 3 - banking activity

(in € million)	Opening balance	Purchases	Issues	Sales	Repayments
Financial assets					
FVOCI	442	28	6	(2)	0
▪ Treasury bills and similar securities - FVOCI	0	0	0	0	0
▪ Bonds and other fixed-income securities - FVOCI	0	0	0	0	0
▪ Stocks and other variable-income securities - FVOCI	27	0	0	0	0
▪ Equity investments and other long-term investments - FVOCI	415	28	6	(2)	0
▪ Shares in associates - FVOCI	0	0	0	0	0
▪ Loans and receivables due from credit institutions - FVOCI	0	0	0	0	0
▪ Loans and receivables due from customers - FVOCI	0	0	0	0	0
Trading/FVO/Other	1 104	96	0	(50)	(12)
▪ Treasury bills and similar securities - Trading	0	0	0	0	0
▪ Treasury bills and similar securities - Fair value option	0	0	0	0	0
▪ Treasury bills and similar securities - Other FVTPL	0	0	0	0	0
▪ Bonds and other fixed-income securities - Trading	0	0	0	0	0
▪ Bonds and other fixed-income securities - Fair value option	0	0	0	0	0
▪ Bonds and other fixed-income securities - Other FVTPL	285	30	0	0	(12)
▪ Stocks and other variable-income securities - Trading	0	0	0	0	0
▪ Stocks and other variable-income securities - Other FVTPL	732	66	0	(50)	0
▪ Loans and receivables due from credit institutions - Fair value option	0	0	0	0	0
▪ Loans and receivables due from credit institutions - Other FVTPL	0	0	0	0	0
▪ Loans and receivables due from customers - Fair value option	0	0	0	0	0
▪ Loans and receivables due from customers - Other FVTPL	0	0	0	0	0
▪ Derivatives and other financial assets - Trading	0	0	0	0	0
▪ Other assets classified at FVTPL (1)	86	0	0	0	0
Derivatives used for hedging purposes	0	0	0	0	0
Total	1 546	124	6	(52)	(13)
Financial liabilities					
Trading/FVO	0	0	0	0	0
▪ Amounts due to credit institutions - Fair value option	0	0	0	0	0
▪ Amounts due to customers - Fair value option	0	0	0	0	0
▪ Debt securities - Fair value option	0	0	0	0	0
▪ Derivatives and other financial liabilities - Trading	0	0	0	0	0
Derivatives used for hedging purposes	0	0	0	0	0
Total	0	0	0	0	0

Only material transfers are entered, i.e. transfers whose amount is greater than 10% of the amount in the "Total" line for the relevant asset or liability category.

(1) Recognition of separate assets for employee benefit plans

At 31 December 2024, based on the principal unobservable parameters, the group measured the sensitivity of the fair value of level 3 securities for a scope that mainly included the equity and private equity portfolio.

This sensitivity aims to illustrate the uncertainty inherent in the use of judgment required to estimate the principal unobservable parameters at the measurement date. It does not in any way represent a measurement of market risks for level 3 instruments. The estimate is based on the valuation adjustment policy. For the equity and private equity portfolio, the estimate is based on a +/- 1% shock on the AVA parameters of unlisted securities reviewed annually. At 31 December 2024, this shock would have an impact of +€13M / -€11M on the AVAs of level 3 securities.

(in € million)	Transfers	Gains and losses through profit or loss	Gains and losses in equity	Other changes	Closing balance	Transfers L1, L2 => L3	Transfers L3 => L1, L2
Financial assets							
FVOCI	0	0	(180)	19	313	0	0
■ Treasury bills and similar securities - FVOCI	0	0	0	0	0	0	0
■ Bonds and other fixed-income securities - FVOCI	0	0	0	0	0	0	0
■ Stocks and other variable-income securities - FVOCI	0	0	1	(3)	25	0	0
■ Equity investments and other long-term investments - FVOCI	0	0	(181)	22	288	0	0
■ Shares in associates - FVOCI	0	0	0	0	0	0	0
■ Loans and receivables due from credit institutions - FVOCI	0	0	0	0	0	0	0
■ Loans and receivables due from customers - FVOCI	0	0	0	0	0	0	0
Trading/FVO/Other	0	55	0	(3)	1 189	0	0
■ Treasury bills and similar securities - Trading	0	0	0	0	0	0	0
■ Treasury bills and similar securities - Fair value option	0	0	0	0	0	0	0
■ Treasury bills and similar securities - Other FVTPL	0	0	0	0	0	0	0
■ Bonds and other fixed-income securities - Trading	0	0	0	0	0	0	0
■ Bonds and other fixed-income securities - Fair value option	0	0	0	0	0	0	0
■ Bonds and other fixed-income securities - Other FVTPL	0	31	0	0	333	0	0
■ Stocks and other variable-income securities - Trading	0	0	0	0	0	0	0
■ Stocks and other variable-income securities - Other FVTPL	0	24	0	0	772	0	0
■ Loans and receivables due from credit institutions - Fair value option	0	0	0	0	0	0	0
■ Loans and receivables due from credit institutions - Other FVTPL	0	0	0	0	0	0	0
■ Loans and receivables due from customers - Fair value option	0	0	0	0	0	0	0
■ Loans and receivables due from customers - Other FVTPL	0	0	0	0	0	0	0
■ Derivatives and other financial assets - Trading	0	0	0	0	0	0	0
■ Other assets classified at FVTPL (1)	0	0	0	(2)	83	0	0
Derivatives used for hedging purposes	0	0	0	0	0	0	0
Total	0	55	(180)	17	1 503	0	0
Financial liabilities							
Trading/FVO	0	0	0	0	0	0	0
■ Amounts due to credit institutions - Fair value option	0	0	0	0	0	0	0
■ Amounts due to customers - Fair value option	0	0	0	0	0	0	0
■ Debt securities - Fair value option	0	0	0	0	0	0	0
■ Derivatives and other financial liabilities - Trading	0	0	0	0	0	0	0
Derivatives used for hedging purposes	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0

(1) Recognition of separate assets for employee benefit plans

Note 27.d. Fair value ranking – details of level 3 - insurance activity

(in € million)	Opening balance	Purchases	Issues	Disposals
Financial assets				
FVOCI	16	-	-	-
■ Treasury bills and similar securities - FVOCI	-	-	-	-
■ Bonds and other fixed-income securities - FVOCI	-	-	-	-
■ Stocks and other variable-income securities - FVOCI	-	-	-	-
■ Equity investments and other long-term investments - FVOCI	16	-	-	-
■ Shares in associates - FVOCI	-	-	-	-
■ Loans and receivables due from credit institutions - FVOCI	-	-	-	-
■ Loans and receivables due from customers - FVOCI	-	-	-	-
Trading/FVO/Other	9 942	2 122	60	(2)
■ Treasury bills and similar securities - Trading	-	-	-	-
■ Treasury bills and similar securities - Fair value option	-	-	-	-
■ Treasury bills and similar securities - Other FVTPL	-	-	-	-
■ Bonds and other fixed-income securities - Trading	-	-	-	-
■ Bonds and other fixed-income securities - Fair value option	-	-	-	-
■ Bonds and other fixed-income securities - Other FVTPL	9 458	2 117	-	-
■ Stocks and other variable-income securities - Trading	-	-	-	-
■ Stocks and other variable-income securities - Other FVTPL	485	5	-	(2)
■ Loans and receivables due from customers - Fair value option	-	-	61	-
■ Loans and receivables due from customers - Other FVTPL	-	-	-	-
■ Derivatives and other financial assets - Trading	-	-	-	-
Derivatives used for hedging purposes	-	-	-	-
Total	9 958	2 122	61	(2)
Financial liabilities				
Trading/FVO	-	-	-	-
■ Amounts due to credit institutions - Fair value option	-	-	-	-
■ Amounts due to customers - Fair value option	-	-	-	-
■ Debt securities - Fair value option	-	-	-	-
■ Derivatives and other financial liabilities - Trading	-	-	-	-
Derivatives used for hedging purposes	-	-	-	-
Total	-	-	-	-

(in € million)	Repayments	Transfers	Gains and losses through profit or loss	Gains and losses in equity	Other changes	Closing balance	Transfers L1, L2 => L3	Transfers L3 => L1, L2
Financial assets								
FVOCI	-	-	-	-	-	16	-	-
▪ Treasury bills and similar securities - FVOCI	-	-	-	-	-	-	-	-
▪ Bonds and other fixed-income securities - FVOCI	-	-	-	-	-	-	-	-
▪ Stocks and other variable-income securities - FVOCI	-	-	-	-	-	-	-	-
▪ Equity investments and other long-term investments - FVOCI	-	-	-	-	-	16	-	-
▪ Shares in associates - FVOCI	-	-	-	-	-	-	-	-
▪ Loans and receivables due from credit institutions - FVOCI	-	-	-	-	-	-	-	-
▪ Loans and receivables due from customers - FVOCI	-	-	-	-	-	-	-	-
Trading/FVO/Other	(2 045)	264	(355)	(2)	-	9 987	269	(5)
▪ Treasury bills and similar securities - Trading	-	-	-	-	-	-	-	-
▪ Treasury bills and similar securities - Fair value option	-	-	-	-	-	-	-	-
▪ Treasury bills and similar securities - Other FVTPL	-	-	-	-	-	-	-	-
▪ Bonds and other fixed-income securities - Trading	-	-	-	-	-	-	-	-
▪ Bonds and other fixed-income securities - Fair value option	-	-	-	-	-	-	-	-
▪ Bonds and other fixed-income securities - Other FVTPL	(2 017)	(5)	(302)	-	-	9 251	-	(5)
▪ Stocks and other variable-income securities - Trading	-	-	-	-	-	-	-	-
▪ Stocks and other variable-income securities - Other FVTPL	-	-	(53)	-	-	435	-	-
▪ Loans and receivables due from customers - Fair value option	(28)	269	-	(2)	-	300	269	-
▪ Loans and receivables due from customers - Other FVTPL	-	-	-	-	-	-	-	-
▪ Derivatives and other financial assets - Trading	-	-	-	-	-	-	-	-
Derivatives used for hedging purposes	-	-	-	-	-	-	-	-
Total	(2 045)	264	(355)	(2)	-	10 003	269	(5)
Financial liabilities								
Trading/FVO	-	-	-	-	-	-	-	-
▪ Amounts due to credit institutions - Fair value option	-	-	-	-	-	-	-	-
▪ Amounts due to customers - Fair value option	-	-	-	-	-	-	-	-
▪ Debt securities - Fair value option	-	-	-	-	-	-	-	-
▪ Derivatives and other financial liabilities - Trading	-	-	-	-	-	-	-	-
Derivatives used for hedging purposes	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-

Note 28.a. Fair value ranking of financial assets and liabilities recognized at amortized cost - banking activity

12.31.2024						
(in € million)	Market value	Carrying amount	Unrealized capital gains and losses	Level 1	Level 2	Level 3
Assets	101 939	104 371	(2 431)	1 191	14 511	86 238
Financial assets at amortized cost						
■ Loans and receivables due from credit institutions	14 188	14 201	(13)	-	14 188	-
■ Loans and receivables due from customers	86 223	90 382	(4 159)	-	-	86 223
■ Securities	1 529	1 548	(20)	1 191	323	15
Remeasurement adjustment on interest-rate risk hedged portfolios	-	(1 761)	1 761	-	-	-
Liabilities	120 134	120 117	17	-	30 855	89 279
■ Liabilities to credit institutions	3 417	3 480	(63)	-	3 418	-
■ Liabilities to customers	89 280	89 241	38	-	-	89 280
■ Debt securities	25 094	25 943	(850)	-	25 094	-
■ Subordinated debt	2 344	2 343	1	-	2 344	-
Remeasurement adjustment on interest-rate risk hedged portfolios	-	(890)	890	-	-	-

12.31.2023						
(in € million)	Market value	Carrying amount	Unrealized capital gains and losses	Level 1	Level 2	Level 3
Assets	95 720	98 964	(3 244)	225	14 418	81 078
Financial assets at amortized cost						
■ Loans and receivables due from credit institutions	14 002	14 031	(29)	-	14 002	-
■ Loans and receivables due from customers	81 054	86 909	(5 855)	-	-	81 054
■ Securities	665	671	(6)	225	416	24
Remeasurement adjustment on interest-rate risk hedged portfolios	-	(2 647)	2 647	-	-	-
Liabilities	115 360	115 354	5	-	30 293	85 067
■ Liabilities to credit institutions	4 737	4 829	(91)	-	4 737	-
■ Liabilities to customers	85 067	85 081	(14)	-	-	85 067
■ Debt securities	23 332	24 443	(1 111)	-	23 332	-
■ Subordinated debt	2 223	2 272	(48)	-	2 223	-
Remeasurement adjustment on interest-rate risk hedged portfolios	-	(1 269)	1 269	-	-	-

For financial instruments that are not measured at fair value in the balance sheet, fair value calculations are provided for information purposes and should be interpreted as estimates only.

Indeed, in most cases, the values communicated may not be the actual amounts. The fair values were calculated only to provide information in the notes to the financial statements. These values are not indicators used for the purposes of managing the activities of the bank, whose business model is mainly a contractual cash flow model.

Note 28.b. Fair value ranking of financial assets and liabilities recognized at amortized cost - insurance activity

12.31.2024						
(in € million)	Market value	Carrying amount	Unrealized capital gains and losses	Level 1	Level 2	Level 3
Assets	2 671	2 754	(83)	2 476	185	10
Financial assets at amortized cost						
▪ Loans and receivables	100	100	-	-	90	10
▪ Securities	2 571	2 654	(83)	2 476	95	-
Liabilities	829	829	-	-	829	-
▪ Liabilities to credit institutions	829	829	-	-	829	-
▪ Debt securities	-	-	-	-	-	-
▪ Subordinated debt	-	-	-	-	-	-

12.31.2023						
(in € million)	Market value	Carrying amount	Unrealized capital gains and losses	Level 1	Level 2	Level 3
Assets	2 616	2 735	(120)	2 447	155	14
Financial assets at amortized cost						
▪ Loans and receivables	92	93	(1)	-	79	14
▪ Securities	2 523	2 642	(119)	2 447	76	-
Liabilities	1 919	1 919	-	-	1 919	-
▪ Liabilities to credit institutions	1 919	1 919	-	-	1 919	-
▪ Debt securities	-	-	-	-	-	-
▪ Subordinated debt	-	-	-	-	-	-

Notes to the income statement

Note 29. Interest and similar income/expense

(in € million)	12.31.2024		12.31.2023	
	Income	Expense	Income	Expense
Credit institutions and central banks	826	(181)	970	(349)
Customers	2 343	(2 053)	1 914	(1 623)
- of which leasing	148	(24)	116	(18)
- of which rental debts		(2)	0	(2)
Securities at amortized cost	16	0	4	0
Financial assets at fair value through profit or loss	26	(81)	19	(3)
Derivatives used for hedging purposes	1 578	(1 337)	1 381	(1 205)
Financial assets at fair value through equity	240	0	138	0
Debt securities	0	(752)	0	(578)
TOTAL	5 030	(4 403)	4 425	(3 757)

Note 30. Fee and commission income/expense

(in € million)	12.31.2024		12.31.2023	
	Income	Expense	Income	Expense
Credit institutions	2	(4)	4	(6)
Customers	285	(2)	197	0
Derivatives	1	0	1	(1)
Foreign exchange	11	0	11	0
Financing and guarantee commitments	2	0	3	(1)
Securities and services	608	(221)	581	(199)
TOTAL	909	(228)	796	(207)

Note 31. Net gain (loss) on financial instruments at fair value through profit or loss

(in € million)	12.31.2024	12.31.2023
Instruments held for trading	73	230
Fair value option instruments	(52)	(170)
Change in fair value attributable to credit risk presented in net income for the liabilities	0	0
Other instruments at fair value through profit or loss	82	57
Including UCI	25	10
Hedging ineffectiveness	(2)	(3)
■ cash flow hedges	0	0
■ fair value hedges	(2)	(3)
- change in fair value of hedged items	(296)	(669)
- change in fair value of hedges	295	666
Foreign exchange gains (losses)	0	(1)
TOTAL OF CHANGES IN FAIR VALUE	101	113

Note 32. Net gain (loss) on financial instruments at fair value through equity

(in € million)	12.31.2024		
	Dividends	Realized gains/losses	Total
Treasury bills, notes and government bonds		0	0
Bonds and other fixed-income securities		5	5
Loans - Credit institutions			
Customer loans			
Stocks and other variable-income securities	0		0
Equity securities held for long-term investment	7		7
TOTAL	7	5	12

(in € million)	12.31.2023		
	Dividends	Realized gains/losses	Total
Treasury bills, notes and government bonds		(3)	(3)
Bonds and other fixed-income securities		3	3
Loans - Credit institutions			
Customer loans			
Stocks and other variable-income securities	7		7
Equity securities held for long-term investment	11		11
TOTAL	19	0	19

Note 33. Net gain (loss) on financial instruments at amortized cost

Financial assets	Profit or loss recognized on the derecognition of assets as at December 31, 2024	Profit or loss recognized on the derecognition of assets as at December 31, 2023
Treasury bills, notes and government bonds	0	0
Bonds and other fixed-income securities	0	0
Loans - Credit institutions	0	0
Customer loans	0	0
Financial liabilities		
Liabilities to credit institutions	0	0
Liabilities to customers	0	0
Debt securities	0	0
Subordinated debt	0	0
TOTAL	0	0

Note 34. Net income from insurance activities

(in € million)	12.31.2024	12.31.2023
Income from insurance contracts issued	1 180	1 140
Expenses related to insurance contracts issued	(715)	(764)
Income and expenses related to reinsurance contracts held	(47)	47
Profit or loss on insurance and reinsurance activities	419	424
Net income from financial investments related to insurance activities	1 614	2 995
- of which, cost of risk for financial investments related to insurance activities	1	0
Financial income or financial expense on insurance contracts issued	(1 539)	(2 917)
Financial income or financial expense on reinsurance contracts held	3	1
Net financial income from insurance and reinsurance activities	78	79
TOTAL	497	503

Note 34.a. Net income from insurance and reinsurance activities

	12.31.2024	12.31.2023
Income from insurance contracts not measured using the general model	678	674
▪ Contractual service margin	365	377
▪ Change in adjustment for non-financial risk	52	48
▪ Recovery of cash flows related to acquisition costs	38	24
▪ Claims expenses and other related expenses expected	224	225
Revenue from insurance contracts measured using the simplified method	502	466
Expenses related to insurance contracts	(715)	(764)
Profit or loss on insurance activities	465	377
Profit or loss on reinsurance activities	(47)	47
TOTAL profit or loss on insurance and reinsurance activities	419	424

Note 34.b. Net financial income from insurance and reinsurance activities (including return on investments)

	12.31.2024	12.31.2023
Net income from financial investments related to insurance activities	1 614	2 995
Change in the fair value of the underlying items of contracts with direct participation	(1 532)	(2 915)
Impact of the risk mitigation option	0	0
Impact of accretion	(7)	(2)
Impact of interest rates and other financial assumptions	0	0
Impact of exchange rates	0	0
Net financial expenses on insurance contracts	(1 539)	(2 917)
Net financial income from reinsurance contracts	3	1
TOTAL net financial income from insurance and reinsurance activities	78	79

Note 34.c. Net income from financial investments related to insurance activities

	12.31.2024	12.31.2023
Interest and similar income/expense	1 098	1 023
Commission	6	(6)
Net gains on financial instruments at fair value through profit or loss	502	2 039
Net gain (loss) on financial assets at fair value through equity	3	3
Net income on investment property	0	0
Net gain on investment property	4	(64)
Cost of risk for insurance financial investments	1	0
TOTAL	1 614	2 995

Net gain (loss) on financial instruments at fair value through profit or loss

	12.31.2024	12.31.2023
Trading instruments	(20)	(36)
Fair value option instruments	39	710
Other instruments at fair value through profit or loss	485	1 365
of which UCIs	912	1 032
Foreign exchange gains (losses)	(1)	0
Total changes in fair value	502	2 039

Note 34.d. Insurance activity - Information regarding changes in outstanding loans subject to provisions for expected losses for credit risk, changes in provisions for expected losses for credit risk and gross carrying amount of loans and receivables due from customers by credit risk category

(in € million)	12.31.2023	Acquisition / production	Sale / repayment	Transfers between buckets	Other	12.31.2024
Financial assets at amortized cost - Loans and receivables	93	44	(37)	0	0	100
■ 12-month expected losses	93	44	(37)	0	0	100
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Financial assets at amortized costs - Securities	2 646	207	(196)	0	0	2 656
■ 12-month expected losses	2 631	207	(196)	10	0	2 651
■ Lifetime expected losses - non-impaired assets	15	0	0	(10)	0	5
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Financial assets at amortized cost - Fixed-income securities	0	0	0	0	0	0
■ 12-month expected losses	0	0	0	0	0	0
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Financial assets at FVOCI - Loans	0	0	0	0	0	0
■ 12-month expected losses	0	0	0	0	0	0
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Total	2 739	251	(233)	0	0	2 757

The associated impairment amount was €2m at 31 December 2024.

The gross value of customer loans at amortised cost is €100 million; it is fully allocated to bucket 1 and has a probability of default of less than 0.1.

Note 35. Income/expense from other activities

(in € million)	12.31.2024		12.31.2023	
	Income	Expense	Income	Expense
Investment property	4	(7)	0	(7)
Other income and expense	333	(80)	332	(78)
TOTAL	338	(87)	332	(84)

Note 36. Gains (losses) on disposal - dilution in investments in associates

(in € million)	12.31.2024	12.31.2023
Gains or losses on disposal/dilution on joint ventures	0	0
Gains or losses on disposal/dilution on associates	15	0
TOTAL	15	0

Note 37. General operating expense

(in € million)	12.31.2024	12.31.2023
Personnel expenses	(1 016)	(984)
Other expense	(665)	(698)
General operating expenses attributable to the fulfilment of insurance contracts (1)	265	270
TOTAL	(1 416)	(1 412)

(1) General operating expenses related to insurance contracts are recognised during the period as expenses related to insurance contracts issued, with the exception of acquisition costs, which are deferred in the balance sheet to be recognised in profit or loss in subsequent periods.

Note 37.a. Personnel expenses

(in € million)	12.31.2024	12.31.2023
Salaries and wages	(571)	(542)
Payroll taxes	(261)	(251)
Mandatory and optional employee profit-sharing	(49)	(60)
Taxes, levies and similar payments on compensation	(74)	(73)
Other	0	0
Personnel expenses related to insurance activity	(62)	(58)
TOTAL	(1 016)	(984)

Note 37.b. Average number of employees

	12.31.2024	12.31.2023
Employees	4 377	4 434
Management and supervisors	6 841	6 561
TOTAL	11 218	10 995

Note 37.c. Post-employment benefits

Defined contribution plans are those for which the group's commitment is limited to the payment of a contribution but do not include any commitment by the group with respect to the level of benefits provided.

The main defined contribution post-employment benefit plans include mandatory social security and the Agirc and Arrco retirement plans, as well as the supplementary retirement savings plan established by some entities for which they only have an obligation to contribute.

In 2024, expenses related to these plans totaled €110 million compared with €104 million in 2023.

Defined benefit plans and other long-term benefits

These defined benefit plans expose the group to certain risks such as interest rate risk and market risk.

These benefits are based on the final salary for end-of-service awards for the retirement benefits and on average wage of the last 10 years for the supplementary plan. When the annuity for the additional voluntary pension contribution is liquidated, the risk is transferred to Suravenir in the form of an insurance contract.

Change in actuarial liability

(in € million)	Post-employment benefits		Other long-term benefits (1)	TOTAL 12.31.2024	TOTAL 12.31.2023
	Supplementary plan	Retirement benefits			
Gross actuarial liability at the beginning of the period	48	25	153	226	215
Cost of services rendered during the period	2	4	3	9	10
Net interest	1	1	5	7	8
Modification/reduction/liquidation of the plan				-	(1)
Impact of pension reform	-	-		-	
Acquisition, disposal (change in consolidated scope)		-		-	-
Benefits paid	(7)	(4)	(5)	(16)	(13)
Actuarial gains/losses	1	(1)	6	6	8
of which actuarial gains/losses due to changes in demographic assumptions	0	0	(1)	(1)	0
of which gains/losses related to changes in financial assumptions	(1)	0	(3)	(4)	1
Gross actuarial liability at the end of the period	45	25	161	232	226

(1) Other long-term benefits relate to long-service awards and time saving accounts

Expense recognized on the income statement

(in € million)	Post-employment benefits		Other long-term benefits (1)	TOTAL 12.31.2024	TOTAL 12.31.2023
	Supplementary plan	Retirement benefits			
Cost of services rendered during the period	(2)	(4)	(3)	(9)	(9)
Net interest	1	1	(4)	(2)	(2)
Impact of any reduction or liquidation of the plan	0	0		0	
Impact of pension reform	-	-		-	1
Actuarial gains/losses			(6)	(6)	(11)
of which actuarial gains/losses due to changes in demographic assumptions recognized on the income statement			1	1	0
of which gains/losses due to changes in financial assumptions recognized on the income statement			3	3	(3)
of which actuarial gains/losses due to differences between estimates and actual experiences			(10)	(10)	(8)
Expense recognized on the income statement	0	(4)	(13)	(17)	(21)

Change in fair value of plan assets and reimbursement rights

(in € million)	Post-employment benefits			TOTAL 12.31.2024	TOTAL 12.31.2023
	Supplementary plan	Retirement benefits	Other long- term benefits		
Fair value of assets at the beginning of the period	92	54	23	169	175
Net interest	3	2	1	5	6
Employer contributions		-		-	
Acquisition, disposal (change in consolidated scope)		-		-	0
Benefits paid	(7)	(3)	-	(10)	(9)
Actuarial gains/losses	1	(1)	0	0	(4)
of which actuarial gains/losses due to changes in demographic assumptions	-	0	0	-	
of which actuarial gains/losses on plan assets due to changes in financial assumptions	1	(1)	0	-	(4)
of which actuarial gains/losses due to differences between estimates and actual experiences			0	0	
Fair value of assets at the end of the period	88	52	24	164	169

Net position

(in € million)	Supplementary plan	Retirement benefits	Other long- term benefits	TOTAL 12.31.2024	TOTAL 12.31.2023
Actuarial liability at the end of the period	46	26	161	232	226
Fair value of assets/reimbursement rights	(88)	(52)	(24)	(164)	(169)
NET POSITION	(43)	(26)	137	68	57

Items recognized immediately in comprehensive income

(in € million)	12.31.2024	12.31.2023
Actuarial differences generated on post-employment benefit plans	0	(1)
Adjustments to the asset ceiling		
Total items recognized immediately during the year	0	(1)
Aggregate actuarial differences at the end of the year	(137)	(137)

Information regarding plan assets

The amounts included in the fair value of the plan assets concerning the financial instruments issued by the group and the properties occupied by the group are not material.

Plan assets are held by Suravenir and by a non-group insurance company for the portion relating to the supplementary plan.

At December 31, 2024, the weighted average term of defined benefit obligations was 7.4 years (7.4 years as well in 2023).

Composition of hedging assets

(in € million)		12.31.2024			
Fair value of plan assets		Debt securities	Equity instruments	Real property	Other
Assets listed on an active market		102	4	0	0
Assets not listed on an active market		12	6	16	0
Total		114	10	16	0

(in € million)		12.31.2023			
Fair value of plan assets		Debt securities	Equity instruments	Real property	Other
Assets listed on an active market		106	4	0	0
Assets not listed on an active market		13	6	17	0
Total		119	10	17	0

Sensitivity of obligations to changes in the main actuarial assumptions

(in € million)		12.31.2024			
(As a % of the item measured)		Supplementary plan Retirement benefits	Length-of-service awards	Time savings account	
+0.5% change in discount rate					
Impact on present value of obligations as of December 31		(4%)	(3%)	(4%)	(4%)
+0.5% change in net salary					
Impact on present value of obligations as of December 31		1%	3%	5%	4%

The sensitivities shown are weighted averages of observed changes relative to the present value of the obligations.

Note 37.d. Share-based payments

IFRS 2 "Share-based Payment" requires the measurement of share-based payment transactions in the company's income statement and balance sheet.

This standard applies to transactions with employees and more specifically to:

- Equity-settled share-based payment transactions;
- Cash-settled share-based payment transactions.

For equity-settled transactions, an expense is charged against equity. This expense is spread over the vesting period.

For the cash-settled transactions, the fair value of the liability, measured initially on the grant date, must be re-measured on each closing date until the settlement date of the liability. Fair value changes are recognized as expenses or income on the income statement until the liability is settled.

Note 37.e. Other operating expenses

(in € million)	12.31.2024	12.31.2023
Taxes other than on income	(42)	(74)
Rentals	(97)	(87)
▪ short term rentals of assets or low / substantial values	(94)	(84)
▪ other rentals	(3)	(3)
External services	(480)	(491)
Other miscellaneous expenses	0	0
Operating expenses related to insurance activity	(46)	(45)
TOTAL	(665)	(698)

(in € million)	12.31.2024			12.31.2023		
	PWC	Deloitte	Total	PWC	Deloitte	Total
Auditing, certification, examination of individual and consolidated accounts	1.692	1.782	3.474	1.974	2.402	4.376
Crédit Mutuel Arkéa	0.601	0.630	1.231	0.679	0.798	1.477
Consolidated subsidiaries	1.091	1.152	2.243	1.295	1.604	2.899
Services other than account certification	0.621	0.564	1.185	0.308	0.364	0.672
Crédit Mutuel Arkéa	0.371	0.277	0.648	0.143	0.165	0.308
Consolidated subsidiaries	0.250	0.287	0.537	0.165	0.199	0.364
TOTAL	2.313	2.346	4.659	2.282	2.766	5.048

The total amount of audit fees paid to the Statutory Auditors not belonging to the network of one of those certifying the Crédit Mutuel Arkéa's consolidated and individual financial statements, mentioned in the table above, amounted to €0.571 million in respect of 2024 (versus €0.929 million as well in 2023).

Note 38. Depreciation, amortization and impairment of property, plant and equipment and intangible assets

(in € million)	12.31.2024	12.31.2023
Amortization	(120)	(163)
▪ Property, plant and equipment	(51)	(56)
- of which rights of use - Property	(18)	(15)
▪ Intangible assets	(69)	(107)
Impairment	1	3
▪ Property, plant and equipment	1	0
- of which rights of use - Property	1	0
▪ Intangible assets	1	3
Other expenses related to insurance activity	(2)	(3)
Depreciation, amortization and impairment of property, plant and equipment and intangible assets attributable to insurance contracts	35	37
TOTAL	(85)	(125)

Note 39. Cost of risk**Note 39.a. Cost of risk - banking activity**

(in € million)	Allocations	Write-backs	Irrecoverable debts		Collection of receivables written off	12.31.2024
			Provisioned bad debt	Unprovisioned bad debt		
12-month expected losses	(98)	126				28
■ Loans and receivables due from credit institutions	(1)	4				3
■ Loans and receivables due from customers	(82)	102				19
of which finance leases	(3)	2				(1)
■ Financial assets at amortized cost - Fixed income securities	0	2				1
■ Financial assets at FVOCI - Fixed income securities	(3)	4				1
■ Financial assets at FVOCI - Loans	0	0				0
■ Off-balance sheet	(11)	15				3
■ Other assets	0	0				0
Lifetime expected loss	(195)	163				(32)
■ Loans and receivables due from credit institutions	0	0				0
■ Loans and receivables due from customers	(190)	158				(32)
■ of which finance leases	(2)	2				0
■ Financial assets at amortized cost - Fixed income securities	0	0				0
■ Financial assets at FVOCI - Fixed income securities	0	0				0
■ Financial assets at FVOCI - Loans	0	0				0
■ Off-balance sheet	(5)	6				0
■ Other assets	0	0				0
Impaired assets	(304)	182	(47)	(16)	9	(177)
■ Loans and receivables due from credit institutions	0	0	0	0	0	0
■ Loans and receivables due from customers	(290)	175	(47)	(16)	9	(169)
■ of which finance leases	(26)	16	(3)	0	0	(13)
■ Financial assets at amortized cost - Fixed income securities	(1)	0	0	0	0	(1)
■ Financial assets at FVOCI - Fixed income securities	0	0	0	0	0	0
■ Financial assets at FVOCI - Loans	0	0	0	0	0	0
■ Off-balance sheet	(12)	4	0	0	0	(7)
■ Other assets	(1)	3	0	0	0	1
Total	(597)	471	(47)	(16)	9	(180)

(in € million)	Allocations	Write-backs	Irrecoverable debts		Collection of receivables written off	12.31.2023
			Provisioned bad debt	Unprovisioned bad debt		
12-month expected losses	(105)	135				30
■ Loans and receivables due from credit institutions	(3)	1				(2)
■ Loans and receivables due from customers	(82)	116				34
of which finance leases	(2)	4				2
■ Financial assets at amortized cost - Fixed income securities	(1)	0				(1)
■ Financial assets at FVOCI - Fixed income securities	(4)	2				(2)
■ Financial assets at FVOCI - Loans	0	0				0
■ Off-balance sheet	(14)	16				2
■ Other assets	0	0				0
Lifetime expected loss	(203)	189				(15)
■ Loans and receivables due from credit institutions	0	0				0
■ Loans and receivables due from customers	(197)	183				(13)
■ of which finance leases	(9)	4				(4)
■ Financial assets at amortized cost - Fixed income securities	0	0				0
■ Financial assets at FVOCI - Fixed income securities	0	0				0
■ Financial assets at FVOCI - Loans	0	0				0
■ Off-balance sheet	(7)	5				(1)
■ Other assets	0	0				0
Impaired assets	(239)	226	(89)	(45)	36	(110)
■ Loans and receivables due from credit institutions	0	0	0	0	0	0
■ Loans and receivables due from customers	(232)	219	(89)	(45)	36	(111)
■ of which finance leases	(16)	14	(3)	0	0	(4)
■ Financial assets at amortized cost - Fixed income securities	0	0	0	0	0	0
■ Financial assets at FVOCI - Fixed income securities	0	0	0	0	0	0
■ Financial assets at FVOCI - Loans	0	0	0	0	0	0
■ Off-balance sheet	(3)	5	0	0	0	2
■ Other assets	(4)	3	0	0	0	(1)
Total	(547)	551	(89)	(45)	36	(94)

Note 39.b. Banking activities - Information regarding changes in outstanding loans subject to provisions for expected losses for credit risk

(in € million)	12.31.2023	Acquisition / production	Sale/ repayment	Transfers between buckets	Other	12.31.2024
Financial assets at amortized costs - loans and receivables due from credit institutions	14 039	4 172	(4 005)	0	0	14 207
■ 12-month expected losses	14 039	4 172	(4 005)	0	0	14 207
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/ created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Financial assets at amortized costs - loans and receivables due from customers	88 077	17 893	(14 281)	0	0	91 690
■ 12-month expected losses	79 551	16 855	(12 365)	(2 490)	0	81 552
■ Lifetime expected losses - non-impaired assets	6 953	849	(1 596)	2 074	0	8 281
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/ created	1 396	126	(298)	416	0	1 640
■ Lifetime expected losses - assets impaired as from acquisition/creation	177	62	(22)	0	0	217
Financial assets at amortized cost - Securities	673	979	(102)	0	0	1 550
■ 12-month expected losses	673	978	(102)	0	0	1 549
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/ created	0	1	0	0	0	1
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Financial assets at FVOCI - Fixed income securities	8 319	6 002	(3 146)	0	0	11 175
■ 12-month expected losses	8 305	6 002	(3 132)	0	0	11 175
■ Lifetime expected losses - non-impaired assets	14	0	(14)	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/ created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Financial assets at FVOCI - Loans	0	0	0	0	0	0
■ 12-month expected losses	0	0	0	0	0	0
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/ created	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0
Total	111 109	29 046	(21 534)	0	0	118 621

Note 39.c. Banking activities - Information regarding changes in provisions for expected losses for credit risk

(in € million)	12.31.2023	Allocations	Reversals	Transfers	Change of method	Other	12.31.2024
Financial assets at amortized costs - loans and receivables due from credit institutions	(9)	(1)	4	0	0	0	(5)
■ 12-month expected losses	(9)	(1)	4	0	0	0	(5)
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0	0
Financial assets at amortized costs - loans and receivables due from customers	(1 168)	(600)	461	0	0	0	(1 308)
■ 12-month expected losses	(191)	(99)	128	(9)	0	0	(172)
■ Lifetime expected losses - non-impaired assets	(272)	(181)	126	22	0	0	(304)
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	(636)	(294)	200	(13)	0	0	(744)
■ Lifetime expected losses - assets impaired as from acquisition/creation	(69)	(26)	7	0	0	0	(88)
Financial assets at amortized cost - Securities	(2)	(1)	2	0	0	0	(2)
■ 12-month expected losses	(2)	0	2	0	0	0	(1)
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	(1)	0	0	0	0	(1)
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0	0
Financial assets at FVOCI - Fixed income securities	(6)	(3)	4	0	0	0	(4)
■ 12-month expected losses	(6)	(3)	4	0	0	0	(4)
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0	0
Financial assets at FVOCI - Loans	0	0	0	0	0	0	0
■ 12-month expected losses	0	0	0	0	0	0	0
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0	0
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	0	0	0	0	0	0	0
■ Lifetime expected losses - assets impaired as from acquisition/creation	0	0	0	0	0	0	0
Commitments given	(40)	(29)	24	0	0	0	(44)
■ 12-month expected losses	(19)	(11)	15	0	0	0	(16)
■ Lifetime expected losses - non-impaired assets	(8)	(5)	6	0	0	0	(7)
■ Lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	(13)	(12)	4	0	0	0	(21)
Other assets	0	0	0	0	0	0	0
■ 12-month expected losses	0	0	0	0	0	0	0
■ Lifetime expected losses - non-impaired assets	0	0	0	0	0	0	0
■ Lifetime expected losses for impaired assets (whether impaired or not at acquisition/creation)	0	0	0	0	0	0	0
Total	(1 225)	(634)	495	0	0	0	(1 363)

Note 39.d. Banking activities - gross carrying amount of loans and receivables due from customers by credit risk category

At 12.31.2024

Risk categories: PD at 1 year	Subject to 12-month expected losses	Subject to lifetime expected losses	Subject to lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	Subject to expected losses for assets impaired at the closing date and when acquired/created
< 0,1	30 874	6	0	0
[0,1;0,25]	16 752	5	0	0
[0,26;0,99]	14 853	2 638	0	0
[1;2,99]	8 930	1 762	0	0
[3;9,99]	9 823	2 564	0	0
>=10	320	1 306	1 640	217
Total	81 552	8 281	1 640	217

At 12.31.2023

Risk categories: PD at 1 year	Subject to 12-month expected losses	Subject to lifetime expected losses	Subject to lifetime expected losses for assets impaired at the closing date but not impaired when acquired/created	Subject to expected losses for assets impaired at the closing date and when acquired/created
< 0,1	24 725	5	0	0
[0,1;0,25]	21 905	4	0	0
[0,26;0,99]	14 407	2 303	0	0
[1;2,99]	8 925	1 277	0	0
[3;9,99]	9 291	2 145	0	0
>=10	299	1 221	1 396	177
Total	79 551	6 953	1 396	177

Note 39.e. Banking activities - Breakdown of gross receivables and impairments by counterparty sector

	12.31.2024				12.31.2023			
Outstanding amounts subject to provision	B1	B2	B3	TOTAL	B1	B2	B3	TOTAL
Central banks	167	-	-	167	92	-	-	92
General governments	14 785	48	-	14 833	12 024	15	-	12 038
Credit institutions	21 136	-	-	21 136	19 648	-	-	19 648
Other financial corporations	2 350	218	23	2 591	1 657	121	13	1 791
Non-financial corporations	24 546	3 805	1 138	29 489	24 868	2 935	944	28 748
of which: Small and Medium-sized Enterprises	10 479	2 079	700	13 258	10 516	1 631	599	12 747
Households	45 498	4 209	698	50 404	44 279	3 897	615	48 791
TOTAL	108 482	8 281	1 858	118 621	102 569	6 967	1 572	111 109

	12.31.2024				12.31.2023			
Provisions	B1	B2	B3	TOTAL	B1	B2	B3	TOTAL
Central banks	-	-	-	0	-	-	-	0
General governments	(7)	(2)	-	(9)	(10)	(1)	-	(11)
Credit institutions	(6)	-	-	(6)	(11)	-	-	(11)
Other financial corporations	(9)	(16)	(10)	(36)	(10)	(12)	(6)	(28)
Non-financial corporations	(111)	(189)	(550)	(850)	(112)	(155)	(444)	(711)
of which: Small and Medium-sized Enterprises	(51)	(102)	(369)	(522)	(49)	(80)	(330)	(460)
Households	(48)	(97)	(272)	(417)	(65)	(104)	(255)	(424)
TOTAL	(183)	(304)	(833)	(1 319)	(208)	(272)	(705)	(1 185)

Note 40. Gains (losses) on other assets

(in € million)	12.31.2024	12.31.2023
Property, plant and equipment and intangible assets	0	0
▪ Capital losses on disposals	(2)	(1)
▪ Capital gains on disposals	2	2
Expenses related to business combinations	(1)	0
More or less transfer values on consolidated securities	0	30
TOTAL	(1)	30

Note 41. Income tax

(in € million)	12.31.2024	12.31.2023
BREAKDOWN OF TAX EXPENSE		
Current tax expense	(38)	(68)
Net deferred tax expense or revenue	(63)	(56)
NET INCOME TAX EXPENSE	(100)	(124)
Income before taxes, badwill and income contribution from associates	501	538
EFFECTIVE TAX RATE	20,04%	22,98%

ANALYSIS OF EFFECTIVE TAX RATE	12.31.2024	12.31.2023
Statutory tax rate	25,83%	25,83%
Permanent differences	(1,07%)	(0,33%)
Income taxed at a reduced rate or exempt	(1,35%)	(2,34%)
Impact of fiscal losses	(1,55%)	(0,06%)
Tax credits	(0,80%)	(0,16%)
Special	0,07%	0,40%
Other	(1,11%)	(0,36%)
EFFECTIVE TAX RATE	20,04%	22,98%

Taxes must be measured based on the rates in effect at the closing date.

In case of a change in rates, deferred taxes must be adjusted, based on the symmetry principle, through profit or loss, unless they relate to items recognized outside profit or loss (other comprehensive income (OCI) or directly in equity).

Notes on gains and losses recognized directly in equity

Note 42.a. Information on the recycling to profit or loss of gains or losses recognized directly in equity

(in € million)	Changes in 2024	Changes in 2023
Revaluation of debt instruments at fair value through equity	(59)	3
▪ Reclassification to profit or loss	(2)	14
▪ Other changes	(57)	(11)
Revaluation of hedging derivatives	-	-
▪ Reclassification to profit or loss	-	-
▪ Other changes	-	-
Remeasurement of financial assets at fair value through recyclable equity of the insurance business	-	-
Remeasurement of insurance and reinsurance contracts in recyclable equity	4	38
Share of recyclable gains and losses of equity-accounted entities recognized directly in equity	(5)	(1)
Items to be recycled to profit or loss	(60)	39
Actuarial gains and losses on defined benefit plans	-	(1)
Revaluation of credit risk specific to financial liabilities recognized at fair value through profit or loss by option	(3)	(11)
Revaluation of equity instruments at fair value through equity	(180)	(72)
Revaluation of equity instruments at fair value through equity from insurance activity	(1)	(12)
Remeasurement of insurance contracts using the VFA - non-recyclable	-	-
Share of recyclable gains and losses of equity-accounted entities recognized directly in equity	-	0
Items not to be recycled to profit or loss	(184)	(96)
TOTAL	(244)	(57)

Note 42.b. Tax on each component of gains or losses recognized directly in equity

(in € million)	12.31.2024			12.31.2023		
	Gross	Tax	Net	Gross	Tax	Net
Revaluation of recyclable debt instruments at fair value through equity	(79)	20	(59)	4	(1)	3
Revaluation of hedging derivatives	-	-	-	-	-	-
Remeasurement of financial assets at fair value through recyclable equity of the insurance business	-	-	-	-	-	-
Remeasurement of insurance and reinsurance contracts in recyclable equity	5	(1)	4	51	(13)	38
Share of recyclable gains and losses of equity-accounted entities recognized directly in equity	(7)	2	(5)	(2)	0	(1)
Items to be recycled to profit or loss	(81)	21	(60)	53	(14)	39
Actuarial gains and losses on defined benefit plans	-	-	-	(1)	-	(1)
Revaluation of credit risk specific to financial liabilities recognized at fair value through profit or loss by option	(5)	1	(3)	(15)	4	(11)
Revaluation of equity instruments at fair value through equity	(187)	7	(180)	(80)	8	(72)
Revaluation of equity instruments at fair value through equity from insurance activity	(1)	0	(1)	(14)	2	(12)
Remeasurement of insurance contracts using the VFA - non-recyclable	-	-	-	-	-	-
Share of recyclable gains and losses of equity-accounted entities recognized directly in equity	-	-	-	-	-	-
Items not to be recycled to profit or loss	(193)	8	(184)	(110)	13	(96)
Total changes in gains and losses recognized directly in equity	(274)	29	(244)	(57)	0	(57)

OTHER NOTES

Note 43.a. Commitments given and received - banking activity

(in € million)	12.31.2024	12.31.2023
Commitments given	16 693	16 441
■ Financing commitments	11 653	11 296
- to credit and similar institutions	1	25
- to customers	11 652	11 271
■ Guarantee commitments	4 824	4 917
- to credit and similar institutions	25	7
- to customers	4 799	4 910
■ Securities commitments	216	229
- repurchase agreements	-	-
- other commitments given	216	229
Commitments received	66 164	65 450
■ Financing commitments	12 823	12 985
- from credit and similar institutions	12 811	12 796
- from customers	11	189
■ Guarantee commitments	52 734	51 863
- from credit and similar institutions	260	270
- from customers	52 473	51 593
■ Securities commitments	608	603
- Reverse repurchase agreements	-	-
- Other commitments received	608	603

Financing commitments given include the €23 million cash advance made to Caisse de Refinancement de l'Habitat at 31 December 2023 to fund it. This was no longer the case at 31 December 2024.

	12.31.2024	12.31.2023
Receivables pledged as collateral	15 015	15 638
■ Banque de France	13 606	13 953
■ European Investment Bank	365	464
■ Caisse de Refinancement de l'Habitat	547	663
■ Caisse des Dépôts et Consignations	495	557
■ Other	1	1
Loaned securities	0	0
Deposits on market transactions	796	811
Securities sold under repurchase agreements	2 011	4 365

For its refinancing activity, the group entered into repurchase agreements of debt and/or equity securities. This results in the transfer of ownership of securities which the recipient may in turn lend. The coupons or dividends benefit the borrower. These transactions are subject to margin calls.

Note 43.b. Commitments given and received - insurance activity

(in € million)	12.31.2024	12.31.2023
Commitments given	-	-
Commitments received	993	1 110

Note 44. Segment information

(in € million)	Banking		Insurance and asset management		Group	
	12.31.2024	12.31.2023	12.31.2024	12.31.2023	12.31.2024	12.31.2023
Net banking income	1 616	1 606	552	533	2 168	2 140
Gains (losses) on disposal - dilution	15	0	-	-	15	0
Net banking income including gains (losses) on disposal - dilution	1 631	1 607	552	533	2 183	2 140
General operating expenses and depreciation and amortization	(1 370)	(1 399)	(131)	(139)	(1 501)	(1 537)
Gross operating income	261	208	421	395	682	602
Cost of risk	(181)	(96)	1	1	(180)	(94)
Operating income	80	112	422	396	502	508
Share of income of companies carried under equity method	6	5	4	10	10	15
Other	(10)	19	(2)	0	(12)	19
Recurring income before tax	76	136	424	406	500	542
Income tax	0	(34)	(100)	(89)	(100)	(124)
Net income	76	102	324	317	400	419
O/w non-controlling interests	-	0	4	2	4	2
Net income, group share	76	102	319	315	395	417

(in € million)	12.31.2024	12.31.2023	12.31.2024	12.31.2023	12.31.2024	12.31.2023
Segment Assets and Liabilities	131 708	127 833	66 721	63 792	198 429	191 625

Segment reporting is based on two business lines:

- Retail banking includes primarily the branch networks of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest, the subsidiaries that finance businesses and the real estate division of the group.
- The other business line comprises subsidiaries specialized in asset management and insurance.

Segment reporting by geographic region is not relevant for the group as nearly all of its business is carried out in France.

Note 45. Information on related parties

Crédit Mutuel Arkéa group related parties include the consolidated companies and associates. Transactions between the group and related parties are conducted on arm's length terms at the time the transactions are completed.

The list of companies consolidated by Crédit Mutuel Arkéa group is presented in note 47. Intercompany transactions and outstanding balances between fully consolidated companies are completely eliminated during the consolidation process. As a result, only the portion of the data that is not eliminated in the consolidation process and that relates to reciprocal transactions is presented in the following table, provided such data involve companies over which the group exercises a significant influence (associates).

(in € million)	12.31.2024 Companies under the equity method (1)	12.31.2023 Companies under the equity method (1)
Assets		
Loans and receivables - credit institutions, at amortized cost	1 496	1 486
Loans and receivables - customers, at amortized cost	-	-
Assets at fair value through profit or loss	-	-
Financial assets at fair value through equity	-	-
Securities at amortized cost	-	1
Derivatives used for hedging purposes	-	-
Other assets	-	-
Liabilities		
Liabilities to credit institutions	-	-
Derivatives used for hedging purposes	-	-
Liabilities at fair value through profit or loss	-	-
Liabilities to customers	-	-
Debt securities	-	-
Subordinated debt	-	-
Other liabilities	-	1

(1) Mainly CCCM

(in € million)	12.31.2024 Companies under the equity method (1)	12.31.2023 Companies under the equity method (1)
Interest and similar income	29	25
Interest and similar expense	0	0
Fee and commission income	0	0
Fee and commission expense	(1)	(1)
Net gain (loss) on financial instruments at fair value through profit or loss	0	0
Net gain (loss) on financial instruments at fair value through equity	4	3
Net gain (loss) on available-for-sale financial instruments	0	0
Net gain (loss) on derecognition of financial instruments at amortized cost	0	0
Net income from insurance activities	0	0
Income from other activities	0	0
Expense from other activities	0	(5)
Net banking income	33	21

(1) Mainly CCCM

	12.31.2024	12.31.2023
(in € million)	Companies under the equity method (1)	Companies under the equity method (1)
Financing commitments		
■ Financing commitments given	0	0
■ Financing commitments received	0	0
Guarantee commitments		
■ Guarantees given	0	0
■ Guarantees received	0	0
Securities commitments		
■ Other securities to be received	0	0
■ Other securities to be delivered	0	0

Relations with the main corporate officers of Crédit Mutuel Arkéa group

The Board of Directors of Crédit Mutuel Arkéa currently consists, at December 31, 2024, of 22 members appointed for three-year terms:

- 16 directors representing customer shareholders, elected by the Shareholders' Ordinary Meeting;
- 2 independent directors;
- 2 directors representing employees, elected or appointed by the Group's Committee,
- 2 non-voting member.

A representative of the Central Works Council also participates, with a deliberative voice, in the meetings of the Board of Directors.

The total compensation paid to members of Crédit Mutuel Arkéa's Board of Directors in 2024 was €1.4 million (compared with €1.3 million in 2023).

The total compensation paid to the group's key corporate officers in 2023 was €2.5 million⁽¹⁾ (compared with €2.5 million in 2023).

The Chairman of the Board of Directors of Crédit Mutuel Arkéa does not have an employment contract.

The employment contracts of the Chief Executive Officer and the Associate Chief Executive Officer of Crédit Mutuel Arkéa have been suspended since February 13, 2020 and for the

duration of their respective terms of office, after which they are automatically reinstated.

The Associate Chief Executive Officers hold an employment contract.

In the event that their term of office or employment contract is terminated, the Chief Executive Officer and the Associate Chief Executive Officers may be entitled to receive severance pay.

The Chairman of the Board of Directors benefits from a defined contribution pension plan.

The Chief Executive Officer and the Associate Chief Executive Officers benefit from a defined contribution pension plan. In accordance with the regulations, the existing pension obligations for the benefit of the Chief Executive Officer and the Associate Chief Executive Officers in the form of a defined benefit supplementary retirement plan (known as "Article 39") were crystallized as of December 31, 2019.

At the time of their retirement, the Chief Executive Officer and the Associate Chief Executive Officers receive a retirement benefit equal to seven twelfths of their annual compensation if they have at least five years of seniority. They also receive an end-of-service leave benefit equivalent to 23 days per year of service as a senior executive of Crédit Mutuel Arkéa.

The total amount provisioned by the group at 31 December 2024 pursuant to IAS 19 in respect of post-employment benefits, other long-term benefits and termination benefits amounted to €0.5 million (stable compared with 31 December 2023).

(1) The Chief Executive Officer, the Associate Chief Executive Officer, the Deputy Chief Executive Officers and the Chairman of the Management Board of Suravenir, as a related party.

Note 46. Investments in unconsolidated structured entities

12.31.2024			
(in € million)	Securitization vehicles	Asset management (mutual funds/real estate investment funds)	Other structured entities
Total assets	1 999	17 069	-
Carrying amount of financial assets (1)	510	5 974	-
Carrying amount of financial liabilities (1)	-	-	-
Maximum exposure to risk of loss	510	5 974	-

(1) Carrying amount of assets and liabilities that Crédit Mutuel Arkéa group recognizes with respect to the structured entities

Investments in unconsolidated entities are investments held through unit-linked life insurance policies over which Crédit Mutuel Arkéa does not exercise control. They consist mainly of mutual fund investments.

12.31.2023			
(in € million)	Securitization vehicles	Asset management (mutual funds/real estate investment funds)	Other structured entities
Total assets	1 117	10 427	-
Carrying amount of financial assets (1)	252	3 045	-
Carrying amount of financial liabilities (1)	-	-	-
Maximum exposure to risk of loss	252	3 045	-

(1) Carrying amount of assets and liabilities that Crédit Mutuel Arkéa group recognizes with respect to the structured entities

Note 47. Scope of consolidation

Last name	Country	Sector / Activity	% control		% equity interest	
			12.31.2024	12.31.2023	12.31.2024	12.31.2023
Crédit Mutuel Arkéa • Fédérations et Caisses du Crédit Mutuel de Bretagne et du Sud-Ouest	France	Banking / Mutual banking	consolidating entity			
Fully consolidated companies						
ARKEA (5)	France	Banking / Services	100	90.5	100	90.5
ARKEA ASSET MANAGEMENT (4) (6)	France	Insurance and asset management / Asset management	100	100	100	100
ARKEA BANKING SERVICES	France	Banking / Banking services	100	100	100	100
ARKEA BANQUE ENTREPRISES ET INSTITUTIONNELS	France	Banking / Corporate banking	100	100	100	100
ARKEA BOURSE RETAIL	France	Banking / Holding	100	100	99.9	99.9
ARKEA CAPITAL	France	Insurance and asset management / Asset management	100	100	100	100
ARKEA CAPITAL INVESTISSEMENT	France	Banking / Private equity	100	100	100	100
ARKEA CAPITAL PARTENAIRE	France	Banking / Private equity	100	100	100	100
ARKEA CREDIT BAIL	France	Banking / Finance leasing	100	100	100	100
ARKEA DIRECT BANK	France	Banking / Financial and stock market intermediation	100	100	100	100
ARKEA FINANCEMENTS ET SERVICES (6)	France	Banking / Specialized networks banking	100	100	100	100
ARKEA FONCIERE	France	Banking / Real estate	100	100	100	100
ARKEA FONCIERE RESIDENTIELLE	France	Banking / Real estate	100	/	100	/
ARKEA HOME LOANS SFH	France	Banking / Refinancing entity	100	100	100	100
ARKEA IMMOBILIER CONSEIL	France	Banking / Real estate	100	100	100	100
ARKEA PUBLIC SECTOR SCF	France	Banking / Refinancing entity	100	100	100	100
ARKEA REAL ESTATE	France	Assurances et gestion d'actifs / Gestion d'actifs immobiliers	70	70	70	70
ARKEA REIM	France	Assurances et gestion d'actifs / Gestion d'actifs immobiliers	70	70	70	70
ARKEA SCD	France	Banking / Services	99.9	99.9	99.9	99.9
CAISSE DE BRETAGNE DE CREDIT MUTUEL AGRICOLE	France	Banking / Mutual banking	94.9	94.9	94.9	94.9
CREDIT FONCIER ET COMMUNAL D'ALSACE ET DE LORRAINE BANK (succursale)	Belgium	Banking / Asset holding company	100	100	100	100
CREDIT FONCIER ET COMMUNAL D'ALSACE ET DE LORRAINE BANQUE	France	Banking / Specialized networks banking	100	100	100	100
FCT COLLECTIVITES	France	Banking / Securitization fund	57.8	57.8	57.8	57.8
FEDERAL EQUIPEMENTS	France	Banking / Services	100	100	100	100
FEDERAL FINANCE	France	Insurance and asset management / Private banking and asset management	100	100	100	100
FEDERAL FINANCE GESTION (4)	France	Insurance and asset management / Asset management	/	100	/	100
FEDERAL SERVICE	France	Banking / Services	98.1	98.1	98.1	98.1
FONDS DE DOTATION CMA	France	Dotation funds	100	100	100	100
GICM	France	Banking / Services	100	100	98.1	98.1
IZIMMO	France	Banking / Real estate	100	100	100	100
KEYTRADE BANK (succursale)	Belgium	Banking / Financial and stock market intermediation	100	100	100	100
MONEXT	France	Banking / Services	100	100	100	100
NEXTALK	France	Banking / Services	100	100	100	100
PROCAPITAL	France / Belgium	Banking / Financial and stock market intermediation	99	99	100	100
PUMPKIN (5)	France	Banking / Services	100	100	100	100
SOCIETE CIVILE IMMOBILIERE INTERFEDERALE	France	Banking / Real estate	100	100	100	100
SURAVENIR	France	Insurance and asset management / Life insurance	100	100	100	100
SURAVENIR ASSURANCES	France	Insurance and asset management / Non-life insurance	100	100	100	100
Companies consolidated using the equity method						
BELLATRIX SAS	Luxembourg	Banking / Holding	37.3	41.6	37.3	41.6
CAISSE CENTRALE DU CREDIT MUTUEL	France	Banking / Mutual banking	20.2	20.2	20.2	20.2
LA COMPAGNIE FRANCAISE DES SUCCESSIONS	France	Insurance and asset management / Asset management	32.6	32.6	32.6	32.6
SWEN CAPITAL PARTNERS	France	Insurance and asset management / Asset management	40	40	40	40
YOMONI (2)	France	Insurance and asset management / Asset management	/	34	/	34

Last name	Country	Sector / Activity	% control	% equity interest		
				12.31.2024	12.31.2023	12.31.2024
Companies consolidated using the shortcut method						
AIS BIODIVERSITY FIRST	France	Insurance and asset management / Asset management	95,2	95,8	95,2	95,8
AIS EUROPEAN ECONOMY FOCUS	France	Insurance and asset management / Asset management	70,3	81,5	70,3	81,5
AIS MANDARINE GLOBAL TRANSITION	France	Insurance and asset management / Asset management	76,8	98,9	76,8	98,9
FEDERAL FOCUS - Artificial Intelligence (ex AIS MANDARINE MULTI-ASSETS)	France	Insurance and asset management / Asset management	100	100	100	100
AIS MANDARINE OPPORTUNITES (3)	France	Insurance and asset management / Asset management	/	36,3	/	36,3
AIS PROTECT	France	Insurance and asset management / Asset management	97,3	83,8	97,3	83,8
AIS SCHELCHER EQUITY CONVICTIONS	France	Insurance and asset management / Asset management	78,1	77,8	78,1	77,8
AIS SELECT ACTIONS EUROPE	France	Insurance and asset management / Asset management	99,6	74,1	99,6	74,1
AIS SELECT - MEGATENDANCES (A) (1)	France	Insurance and asset management / Asset management	61,7	/	61,7	/
AIS Select Long short (ex FEDERAL MULTI L/S)	France	Insurance and asset management / Asset management	100	100	100	100
AUTOFOCUS ESG AVRIL 2022	France	Insurance and asset management / Asset management	99,5	99,6	99,5	99,6
AUTOFOCUS ESG FÉVRIER 2021 (3)	France	Insurance and asset management / Asset management	/	98,3	/	98,3
AUTOFOCUS ESG JUILLET 2021 (3)	France	Insurance and asset management / Asset management	/	98,2	/	98,2
AUTOFOCUS LOW CARBON (3)	France	Insurance and asset management / Asset management	/	99	/	99
Autofocus Transition Climat Avril 2023 (1)	France	Insurance and asset management / Asset management	98,3	/	98,3	/
Autofocus Transition Climat Février 2023 (1)	France	Insurance and asset management / Asset management	96,9	/	96,9	/
Autofocus Transition Climat Juillet 2023 (1)	France	Insurance and asset management / Asset management	96,3	/	96,3	/
AUTOFOCUS LOW CARBON DECEMBRE 2021	France	Insurance and asset management / Asset management	95,1	95,3	95,1	95,3
AUTOFOCUS LOW CARBON FÉVRIER 2022	France	Insurance and asset management / Asset management	97,9	97,9	97,9	97,9
AUTOFOCUS TRANSITION CLIMAT OCTOBRE 2022	France	Insurance and asset management / Asset management	96,5	96,7	96,5	96,7
BREIZH ARMOR CAPITAL	France	Banking / Asset management	50	50	50	50
DIAPAZEN CLIMAT SEPTEMBRE 2016 (3)	France	Insurance and asset management / Asset management	/	97,4	/	97,4
FCPR AIS FINANCEMENT ENTREPRENEURS	France	Insurance and asset management / Asset management	84,4	100	84,4	100
FCPR BREIZH MA BRO	France	Insurance and asset management / Asset management	66,3	66,5	66,3	66,5
FCPR CAP ATLANTIQUE (3)	France	Insurance and asset management / Asset management	/	82,6	/	82,6
FCPR EIFFEL INFRASTRUCTURES VERTES (3)	France	Insurance and asset management / Asset management	/	41,6	/	41,6
FCPR MIROVA GREEN IMPACT	France	Insurance and asset management / Asset management	57,6	61,7	57,6	61,7
FCPR ODDO BHF Invest for Tomorrow	France	Insurance and asset management / Asset management	57	45,6	57	45,6
FCPR SURAVENIR 1 (3)	France	Insurance and asset management / Asset management	/	100	/	100
FCPR TIKEHAU FINANCE	France	Insurance and asset management / Asset management	91	100	91	100
FCT ARDIAN SURAVENIR PRIVATE DEBT	France	Insurance and asset management / Asset management	100	100	100	100
FCT PYTHEAS BAUX REG 2018	France	Insurance and asset management / Asset management	96,8	96,8	96,8	96,8
FCT MERIUS SURAVENIR	France	Insurance and asset management / Asset management	99,2	100	99,2	100
FCT PYTHEAS	France	Insurance and asset management / Asset management	73,3	100	73,3	100
FCT RESIDENTIAL DUTCH MORTGAGE FUND LARGO D	France	Insurance and asset management / Asset management	100	100	100	100
FCT SCOR E LOANS NAT	France	Insurance and asset management / Asset management	100	100	100	100
FCT SCOR SURAVENIR EURO LOANS	France	Insurance and asset management / Asset management	100	100	100	100
FCT SP EUROCREANCES	France	Insurance and asset management / Asset management	43,4	43,4	43,4	43,4
FCT SPG DETTE PRIVEE	France	Insurance and asset management / Asset management	100	100	100	100
FCT SURAVENIR CONSO FUND	France	Insurance and asset management / Asset management	100	100	100	100
FCT SURAVENIR PRIVATE DEBT I	France	Insurance and asset management / Asset management	100	100	100	100
FCT SURAVENIR PRIVATE DEBT II	France	Insurance and asset management / Asset management	100	100	100	100
FCT TIKEHAU SPD III	France	Insurance and asset management / Asset management	100	100	100	100
FEDERAL AMBITION CLIMAT	France	Insurance and asset management / Asset management	99,1	99,2	99,1	99,2
FEDERAL CAPITAL INVESTISSEMENT	France	Insurance and asset management / Asset management	100	100	100	100
FEDERAL GLOBAL GREEN BONDS	France	Insurance and asset management / Asset management	43,5	50,6	43,5	50,6
FEDERAL INDICIEL APAL (EX FEDERAL APAL)	France	Insurance and asset management / Asset management	67,6	73	67,6	73
FEDERAL INDICIEL JAPON	France	Insurance and asset management / Asset management	66	80,9	66	80,9
FEDERAL INDICIEL US	France	Insurance and asset management / Asset management	53,8	65,3	53,8	65,3
FEDERAL MULTI OR ET MATIERES PREMIERES	France	Insurance and asset management / Asset management	91,6	90,7	91,6	90,7
FEDERAL FOCUS - HUMAN (1)	France	Insurance and asset management / Asset management	35,9	/	35,9	/
FEDERAL OPTIMAL SELECT (DV) (1)	France	Insurance and asset management / Asset management	100	/	100	/
CHABRIÈRES RENDEMENT ESG (1)	France	Insurance and asset management / Asset management	46,4	/	46,4	/
DNCA AC LG TER C (1)	France	Insurance and asset management / Asset management	100	/	100	/
FEDERAL MULTI PATRIMOINE	France	Insurance and asset management / Asset management	99,6	99,5	99,6	99,5
FEDERAL OPTIMAL GESTION PRIVEE ESG	France	Insurance and asset management / Asset management	87,8	89,7	87,8	89,7
FEDERAL OBLIGATIONS COURT TERME ESG	France	Insurance and asset management / Asset management	42	28,1	42	28,1
FEDERAL TRANSITION EMPLOI (3)	France	Insurance and asset management / Asset management	/	44,9	/	44,9
AIS SELECT - Equilibre (ES)	France	Insurance and asset management / Asset management	77,5	78,8	77,5	78,8
AIS Select MODERE (EX FEDERAL OPPORTUNITE MODERE ESG)	France	Insurance and asset management / Asset management	44,4	46,7	44,4	46,7
AIS Select - PME ETI (EX FEDERAL TRANSITION TERRITOIRES) (3)	France	Insurance and asset management / Asset management	/	34,8	/	34,8
FEDERAL PROTECT TRANSITION (1)	France	Insurance and asset management / Asset management	99,9	/	99,9	/
FEDERAL PREMIUM HORIZON 2026 (1)	France	Insurance and asset management / Asset management	69,3	/	69,3	/
Federal Support Court Terme ESG (1)	France	Insurance and asset management / Asset management	33,3	/	33,3	/
Federal Obligations ISR Échéance 2026 (1)	France	Insurance and asset management / Asset management	94,4	/	94,4	/
FEDERAL TRANSITION TONIQUE (EX FEDERAL OPPORTUNITE TONIQUE ESG) (3)	France	Insurance and asset management / Asset management	/	99,1	/	99,1
FLEXPERTISE (3)	France	Insurance and asset management / Asset management	/	67	/	67
FPS SUR INFRA DURABLES	France	Insurance and asset management / Asset management	100	100	100	100
FPS SURAVENIR ACTIONS INTERNATIONALES CLIMAT	France	Insurance and asset management / Asset management	100	100	100	100
FPS SURAVENIR ACTIONS INTERNATIONALES PROTECT	France	Insurance and asset management / Asset management	100	100	100	100
FPS SURAVENIR ACTIONS LOW VOL	France	Insurance and asset management / Asset management	100	100	100	100
FPS SURAVENIR ACTIONS MID CAPS	France	Insurance and asset management / Asset management	100	100	100	100
FPS SURAVENIR ACTIONS PROTECT	France	Insurance and asset management / Asset management	100	100	100	100
FPS SURAVENIR OVERLAY LOW VOL ACTIONS	France	Insurance and asset management / Asset management	100	100	100	100
FPS UBS ARCHMORE INFRASTRUCTURE DEBT PLATFORM II	France	Insurance and asset management / Asset management	100	100	100	100
FCPR EDMOND DE ROTHIS (1)	France	Insurance and asset management / Asset management	88	/	88	/
OPCI CLUB FRANCE RETAIL	France	Insurance and asset management / Asset management	46	46	46	46
OPCI PREIM DEFENSE 2	France	Insurance and asset management / Asset management	39,2	39,2	39,2	39,2
OPCI PREIM EUROS	France	Insurance and asset management / Asset management	100	100	100	100
OPCI PREIM EUROS 2	France	Insurance and asset management / Asset management	100	100	100	100
OPCI PREMIUM	France	Insurance and asset management / Asset management	48	80	48	80
OPCI SOFIDY PIERRE EUROPE (A)	France	Insurance and asset management / Asset management	41	32,5	41	32,5
OPCI TIKEHAU RET PRO	France	Insurance and asset management / Asset management	39,3	39,3	39,3	39,3
OUESSANT	France	Insurance and asset management / Asset management	49,1	58,9	49,1	58,9
PARTS RÉSIDUELLES FC (3)	France	Insurance and asset management / Asset management	/	100	/	100

Last name	Country	Sector / Activity	% control		% equity interest	
			12.31.2024	12.31.2023	12.31.2024	12.31.2023
PRIMO ELITE (FLEX)	France	Insurance and asset management / Asset management	100	100	100	100
S.C.I PROGRES PIERRE	France	Insurance and asset management / Asset management	100	100	100	100
S.C.I SURAVENIR PIERRE	France	Insurance and asset management / Asset management	100	100	100	100
SC NOVAXIA R	France	Insurance and asset management / Asset management	54	51.4	54	51.4
SC Y IMMO	France	Insurance and asset management / Asset management	60.5	60.5	60.5	60.5
SCHELCHER SHORT TERM ESG	France	Insurance and asset management / Asset management	34.9	20.2	34.9	20.2
SCHELCHER CONVERTIBLES MID CAP ESG (EX SP CONVERTIBLES MID CAP ESG)	France	Insurance and asset management / Asset management	33.3	35.7	33.3	35.7
SCHELCHER FLEXIBLE SHORT DURATION	France	Insurance and asset management / Asset management	22.4	24.7	22.4	24.7
SCHELCHER GLOBAL HIGH YIELD (EX SP HAUT RENDEMENT)	France	Insurance and asset management / Asset management	35.6	31.8	35.6	31.8
SCHELCHER IVO GLOBAL YIELD 2024	France	Insurance and asset management / Asset management	54.8	49.4	54.8	49.4
SCHELCHER IVO GLOBAL YIELD 2028	France	Insurance and asset management / Asset management	57	58.8	57	58.8
SCHELCHER MULTI ASSET (EX SP CROISSANCE)	France	Insurance and asset management / Asset management	78.3	80.1	78.3	80.1
Schelcher European Bank Bonds 2028 (1)	France	Insurance and asset management / Asset management	46.2	/	46.2	/
SCHELCHER OPTIMAL INCOME ESG (EX SP OPPORTUNITES EUROPEENNES)	France	Insurance and asset management / Asset management	35.5	22.7	35.5	22.7
SC KEYS SELECTION VIE	France	Insurance and asset management / Asset management	72.8	70	72.8	70
SCI CLOVERHOME	France	Insurance and asset management / Asset management	50	50	50	50
SCI LE VINCI HOLDING	France	Insurance and asset management / Asset management	100	100	100	100
SCI PR2 PREIM RET 2	France	Insurance and asset management / Asset management	38	38	38	38
SCI SILVER AVENIR	France	Insurance and asset management / Asset management	83	88.7	83	88.7
SCI TERRITOIRES AVENIR	France	Insurance and asset management / Asset management	94.2	98.4	94.2	98.4
SCI USUFRUIMMO	France	Insurance and asset management / Asset management	100	100	100	100
SCPI MOMENTIME (1)	France	Insurance and asset management / Asset management	99	/	99	/
SCI USUFRUIMMO 2028	France	Insurance and asset management / Asset management	100	100	100	100
SURAVENIR INITIATIVE ACTIONS	France	Insurance and asset management / Asset management	100	100	100	100
SYNERGIE FINANCE INVESTISSEMENTS (1)	France	Banking / Asset management	/	100	/	100
WE POSITIVE INVEST	France	Banking / Asset management	100	100	100	100

(1) Companies first-time consolidated in 2024

(2) Deconsolidation

(3) Liquidation

(4) Merger

(5) Merger of assets and liabilities

(6) Change of name

The simplified method of accounting (called shortcut method) is based on using the fair value option for all assets held under the mutual fund to be consolidated.

The shortcut method entails:

- recognizing the fund shares in assets at fair value on the basis of 100%,
- establishing a corresponding liability (financial liability) for the amount of the share not held by the group (non-controlling interests).

ANC Regulation No. 2016-09 (ANC, the French Accounting standard setter) requires companies that prepare their consolidated financial statements in accordance with international standards to publish additional information relating to companies not included in their scope of consolidation as well as significant equity interests. This information is available on the Group website, within the regulatory information section.

Note 48. Events after the reporting period

No significant events occurred after the December 31, 2024 closing date.

6.2 Aggregate financial statements for the year ended December 31, 2024

The aggregate financial statements are prepared in accordance with French accounting standards. These aggregate financial statements correspond to the banking institution named Crédit Mutuel Arkéa, which has the bank code 15589 and which includes Crédit Mutuel Arkéa and the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest networks of local banks.

6.2.1 Balance sheet

6.2.1.1 Balance sheet structure

As of December 31, 2024, the total balance sheet for consolidated accounts increased by €5.8 billion to €124.1 billion (+4.9%).

On the asset side, cash and central banks decreased by €3.3 billion, primarily due to the repayment of TLTRO lines and the increase in outstanding amounts replaced on the markets. Government bills and similar securities increased by €2.6 billion, driven by the increase in liquid assets replaced on the markets. Receivables from credit institutions increased by €2.5 billion, primarily due to the increase in outstanding loans granted to the Group's subsidiaries (related to the increase in their outstanding loans). Customer transactions increased by €1.5 billion, notably thanks to the local banks' home loan production. Bonds and other fixed-income securities increased by €2.2 billion, reflecting the increase in the group's outstanding replacements on the markets.

On the liabilities side, debts owed to credit institutions increased by €5.7 billion, primarily due to the growth in outstandings replaced by subsidiaries (linked to their strong commercial performance in terms of savings collection), lessened by the repayment of the TLTRO.

6.2.1.2 Equity

Equity totaled €7.3 billion. It consisted of shareholders' equity, primarily share capital and reserves for €6.6 billion, and the General Banking Risk Fund for €0.8 billion.

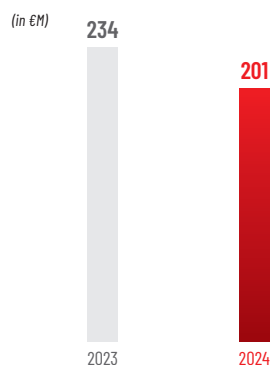
Share capital increased from €151 million to €3 billion. It consisted almost entirely of shares subscribed by members in local savings banks. Reserves increased from €137 million to €3.3 billion.

The General Banking Risk Fund includes, in addition to amounts allocated to covering general risks, the federal fund established by the local savings bank networks, which contributes to financial solidarity mechanisms.

6.2.2 Income statement

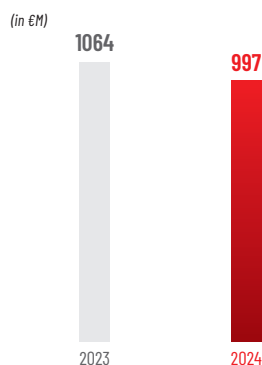
6.2.2.1 Net income

Net profit from global accounts reached 201 million euros, down 33 million euros compared to 2023.



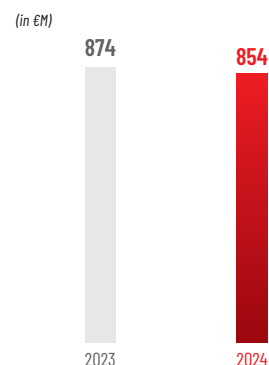
6.2.2.2 Net banking income

Net banking income from global accounts amounts to 997 million euros, down 68 million compared to 2023 due to the drop in dividends paid by investments



6.2.2.3 Operating expenses

Operating expenses will decrease by €20 million to €854 million in 2024, in line with the absence of contributions to the Single Resolution Fund in 2024

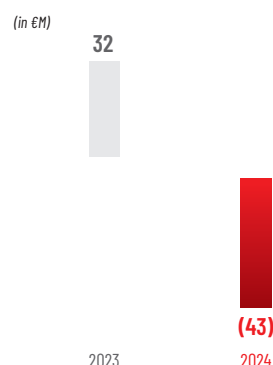


6.2.2.4 Cost of risk

The cost of risk amounts to 50 million euros, an increase of 10 million euros compared to 2023

6.2.2.5 Gains (losses) on non-current assets

Net losses on fixed assets range from EUR 75 million to EUR 43 million in 2024



6.2.2.6 Supplier and customer deadlines

In application of the provisions of article L. 441-14 of the French Commercial Code, the breakdown at the closing date of the financial year of the balance of payables due by due date is as follows:

	Article D.441 I. 1°: Invoices received not paid at the closing date of the financial year whose term had expired						Article D.441 I. 1°: Invoices issued not paid at the closing date of the financial year whose term had expired					
	0 day (for information)	1 to 30 days	31 to 60 days	61 to 90 days	91 days and more	Total (1 day and more)	0 day (for information)	1 to 30 days	31 to 60 days	61 to 90 days	91 days and more	Total (1 day and more)
(A) Late payment tranches												
Number of invoices concerned						79						
Total amount of invoices concerned (incl. VAT)		98 173	0	36 733	327 058	461 965						
Percentage of the total amount of purchases (incl. VAT) for the financial year		0.06%	0.00%	0.02%	0.20%	0.28%						
Percentage of turnover (incl. VAT) for the financial year												
(B) Invoices excluded from (A) relating to disputed or unrecorded payables and receivables												
Number of excluded invoices												
Total amount of invoices excluded												
(C) Reference payment terms (contractual or legal period – Article L.441-6 or Article L.443-1 of the French Commercial Code)												
Payment periods used for the late payment calculation	X	Contractual deadlines:						Contractual deadlines:				
		Legal deadlines:						Legal deadlines:				

The information relating to payment deadlines mentioned in Article D.441-6 of the French Commercial Code does not include banking operations and related operations, considering that they do not fall within the scope of the information to be produced.

For receivables and payables relating to Crédit Mutuel Arkéa's customers, reference should be made to Note 19 on the breakdown of certain assets and liabilities, which provides information on their residual term

6.2.2.7 Tableau des résultats des cinq derniers exercices et autres éléments caractéristiques de la société

	2020	2021	2022	2023	2024
SHARE CAPITAL AT FINANCIAL YEAR-END					
(in K€)					
■ Share capital	2 372 990	2 543 391	2 719 695	2 888 914	3 040 048
■ Number of ordinary shares outstanding	2 372 737 903	2 543 139 003	2 719 443 175	2 888 662 404	3 039 796 596
■ Number of preferred shares outstanding without voting rights					
■ Maximum number of future shares to be created:					
- through exercise of convertible bonds					
- through exercise of subscription rights					
OPERATIONS AND RESULTS FOR THE FINANCIAL YEAR (in K€)					
■ Turnover excl. VAT	2 209 282	2 360 168	2 849 458	5 790 377	6 468 042
■ Pre-tax income, before employee profit sharing, and additions to depreciation, amortisation and provisions	103 742	203 726	240 823	91 711	100 785
■ Income tax	-47 604	-32 860	-47 658	-56 848	-50 168
■ Employee profit sharing due for the year	6 740	8 480	8 344	8 667	8 851
■ Income after tax, employee profit sharing, and allocations to depreciation, amortisation and provisions	125 604	142 725	156 876	233 793	201 221
■ Distributed earnings	36 512	36 501	60 249	86 777	70 865
EARNINGS PER SHARE (in €)					
■ Earnings after tax and employee profit-sharing but before allocations to depreciation, amortisation and provisions	0,04	0,09	0,1	0,05	0,05
■ Income after tax, employee profit sharing, and allocations to depreciation, amortisation and provisions	0,05	0,06	0,06	0,08	0,07
■ Dividend per share (%)	1,54%	1,44%	2,22%	3,00%	2,33%
EMPLOYEES					
Average number of employees during the year	6 331	6 478	6 707	6 992	6 680
Total payroll for the year (in K€)	260 531	266 188	355 702	342 135	354 880
Employee benefits for the year (social security, social service projects) (in K€)	127 057	136 141	140 440	145 708	152 421

Balance sheet

Assets

(in € thousands)	Notes	12.31.2024	12.31.2023
Cash, due from central banks	1	10,143,166	13,491,632
Treasury bills and similar securities	2	6,213,534	3,598,272
Due from credit institutions	3	40,088,117	37,559,717
Transactions with customers	4	48,374,167	46,856,677
Bonds and other fixed-income securities	5	9,961,173	7,774,184
Stocks and other variable-income securities	6	263,395	247,955
Equity holdings and other long-term investments	7	446,086	468,564
Share in associates	7	6,044,966	5,661,821
Intangible assets	8	9,291	9,386
Property, plant and equipment	8	230,786	212,704
Other assets	9	1,161,776	1,192,903
Accruals	10	1,119,547	1,213,801
Total		124,056,005	118,287,616

Liabilities

(in € thousands)	Notes	12.31.2024	12.31.2023
Liabilities to credit institutions	11	59,219,499	53,500,738
Transactions with customers	12	35,338,037	35,245,057
Debt securities	13	17,492,673	17,353,451
Other liabilities	14	618,703	865,494
Accruals	15	1,549,182	1,653,590
Provisions	16	47,742	47,407
Subordinated debt	17	2,442,366	2,439,409
Fund for general banking risks (FRBG)		775,407	876,244
Shareholders' equity excluding FRBG	18	6,572,396	6,306,226
Subscribed capital		3,040,048	2,888,914
Additional paid-in capital		9,837	9,245
Reserves		3,284,433	3,147,490
Regulated provisions and investment subsidies		4,579	4,569
Retained earnings		32,278	22,215
Net income for the year		201,221	233,793
Total		124,056,005	118,287,616

Off-balance sheet items

(in € thousands)	Notes	12.31.2024	12.31.2023
Commitments given	22	5,801,347	6,799,525
Financing commitments		3,065,236	3,833,042
Guarantee commitments		2,732,923	2,962,029
Securities commitments		3,188	4,454
Commitments received	22	14,661,862	14,568,804
Financing commitments		12,810,344	12,794,825
Guarantee commitments		1,671,169	1,601,877
Securities commitments		180,349	172,102
Financial futures	23	142,086,122	127,695,654

Income statement

(in € thousands)	Notes	12.31.2024	12.31.2023
Interest and similar income	24	5,420,804	4,680,876
Interest and similar expense	24	-5,266,657	-4,499,805
Income on variable-income securities	25	338,213	409,732
Commissions income	26	600,552	561,036
Commissions expense	26	-86,117	-76,968
Net gains/(losses) on trading account securities	27	-30	205
Net gains/(losses) on investment portfolio and similar securities	27	-2,721	3,558
Other operating income from banking activities		5,126	4,885
Other operating expense from banking activities		-12,618	-19,373
NET BANKING INCOME		996,552	1,064,146
General operating expenses	28	-844,084	-860,110
Depreciation, amortization and impairment of property, plant and equipment and intangible assets		-9,561	-13,577
GROSS OPERATING INCOME		142,907	190,459
Cost of risk	29	-49,567	-39,466
OPERATING INCOME		93,340	150,993
Gains/(losses) on non-current assets	30	-43,040	31,639
RECURRING INCOME BEFORE TAX		50,300	182,632
Non-recurring income/(loss)	31	-84	-5,969
Income tax	32	50,168	56,848
Allocation to/reversals from FRBG and regulated provisions		100,837	282
NET INCOME		201,221	233,793

Aggregated Financial Statement 12.31.2024

LEGAL AND FINANCIAL FRAMEWORK AND HIGHLIGHTS OF THE YEAR

Legal and financial framework

Pursuant to Regulation R. 511-3 of the French Monetary and Financial Code, Crédit Mutuel Arkéa's publishable aggregate financial statements encompass:

- Fédération du Crédit Mutuel de Bretagne and the member Crédit Mutuel savings banks,
- Fédération du Crédit Mutuel du Sud-Ouest and the member Crédit Mutuel savings banks,
- Crédit Mutuel Arkéa.

These aggregate financial statements pertain to the banking institution called Crédit Mutuel Arkéa whose bank code is 15589.

In this document, the term "Crédit Mutuel Arkéa" corresponds to the scope of the aggregate financial statements defined above.

Highlights of the year

In 2024, the solid business of Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest was reflected in an upturn in home loan volumes at the end of the year and, over the year as a whole, in a good level of savings inflows.

Due to the constraints on the retail banking interest margin, net banking income fell to €996 million, despite higher commission income.

General operating expenses fell by €20 million to €853 million, mainly as a result of measures taken under the Group's operating efficiency programme.

Against a backdrop of rising corporate defaults, the cost of risk increased by €11 million to €50 million.

In summary, net income fell by €33 million to €201 million.

Lastly, all assets and liabilities of Pumpkin, Arkéa and Eurobretagne were transferred to Crédit Mutuel Arkéa in 2024.

ACCOUNTING PRINCIPLES AND VALUATION METHODS

Presentation of the financial statements

The financial statements are presented in accordance with Regulation 2014-07 of the French Accounting Standards Authority (ANC) on the financial statements of companies in the banking sector.

The financial statements are presented as an aggregation of the individual financial statements of all the entities that make up the consolidated financial statements.

This aggregation is restated for the elimination of intra-group transactions among these companies, on the balance sheet, income statement and off-balance sheet.

General principles and valuation methods

General principles

With the exception of note 4, the valuation and presentation methods used this year for the annual financial statements have not changed from the previous year.

General accounting conventions have been applied based on the principle of conservatism in accordance with the following basic assumptions:

- Going concern,
- Consistency of accounting methods from one year to the next,
- Time-period concept.

and in accordance with the general rules regarding the preparation and presentation of annual financial statements.

The company financial statements are prepared in accordance with generally accepted accounting principles and the regulations applicable to credit institutions in France, as set out in ANC Regulation 2014-07 of November 26, 2014 which consolidates in a single regulation, on the basis of established law, all accounting standards applicable to credit institutions.

The basic method used to measure the accounting items is the historical cost method.

The main methods used are as follows:

Valuation options and methods

Receivables

Amounts due from credit institutions and customers are governed by ANC Regulation 2014-07 on the accounting treatment of credit risk at companies subject to the supervision of the French Banking and Financial Regulations Committee (CRBF). Accrued interest on receivables is recognized in the accrued interest account through profit or loss.

Loans are recognised at their nominal value. Balancing payments are spread over the life of the receivables concerned on a straight-line basis. They are recorded in the balance sheet under accrued interest due from credit institutions. Their amortisation is shown in the income statement under interest and similar expenses or interest and similar income.

Accrued interest on receivables is recognised in the accrued interest account through profit or loss.

In accordance with ANC Regulation 2014-07, on Crédit Mutuel Arkéa's aggregate financial statements, commissions from credit granting and renegotiation are spread over the actual loan term in proportion to the principal balance. Commission income is presented as net interest income under net banking income on the income statement and included in outstanding loans on the balance sheet.

Classification

Loans are broken down into performing loans and non-performing loans.

Non-performing loans include loans for which a risk of full or partial non-recovery is probable and which meet one of the following two conditions:

- overdue by more than six months for real estate loans or by more than three months for other types of loans;
- counterparty whose financial situation has worsened or who is involved in litigation.

The classification of a loan as non-performing results, by contagion, in the same classification for all the loans of a given counterparty.

Loans for which acceleration of payment has been demanded are classified as irrecoverable non-performing loans.

Portfolio credit risk quality

The customer loan portfolio credit risk quality is determined by an internal rating of customers that measures their ability to repay over the next 12 months. Updated daily to take account of potential risk events, it is expressed on a scale of 11 ratings, from the highest rating of A+ (lowest risk) to the lowest rating of F (highest risk). The internal ratings E- and F cover non-performing and disputed receivables, while the nine other ratings cover performing receivables.

The amount of the receivable on the savings fund is not included in Loans and receivables due from credit institutions on the asset side: in accordance with Article 1121-3, it is presented as a deduction from the deposits collected by the institution for Livret A and LDDS passbook accounts and from the LEP account shown under Client transactions on the liabilities side.

In accordance with the rules stipulated in Articles L. 211-36 et seq. of the French Monetary and Financial Code, repurchase transactions between institutions that are both creditors and debtors of the same counterparty are offset. The amount of repurchase offsets affects amounts due from credit institutions and amounts due to credit institutions.

A breakdown of this impact is provided in the Notes relating to amounts due from credit institutions and amounts due to credit institutions.

The notion of "doubtful loans" covers non-performing loans and irrecoverable non-performing loans. The recognition of interest is suspended on the date of classification as irrecoverable non-performing loan.

Non-performing outstandings are classified as performing outstandings when the borrower has remained performing over the last 24 months and has no outstanding payments of more than 30 days on all its contracts at the end of the 24 months.

A restructured receivable is a receivable that has been granted for any type of exposure to a customer who is encountering or is about to encounter difficulties in honouring its financial commitments.

Redemption premiums are amortized on a straight-line basis over the term of the loans.

Impairment

Non-performing loans are impaired, on a case-by-case basis, in order to cover the probable loss. This impairment is deducted from the receivables corresponding to the asset. The interest on non-performing loans recognized in income is fully impaired.

On the income statement, impairment provisions and reversals, losses on bad debt and recoveries of written-off loans are recognized under "Cost of risk", with the exception of impairment provisions and reversals related to interest on non-performing loans which are presented under net banking income.

In accordance with the Customer Credit Risk Management Policy, provisions are calculated statistically and then supplemented by provisions assessed by a specialist.

In accordance with ANC Regulation 2014-07, this impairment is recognized at present value in order to cover all projected losses on non-performing loans or irrecoverable non-performing loans. Projected losses are equal to the difference between the initial contractual flows still due and the discounted projected flows.

Discounting is carried out at the initial effective interest rate of the loan for fixed-rate loans and at the last effective interest rate set according to the contractual terms and conditions for variable-rate loans.

Trading securities

Trading securities are securities that are originally:

- either acquired or sold with the intention of reselling or repurchasing them in the near term,
- or held by an institution as a result of its activity as a market maker, and this classification as trading securities is subject to the securities being actually traded in a significant transaction volume based on market opportunities and subject to the following conditions: the securities must be traded on an active market and the

Available-for-sale securities

Securities that are not recorded as trading securities, as investment securities or as the securities referred to in section 5 of title 3 of book II of ANC Regulation 2014-07 are considered available-for-sale securities.

Available-for-sale securities are recognized on the balance sheet as of their acquisition date and at their acquisition price excluding expenses and, where applicable, including accrued interest. At each closing, these securities are valued at the most recent market price.

In practice, projected flows are discounted only if the impact of discounting is material compared to their amounts estimated conservatively. As a result, only impairment on disputed receivables is discounted. In the income statement, provisions related to discounting are recognized under cost of risk and reversals related to the effects of accretion are recorded under net banking income. Provisions set up to cover individualized off-balance sheet risks are listed under liabilities.

The projected loss is calculated by applying statistical provisioning rate tables, which take into account the age of the receivable in default and the value of the guarantee.

In accordance with the Customer Credit Risk Management System, write-offs are generally carried out after all recovery options have been exhausted and, at the decision of the body that has been vested with the necessary powers, the receivable deemed definitively lost is cleared via an "irrecoverable receivables" account.

Guarantees

Guarantees are valued at the best frequency, depending on the type of guarantees included in the portfolio.

Securities portfolio

Securities portfolio transactions are recognized in accordance with the provisions of ANC Regulation 2014-07.

accessible market prices must represent actual and regularly occurring market transactions on an arm's length basis.

Trading securities are recognized on the balance sheet as of their acquisition date and at their acquisition price excluding expenses and, where applicable, including accrued interest. At each closing, these securities are valued at the most recent market price. Net differences resulting from price changes are recorded on the income statement.

The positive difference between the acquisition price and the redemption price of fixed-income securities is amortized over the residual maturity of the securities using the actuarial method, with the exception of securitizations and structured bonds, for which the straight-line method is used.

At each closing, impairment is recorded, on a security-by-security basis, for the unrealized capital losses resulting from the difference between the carrying amount and the market price of securities not subject to a hedging strategy. Unrealized capital gains are not recorded.

Investment securities

Fixed-income securities with a fixed maturity that were acquired or reclassified from the "available-for-sale securities" category or the "trading securities" category with the clear intention of holding them to maturity are considered investment securities.

The institution must have the necessary financing capacity to hold them to maturity while not being subject to any legal or other requirement that could compromise its intention of holding them to maturity.

Investment securities are recognized as of their acquisition date and at their acquisition price excluding expenses.

Equity investments and shares in associates

Equity investments and shares in associates include shares and similar securities. The long-term ownership of which is deemed to be beneficial to the company's development and which allow holders to control the issuing company or exercise significant influence over. This influence is deemed to exist when the percentage of control is greater than or equal to 10%.

Equity investments and shares in associates are recognized as of their acquisition date and at their acquisition price excluding expenses. They are then measured based on their value-in-use and appear on the balance sheet at the lower of their acquisition price and this value-in-use.

Securities sold under repurchase agreements

Securities sold under repurchase agreements are recorded as assets on the balance sheet and treated according to the rules applicable to the portfolio to which they belong. The assignee's debt is recorded as a liability.

Other long-term investments

"Other long-term investments" are shares or similar securities that are held with the intention of supporting the development of long-term business relations by creating special ties with the issuing company but without influencing its management given the low number of voting rights associated with these securities. Other long-term investments are recognized as of their acquisition date and at their acquisition price excluding expenses. They are then measured based on their value-in-use and appear on the balance sheet at the lower of their acquisition price and this value-in-use.

Scope of judgments and estimations

The fair values of equity securities in the portfolio are determined mainly by applying the recommendations of the IPEV Board (International Private Equity and Venture Capital Valuation):

- Fair value is to be established on the basis of information that was known and knowable at the measurement date,
- Government measures (including cash measures) are to be taken into account where they are assured,
- When carrying out the assessment, consideration must be given to the weighting afforded to recent transactions,
- Fair value is the price that would be received in an orderly transaction between market participants in the current environment.

Accrued interest recorded at the time of acquisition of the securities, where applicable, is recognized in similar accounts.

The rule for amortizing the difference between the acquisition price and the redemption price is the same rule used for available-for-sale securities. No provision is recorded for the unrealized capital losses resulting from the difference between the carrying amount and the market price.

Only the risk of default of the issuer of the securities can result in the recognition of impairment. This impairment is recorded in the income statement under "cost of risk". Unrealized capital gains are not recorded.

The value in use for each security is estimated using valuation methods based either on market approaches (multiples, sector benchmarks, share prices, etc.), income approaches (discounting of future cash flows, DCF - discounted cash flows, DDM - dividend discount model, etc.) or cost approaches (adjusted net assets), thereby enabling an assessment of profit expectations. For securities listed on an active market, the value in use is considered equal to the average market price observed over the last month.

A provision for impairment is recorded for unrealized capital losses resulting from the difference between the carrying amount and the value-in-use, on a security-by-security basis, without offsetting with unrealized capital gains. Unrealized capital gains are not recorded.

A provision for impairment is recorded for unrealized capital losses resulting from the difference between the carrying amount and the value-in-use, on a security-by-security basis, without offsetting with unrealized capital gains. Unrealized capital gains are not recorded.

Crédit Mutuel Arkéa holds structured equity issues valued using the Monte Carlo Heston Local Volatility method.

Financial futures transactions

These transactions are recognized in accordance with the provisions of ANC Regulation 2014-07.

Commitments on financial futures transactions are recorded on a line of the off-balance sheet at their nominal value. This amount is merely an indication of the volume of outstanding transactions at closing and does not reflect the market risk related to these instruments. The fair value of the financial instruments is determined by reference to a market value or by applying generally accepted valuation models.

Interest rate instruments

Organized markets

Futures contracts are valued at each closing at their market value. For hedging transactions, realized gains and losses are recognized in the income statement symmetrically with the recording of income and expenses related to the hedged item. For isolated positions, gains and losses related to the revaluation are recognized directly in the income statement.

Over-the-counter markets

Interest rate swaps and forward rate agreements (FRA) result in the calculation of interest on a prorata basis over their reference term. The income and expenses related to the same contract are recorded at their net amount.

Exchange rate instruments

The valuation difference on foreign exchange swaps is recognized through profit or loss on each reporting date.

For currency options, unrealized capital gains or losses are recognized through profit or loss. At maturity, if an option is exercised, this results in a currency purchase or sale.

Property, plant and equipment and intangible assets

Property, plant and equipment and intangible assets are shown at their historical cost less accumulated depreciation and amortization. Straight-line amortization and depreciation is used.

In accordance with ANC Regulation 2014-03 on the rules regarding asset amortization, depreciation and impairment, the main components of buildings are kept separate in accounting and depreciated over their respective useful lives. The following components and depreciation periods have been used:

Component	Depreciation period
Land	not depreciable
Building shell	Corporate buildings and investment properties: 50 years
	Branches: 25 years
Roof and siding	25 years
Technical work packages	20 years
Fixtures	3 to 15 years
Movable goods	10 years
Electronic equipment	3 to 10 years
Created or acquired software	2 to 8 years
Portfolio of acquired customer contracts	6 to 13 years

In 2024, Crédit Mutuel Arkéa conducted an analysis of the depreciation periods of software created or purchased (programmes), electronic equipment and fixtures to ensure that they were consistent with actual useful lives.

For option contracts (cap, floor, collar), premiums and accrued interest are recognized through profit or loss on a prorata basis.

For speculative swaps, a provision is recorded in case of an unrealized capital loss.

For hedging swaps, a provision is recorded for the hedged security resulting in a capital loss (which is not fully offset by the unrealized capital gain on the swap).

This analysis led to changes in the depreciation schedule for these three items, which will be applied from 1 January 2024.

Pursuant to Regulation 2014-03 of the French Accounting Standards Authority on asset definition, recognition and valuation, the acquisition costs of property, plant and equipment and intangible assets are included in the initial value of these assets recorded on the balance sheet.

Software intended for internal use is recognized in fixed assets if it is highly probable that the project will be a technical success and the entity expresses its desire to produce the software (General Chart of Accounts Art. 611-3).

Software created by the entity intended for commercial use and software intended for the entity's own purposes is recognized in fixed assets at production cost. Production cost includes only costs related to the detailed design of the application (organic analysis), programming, testing and test cases and drafting of technical documentation for internal or external use (General Chart of Accounts Art. 611-4).

When indications of impairment exist, an impairment test is carried out to compare the carrying amount of the asset and its current value. In case of an impairment loss, impairment is recorded on the income statement under "Depreciation, amortization and impairment of property, plant and equipment and intangible assets". In particular, the loss resulting from a merger or similar transaction is impaired when the current value of an underlying asset to which a share of the loss was allocated falls below the carrying amount of such asset, increased by the share of the allocated loss.

Pursuant to ANC Regulation 2015-06 transposing the 2013 European directive, the technical loss is recorded on the balance sheet by asset category based on its allocation to the unrealized capital gains on the underlying assets contributed (General Chart of Accounts Art. 745-5 and 745-6).

IT solution

An IT solution is an organised set of software functions (programmes, codes, settings, etc.) designed to meet users' needs, particularly with a view to storing, processing, transforming, producing, securing, accessing or transmitting data. An IT solution can be a single project or a set of sub-projects.

Any IT solution that generates future economic benefits for the entity and is used beyond one financial year constitutes an intangible asset.

- In accordance with ANC regulation 2023-05 amending ANC regulation 2014-03, the entry cost of IT solutions can be defined:
- by the acquisition cost in accordance with the general rules for recognising an intangible asset, or by the production cost, which includes the costs incurred by the entity, provided that all the conditions for capitalisation are met, and includes only those costs directly attributable to the IT solution and necessary for its production.

Provisions for home savings accounts and plans

ANC Regulation 2014-07 is applied for the recognition of home savings accounts and plans. The purpose of the home savings provision is to cover the risks related to:

- the commitment to extend home loans to account holders and subscribers of home savings plans at a regulated interest rate that may be lower than the prevailing market rate,
- the obligation to pay interest for an indeterminate period of time on the savings in home savings plans at a rate set when the contract is signed (this rate can be higher than future market rates).

Provisions for pension obligations

For its aggregate financial statements, Crédit Mutuel Arkéa applies ANC Recommendation 2013-02 of November 7, 2013, amended on November 5, 2021, on the rules for recognition and valuation of pension obligations and similar benefits.

Pension plans include defined contribution plans and defined benefit plans. Defined contribution plans do not entail a commitment on the part of the company regarding the level of benefits provided. The contributions paid represent an expense for the year which is recognized under "Personnel expenses". Defined benefit plans are those for which the company has agreed to provide a benefit amount or level. This commitment constitutes a medium or long-term risk. Pension commitments outside the scope of defined contribution plans are fully provisioned in the balance sheet under "Provisions". Retirement bonuses and long service awards are also recorded under this item.

Goodwill

The residual technical loss after allocation to the various underlying assets is recorded at its net amount in goodwill.

Goodwill consists of the components of a business that are not identifiable and were not valued separately on the balance sheet. It contributes to maintaining and developing the business's potential: goodwill that is deemed to have an indefinite life is not amortized but is tested annually for impairment in accordance with ANC Regulation 2015-06 of November 23, 2015. In the event that this results in a lower amount than shown on the asset side of the balance sheet, impairment is recorded.

Provisions

Provisions are set up to cover clearly identified and measurable risks or expenses. Provisions not related to banking transactions are recorded in accordance with ANC Regulation 2014-03 and are subject to the existence of an obligation vis-à-vis third parties without future consideration.

This provision is computed by generation of home savings plans (plans at the same rate at opening are considered a generation) and for all home savings accounts (which are a single generation), without offsetting between the commitments related to different generations. The commitments are computed based on a model that factors in:

historical data on subscriber behavior,

the yield curve and a stochastic modeling of changes thereto.

Fund for general banking risks

Established by Regulation 90-02 of the French Banking and Financial Regulations Committee, this fund is set up at the discretion of management to cover risks that may or may not materialize and are part of the banking activity.

Additions and deductions are recorded on the income statement under "Additions to, deductions from funds for general banking risks".

Translation of financial statements in foreign currencies

In accordance with the provisions of ANC Regulation 2014-07, assets, liabilities and spot exchange off-balance sheet commitments denominated in foreign currencies are measured at the year-end market price, with the exception of items denominated in foreign currencies participating in the European single currency scheme, for which the official conversion rate has been used. The same rule applies to forward exchange commitments. Income and expenses in foreign currencies are recorded at the exchange rate in effect on the last day of the month of their receipt or payment, and expenses and income accrued but not yet paid on the balance sheet date are converted at the exchange rate on that date.

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INFORMATION REGARDING BALANCE SHEET, OFF-BALANCE SHEET AND INCOME STATEMENT ITEMS

Note 1. Cash, due from central banks

(in € thousands)	12.31.2024	12.31.2023
Cash	133,419	146,986
Due from central banks	10,009,747	13,344,646
Total	10,143,166	13,491,632

Note 2. Treasury bills and similar securities

(in € thousands)	12.31.2024			12.31.2023		
	Available-for-sale	Investment	Total	Available-for-sale	Investment	Total
Securities held (gross value)	5,117,899	1,089,389	6,207,288	3,197,080	394,573	3,591,653
Related receivables	34,939	4,680	39,619	21,308	1,212	22,520
GROSS TOTAL	5,152,838	1,094,068	6,246,907	3,218,388	395,785	3,614,173
Impairment	-33,372		-33,372	-15,901		-15,901
NET TOTAL	5,119,466	1,094,068	6,213,534	3,202,487	395,785	3,598,272
Unrealized capital gains and losses ⁽¹⁾	-68,269	0	-68,269	54,429	-1,907	52,522
Difference between acquisition price and redemption price	-34,084	-8,271	-42,355	-27,305	-4,418	-31,723

(1) These amounts do not take into account unrealized gains or losses on financial instruments used to hedge securities.

In 2024, no transfers were made between the different categories of securities and no investment securities were sold before maturity.

Note 3. Due from credit institutions

(in € thousands)	12.31.2024			12.31.2023		
	Sight accounts	Term accounts	Total	Sight accounts	Term accounts	Total
Current accounts	233,024		233,024	254,662		254,662
Loans, securities received under repurchase agreements (1)		39,297,138	39,297,138		36,865,319	36,865,319
Related receivables	180	557,775	557,955	245	439,491	439,736
Total	233,204	39,854,913	40,088,117	254,907	37,304,810	37,559,717

(1) At December 31, 2024, the amount of offset repurchase agreements was €2,986,028 thousand compared with €1,589,425 thousand at

The centralized savings presented in receivables due from credit institutions correspond to the amount to be paid to the Caisse des Dépôts et Consignation in respect of the final call of the month, i.e. €495 thousand at 12.31.2024.

Subordinated assets

(in € thousands)	12.31.2024	12.31.2023
Due from credit institutions	681,659	442,966

Note 4. Transactions with customers - Assets

(in € thousands)	12.31.2024				12.31.2023			
	Of which				Of which			
	Gross	Non-	Impairment	TOTAL	Gross	Non-	Impairment	TOTAL
	outstandings	performing Loans (1) (3)	(2)		outstandings	performing Loans (1)	(2)	
Commercial loans	3,562	326	-285	3,277	2,975	270	-213	2,762
Outstandings	3,562	326	-285	3,277	2,975	270	-213	2,762
Accrued interest	-	-	-	-	-	-	-	-
Loans and credits	48,033,021	712,615	-361,072	47,671,949	46,596,397	633,940	-341,727	46,254,670
Outstandings	47,850,391	603,926	-252,368	47,598,023	46,425,873	527,070	-234,840	46,191,033
Accrued interest	182,630	108,689	-108,704	73,926	170,524	106,870	-106,887	63,637
Current accounts	738,856	59,907	-39,915	698,941	634,244	52,828	-34,999	599,245
Outstandings	728,946	59,907	-39,915	689,031	625,814	52,828	-34,999	590,815
Accrued interest	9,910	-	-	9,910	8,430	-	-	8,430
Total	48,775,439	772,848	-401,272	48,374,167	47,233,616	687,038	-376,939	46,856,677

(1) Of which irrecoverable non-performing loans: €486,246 thousand at 12.31.2024 and €445,637 thousand at 12.31.2023.

(2) Of which impairment on irrecoverable non-performing loans: €305,774 thousand at 12.31.2024 and €289,583 thousand at 12.31.2023.

(3) Of which outstanding restructured loans: €308,321 thousand at 12.31.2024 and €241,631 thousand at 12.31.2023.

Banque de France-eligible receivables on behalf of the Crédit Mutuel Arkéa totaled €1,895,973 thousand at 12.31.2024.

Impairment and provisions for credit risk recorded for transactions with customers

(in € thousands)	12.31.2023	Allocations	Reversals	Other chg.	12.31.2024
Impairment deducted from assets	376,939	109,270	-84,937	-	401,272
of which irrecoverable non-performing loans	289,583	59,650	-43,459	-	305,774
of which non-performing loans	87,356	49,621	-41,478	-	95,498
Provisions recorded under liabilities	10,750	5,551	-3,124	-	13,177
in respect of signature commitments	10,750	4,676	-2,261	-	13,165
in respect of customer receivables	7,461	875	-864	-	7,472
Total	387,689	114,821	-88,061	-	414,449

Transactions with customers – Assets, by counterparty

(in € thousands)	12.31.2024			12.31.2023		
	Encours brut	Actifs dépréciés	Dépréciations	Encours brut	Actifs dépréciés	Dépréciations
Central banks	-	-	-	-	-	-
Public administrations	1,144,783	-	-	1,042,441	-	-
Credit institutions	-	-	-	-	-	-
Other financial entities	915,314	5,556	-2,736	891,637	4,650	-2,428
Non-financial entities	10,276,189	506,790	-277,201	9,889,748	449,257	-248,758
Households	36,439,153	260,502	-121,335	35,409,790	233,131	-125,753
Total	48,775,439	772,848	-401,272	47,233,616	687,038	-376,939

Note 5. Bonds and other fixed-income securities

(in € thousands)	12.31.2024				12.31.2023			
	Trading	Available-for-sale	Invest.	Total	Trading	Available-for-sale	Invest.	Total
Securities held (gross value)	-	9,433,304	443,616	9,876,920	-	7,446,099	278,889	7,724,988
Related receivables	-	95,884	2,257	98,141	-	72,401	174	72,575
Gross total	-	9,529,188	445,873	9,975,061	-	7,518,500	279,063	7,797,563
Impairment	-	-13,888	-	-13,888	-	-23,379	-	-23,379
Net total	-	9,515,299	445,873	9,961,173	-	7,495,121	279,063	7,774,184
Unrealized capital gains and losses (1)	-	-12,133	-	-12,133	-	-254,197	-19,547	-273,744
Difference between acquisition price and redemption price	-	-232	2,262	2,030	-	14,897	1,873	16,770

(1) These amounts do not take into account the unrealized results relating to the financial instruments used to hedge the securities.

In 2024, no transfers were made between the different categories of securities.

Bonds and other fixed-income securities by type of listing

(in € thousands)	12.31.2024	12.31.2023
Bonds and other listed fixed-income securities	8,860,451	6,648,789
Bonds and other unlisted fixed-income securities	1,100,722	1,125,395
Total	9,961,173	7,774,184

Bonds and other fixed-income securities by issuer

(in € thousands)	12.31.2024	12.31.2023
Bonds and other fixed-income securities issued by public bodies	-	-
Bonds and other fixed-income securities issued by other issuers	9,961,173	7,774,184
Total	9,961,173	7,774,184

Note 6. Stocks and other variable-income securities

(in € thousands)	12.31.2024				12.31.2023			
	Trading	Available-for-sale	Invest.	Total	Trading	Available-for-sale	Invest.	Total
Securities held (gross value)	-	322,738	-	322,738	-	294,934	-	294,934
Related receivables	-	-	-	-	-	-	-	-
Gross total	-	322,738	-	322,738	-	294,934	-	294,934
Impairment	-	-59,343	-	-59,343	-	-46,979	-	-46,979
Net total	-	263,395	-	263,395	-	247,955	-	247,955
Unrealized capital gains and losses	-	56,108	-	56,108	-	70,541	-	70,541
Difference between acquisition price and redemption price	-	-	-	-	-	-	-	-

In 2024, no transfers were made between the different categories of securities.

Stocks and other variable-income securities by type of listing

(in € thousands)	12.31.2024	12.31.2023
Stocks and other listed variable-income securities	53,506	60,884
Stocks and other unlisted variable-income securities	209,889	187,071
Total	263,395	247,955

Note 7. Equity holdings, other long-term investments and shares in associates

(in € thousands)	12.31.2023	Increase	Decrease	Others	12.31.2024
Equity holdings					
Gross value	370,473	29,360	-601	-1,206	398,026
Impairment	-11,843	-48,013	122	1,039	-58,695
Net value	358,630	-18,653	-479	-167	339,331
Other long-term investments					
Gross value	111,066	8,506	-10,678		108,894
Impairment	-1,132	-1,263	256		-2,139
Net value	109,934	7,244	-10,422		106,755
Associates					
Gross value	5,402,670	389,834		-36,653	5,755,851
Allocated loss	312,390				312,390
Impairment	-53,239	-6,649		36,613	-23,275
Net value	5,661,821	383,185		-40	6,044,966

Equity holdings and shares in associates held at credit institutions amounted to €2,678,874 thousand.

As a result of the application of Regulation 2015-06, the loss was allocated to the securities related to associates. It was neither impaired nor amortized at 12.31.2024.

List of subsidiaries and equity holdings:

Company name and address (in € thousands)	Share of capital held	Shareholders' equity	Last year profit/ loss
DETAILED INFORMATION ON EACH SECURITY WHOSE GROSS VALUE EXCEEDS 1% OF CAPITAL			
1. SUBSIDIARIES (COMPANIES MORE THAN 50% HELD)			
ARKEA BANKING SERVICES (1) Le Bristol, 27 Avenue des Murs du Parc - 94300 VINCENNES	100.00%	93,838	34,656
ARKEA BANQUE ENTREPRISES ET INSTITUTIONNELS (1) 1, rue Louis Lichou - 29480 LE RELECQ-KERHUON / BREST	100.00%	1,841,211	38,409
ARKEA BOURSE RETAIL (1) 1, rue Louis Lichou - 29480 LE RELECQ-KERHUON / BREST	99.99%	431,277	33,490
ARKEA CAPITAL INVESTISSEMENT (1) 1, rue Louis Lichou - 29480 LE RELECQ-KERHUON / BREST	99.99%	353,375	12,451
ARKEA CAPITAL PARTENAIRE S.L.P. (1) 1, rue Louis Lichou - 29480 LE RELECQ KERHUON / BREST	100.00%	498,774	36,959
ARKEA CREDIT BAIL (1) 3, Avenue d'Alphasis - 35760 SAINT GREGOIRE	100.00%	65,159	18,935
ARKEA FONCIERE (1) 1, rue Louis Lichou - 29480 LE RELECQ KERHUON / BREST	98.08%	124,315	4,981
ARKEA PUBLIC SECTOR SCF (1) 1, rue Louis Lichou - 29480 LE RELECQ-KERHUON / BREST	100.00%	162,922	1,824
ARKEA HOME LOANS SFH (1) 232, rue Général Paulet - 29802 BREST CEDEX	100.00%	127,661	2,451
CREDIT FONCIER ET COMMUNAL D'ALSACE ET DE LORRAINE BANQUE (1) 1, rue Dôme BP 102 - 67000 STRASBOURG	100.00%	354,723	5,304
FEDERAL EQUIPEMENTS (1) 1, rue Louis Lichou - 29480 LE RELECQ KERHUON / BREST	100.00%	132,830	-54
FINANCO (1) 335, rue Antoine de Saint - Exupéry - 29490 GUIPAVAS	100.00%	286,052	1,022
IZIMMO, (1) 3, rue Edouard Belin 29200 BREST	100.00%	22,008	2,692
MONEXT (1) Tour Ariane 5, Place de la Pyramide 92088 PARIS LA DEFENSE - CEDEX	100.00%	98,248	20,617
SOCIETE CIVILE IMMOBILIERE INTERFEDERALE (1)(2) 1, rue Louis Lichou - 29480 LE RELECQ KERHUON / BREST	83.24%	193,144	5,115
SURAVENIR (1) 232, rue Général Paulet - 29802 BREST CEDEX	100.00%	2,275,012	86,392
SURAVENIR ASSURANCES (1) 2, rue Vasco de Gama - 44800 ST HERBLAIN	100.00%	156,419	21,015

(1) Company information not formally adopted or audited at December 31, 2024.

(2) The securities of SCI Interfédérale are classified as property, plant and equipment.

COMPANY NAME AND ADDRESS	Share of capital held	Shareholders' equity	Last year profit/ loss
2. EQUITY HOLDINGS AND ASSOCIATES (10% TO 50% HELD)			
BELLATRIX SAS (1) 18, rue Dicks, 1417 Luxembourg, Luxembourg	37.27%	101,272	-834
CAISSE CENTRALE DU CREDIT MUTUEL (1) 46, rue du bastion - 75017 PARIS	20.15%	907,390	34,420
YOUNITED (3) 21, rue de Châteaudun - 75009 PARIS	15.98%	163,603	-50,688

(1) Company information not formally adopted or audited at December 31, 2024.

(2) The securities of SCI Interfédérale are classified as property, plant and equipment.

(3) Data at 12.31.2023.

Transactions with associates and equity holdings:

(in € thousands)	Equity holdings and associates		Subsidiaries	
	12.31.2024	12.31.2023	12.31.2024	12.31.2023
DETAILED INFORMATION ON EACH SECURITY WHOSE GROSS VALUE EXCEEDS 1% OF CAPITAL				
ASSETS				
CAPITAL HELD	124,334	121,864	4,227,107	3,864,902
OTHER USES				
Receivables	1,465,113	1,485,904	33,362,642	30,243,264
Bonds and other fixed-income securities			3,523,549	2,494,525
TOTAL USES	1,589,447	1,607,768	41,113,298	36,602,692
LIABILITIES				
Debt	28	1,534	41,287,515	36,468,902
Debt securities				
TOTAL SOURCES	28	1,534	41,287,515	36,468,902
COMMITMENTS GIVEN				
Financing commitments			285,306	392,407
Guarantee commitments			989,484	972,797
TOTAL COMMITMENTS GIVEN			1,274,790	1,365,204
COMMITMENTS RECEIVED				
Financing commitments				
Guarantee commitments			790,508	745,262
TOTAL COMMITMENTS RECEIVED			790,508	745,262

At 12.31.2024, there were no significant transactions not carried out on an arm's length basis between related parties.

Investments in subsidiaries and other long-term investments by type of listing

(in € thousands)	12.31.2024	12.31.2023
Investments in subsidiaries and other listed long-term investments	107,246	107,246
Investments in subsidiaries and other unlisted long-term investments	6,383,806	6,023,139
TOTAL	6,491,052	6,130,385

Note 8. Property, plant and equipment and intangible assets

(in € thousands)	12.31.2023	Increase	Decrease	Other changes	12.31.2024
INTANGIBLE ASSETS					
Gross amount	34,988	-	-	-	34,988
Depreciation	-25,602	-95	-	-	-25,697
NET AMOUNT	9,386	-95	-	-	9,291
PROPERTY, PLANT AND EQUIPMENT					
Gross amount	512,081	57,449	-33,308	97	536,319
Depreciation (1)	-299,237	-9,522	3,377	-66	-305,448
Impairment	-140	-	55	-	-85
NET AMOUNT	212,704	47,927	-29,876	31	230,786

(1) At December 31, 2024, the change in depreciation periods for software created or purchased (programmes), electronic and security equipment and fixtures led to a decrease in depreciation charges of €4,188 thousand.

The company owns land valued at €1,817 thousand.

Pursuant to ANC Regulation 2015-06 transposing the 2013 European directive, the technical loss is recorded on the balance sheet by asset category based on its allocation to the unrealized capital gains on the underlying assets contributed (General Chart of Accounts Art. 745-5 and 745-6).

Note 9. Other assets

(in € thousands)	12.31.2024	12.31.2023
Government	171,584	191,772
Home savings premium	19,790	21,029
Deferred tax assets	40,176	39,052
Securities transactions	-	-
Premiums paid on conditional instruments purchased	3,040	2,503
Guarantee deposits paid	832,968	848,618
Other misc. debtors	94,218	89,929
TOTAL	1,161,776	1,192,903

Note 10. Accruals - Assets

(in € thousands)	12.31.2024	12.31.2023
Uncleared transactions	195,019	333,007
Adjustment accounts	6,532	11,410
Share premiums negotiable debt securities and bond issues	111,285	123,358
Pre-paid expenses	97,557	76,073
Accrued income	688,661	650,661
Miscellaneous accrual accounts	20,493	19,292
Misc.	-	-
TOTAL	1,119,547	1,213,801

Note 11. Liabilities to credit institutions

(in € thousands)	12.31.2024			12.31.2023		
	Sight accounts	Term accounts	Total	Sight accounts	Term accounts	Total
Current accounts	14,427,845	0	14,427,845	12,834,150	0	12,834,150
Loans and securities sold under repurchase agreements	0	43,046,875	43,046,875	0	39,699,644	39,699,644
Securities sold under repurchase agreements (1)	0	1,185,929	1,185,929	0	476,704	476,704
Related payables	91,937	466,913	558,850	111,590	378,650	490,240
TOTAL	14,519,782	44,699,717	59,219,499	12,945,740	40,554,998	53,500,738

At December 31, 2024, the amount of offset repurchase agreements was €2,986,028 thousand compared with €1,589,425 thousand at December 31, 2023.

Note 12. Transactions with customers - Liabilities

(in € thousands)	12.31.2024			12.31.2023		
	Sight accounts	Term accounts	Total	Sight accounts	Term accounts	Total
Savings accounts governed by special regulations	21,600,647	4,471,861	26,072,508	20,281,082	5,104,159	25,385,241
Accrued interest on savings accounts	535,065	97,639	632,704	490,443	109,007	599,450
Current accounts	11,800,386	0	11,800,386	12,224,064	0	12,224,064
Term accounts and loans	0	5,565,672	5,565,672	350,000	4,695,028	5,045,028
Securities sold under repurchase agreements	0	0	0	0	0	0
CDC centralization (1)	-8,834,205	0	-8,834,205	-8,079,273	0	-8,079,273
Accrued interest	43,958	57,014	100,972	29,323	41,224	70,547
TOTAL	25,145,851	10,192,186	35,338,037	25,295,639	9,949,418	35,245,057

Following the amendment of ANC Regulation 2014-07, the amount centralized at the Caisse des Dépôts et Consignation was disclosed as a deduction from customer savings deposits.

Note 13. Debt securities

(in € thousands)	12.31.2024			12.31.2023		
	Principal	Accrued interest	Total	Principal	Accrued interest	Total
Certificates of deposit	11,014	389	11,403	10,014	217	10,231
Interbank market securities and negotiable debt securities	4,904,663	78,492	4,983,155	5,691,911	80,828	5,772,739
Bond issues	12,352,671	145,443	12,498,115	11,481,836	88,645	11,570,481
TOTAL	17,268,348	224,324	17,492,673	17,183,761	169,690	17,353,451

At December 31, 2024, issue premiums amounted to €111,285 thousand and redemption premiums amounted to €129 thousand.

Bond issues

Issue date	Amount (in € thousands)	Costs	Total (in € thousands)	Type	Term in years	Interest rate
8/12/2011	22,000	0	22,000	International bonds	18	E3M + 1.55%
10/31/2011	40,000	0	40,000	International bonds	20	E3M
3/8/2018	19,000	0	19,000	International bonds	12	1.850%
9/6/2018	5,000	0	5,000	International bonds	20	2.850%
9/21/2018	5,000	0	5,000	International bonds	20	2.060%
10/2/2018	5,000	0	5,000	International bonds	23	3.000%
12/28/2018	12,000	0	12,000	International bonds	15	1.860%
1/17/2019	500,000	0	500,000	International bonds	6	1.375%
3/25/2019	10,000	0	10,000	International bonds	20	2.635%
3/27/2019	10,000	0	10,000	International bonds	15	1.910%
4/15/2019	500,000	0	500,000	International bonds	7	1.625%
5/23/2019	500,000	0	500,000	International bonds	10	1.125%
9/20/2019	38,497	0	38,497	International bonds	10	Indexed rate
9/24/2019	10,000	0	10,000	International bonds	20	1.165%
10/3/2019	500,000	0	500,000	International bonds	9	0.375%
10/14/2019	25,000	0	25,000	International bonds	17	0.730%
1/22/2020	11,308	0	11,308	International bonds	10	Indexed rate
3/11/2020	1,998	0	1,998	International bonds	10	Indexed rate
3/18/2020	10,000	0	10,000	International bonds	5	0.250%
5/7/2020	750,000	0	750,000	International bonds	7	0.875%
5/11/2020	12,839	0	12,839	International bonds	10	Indexed rate
5/14/2020	10,000	0	10,000	International bonds	15	1.555%
6/11/2020	750,000	0	750,000	International bonds	9	1.250%
7/8/2020	20,000	0	20,000	International bonds	5	0.220%
9/15/2020	19,209	0	19,209	International bonds	10	Indexed rate
10/28/2020	500,000	0	500,000	International bonds	6	0.010%
11/9/2020	7,095	0	7,095	International bonds	11	Indexed rate
1/11/2021	13,264	0	13,264	International bonds	10	Indexed rate
3/11/2021	500,000	0	500,000	International bonds	12	0.875%
5/3/2021	19,674	0	19,674	International bonds	10	Indexed rate
9/14/2021	30,920	0	30,920	International bonds	10	Indexed rate
9/14/2021	36,615	0	36,615	International bonds	10	Indexed rate
9/14/2021	142,109	0	142,109	International bonds	10	Indexed rate
10/25/2021	500,000	0	500,000	International bonds	10	0.875%
11/8/2021	10,435	0	10,435	International bonds	11	Indexed rate
11/8/2021	31,672	0	31,672	International bonds	11	Indexed rate
1/18/2022	500,000	0	500,000	International bonds	8	0.750%
3/7/2022	7,786	0	7,786	International bonds	4	Indexed rate
5/3/2022	102,815	0	102,815	International bonds	10	Indexed rate
6/23/2022	50,000	0	50,000	International bonds	12	CMS 20Y+0.620%
7/28/2022	90,000	0	90,000	International bonds	8	0.750%
8/3/2022	100,000	0	100,000	International bonds	8	0.750%
9/19/2022	1,000,000	0	1,000,000	International bonds	5	3.375%
9/23/2022	10,000	0	10,000	International bonds	7	E3M+1.780%
11/21/2022	13,222	0	13,222	International bonds	11	Indexed rate
12/1/2022	500,000	0	500,000	International bonds	10	4.250%
12/12/2022	60,000	0	60,000	International bonds	3	1.375%
1/9/2023	34,568	0	34,568	International bonds	10	Indexed rate
1/9/2023	52,564	0	52,564	International bonds	10	Indexed rate
3/6/2023	30,971	0	30,971	International bonds	10	Indexed rate
3/6/2023	25,945	0	25,945	International bonds	10	Indexed rate
4/12/2023	100,000	0	100,000	International bonds	10	0.875%
4/28/2023	25,000	0	25,000	International bonds	12	Indexed rate
5/2/2023	19,320	0	19,320	International bonds	10	Indexed rate
5/2/2023	21,433	0	21,433	International bonds	10	Indexed rate
5/19/2023	104,000	0	104,000	International bonds	10	3.982%
5/22/2023	53,009	0	53,009	International bonds	8	4.300%
5/22/2023	34,124	0	34,124	International bonds	5	3.700%
5/22/2023	500,000	0	500,000	International bonds	5	3.975%
6/7/2023	25,000	0	25,000	International bonds	12	Indexed rate
6/29/2023	50,000	0	50,000	International bonds	10	0.875%
9/11/2023	5,945	0	5,945	International bonds	10	Indexed rate
9/11/2023	22,861	0	22,861	International bonds	10	Indexed rate
9/11/2023	58,782	0	58,782	International bonds	10	Indexed rate
9/11/2023	63,447	0	63,447	International bonds	5	3.500%
9/11/2023	53,649	0	53,649	International bonds	8	4.000%
10/2/2023	500,000	0	500,000	International bonds	8	4.125%
11/13/2023	19,715	0	19,715	International bonds	5	Indexed rate
11/13/2023	24,917	0	24,917	International bonds	5	Indexed rate
12/1/2023	750,000	0	750,000	International bonds	11	4.125%
1/9/2024	34,611	0	34,611	International bonds	10	Indexed rate
1/9/2024	38,749	0	38,749	International bonds	8	Indexed rate
3/11/2024	35,388	0	35,388	International bonds	10	Indexed rate
3/11/2024	38,977	0	38,977	International bonds	8	Indexed rate
4/3/2024	750,000	-532	749,468	International bonds	9	3.625%
4/8/2024	15,361	0	15,361	International bonds	12	Indexed rate
5/13/2024	37,595	0	37,595	International bonds	10	Indexed rate
5/13/2024	73,551	0	73,551	International bonds	10	4.200%
6/18/2024	8,072	0	8,072	International bonds	10	Indexed rate
9/9/2024	10,942	0	10,942	International bonds	12	Indexed rate
9/17/2024	78,874	0	78,874	International bonds	13	4.800%
9/17/2024	33,927	0	33,927	International bonds	10	Indexed rate
9/17/2024	66,687	0	66,687	International bonds	11	Indexed rate
9/23/2024	29,726	0	29,726	International bonds	6	Indexed rate
10/25/2024	500,000	-378	499,622	International bonds	10	3.309%
11/4/2024	4,361	0	4,361	International bonds	11	Indexed rate
11/4/2024	9,052	0	9,052	International bonds	11	Indexed rate
	12,353,581	-910	12,352,671			

Note 14. Other liabilities

(in € thousands)	12.31.2024
Premiums received on conditional instruments sold	3,729
Guarantee deposits received on financial instruments	328,373
Government	121,836
Deferred tax liabilities	-
Compensation due to personnel	42,829
Payroll taxes	15,678
Outstanding payments on securities	100,370
Misc.	5,889
TOTAL	618,703

Note 15. Accruals - Liabilities

(in € thousands)	12.31.2024	12.31.2023
Blocked accounts for collection operations	383,882	546,868
Deferred income	640,186	624,056
Accrued expenses	472,770	435,242
Adjustment accounts	6,179	6,278
Miscellaneous accrual accounts	46,165	41,146
TOTAL	1,549,182	1,653,590

Note 16. Provisions

(in € thousands)	12.31.2023	Allocations	Reversals (used)	Reversals (unused)	Other changes	12.31.2024
Provisions for signature commitment risks	7,461	4,676	-	-2,261	-	9,876
Provisions for pension obligations	22,985	2,249	-	-	-	25,234
Provisions for personnel expenses	398	658	-48	-170	-	838
Provisions for lawsuits	705	831	-128	-225	-	1,183
Provisions for home savings accounts and plans	10,274	-	-4,263	-	-	6,011
Other provisions	5,584	883	-	-1,868	-	4,600
TOTAL	47,407	9,297	-4,439	-4,524	-	47,742
Net change					334	

The provision for pension obligations is calculated using the projected unit credit method and takes into account demographic, employee turnover rate, salary increase, discount rate and inflation assumptions. In particular, the calculations include a discount rate of between 3.29 % and 3.51 %. This rate is determined by reference to the iBoxx corporate AA 10+ euro zone index for private bonds. The

calculations also include an employee turnover rate of between 0.00 % and 5.42 % and a gross salary increase rate, excluding inflation, of between 2.91 % and 3.32 %. Commitments are calculated using the TH00-02 and TF00-02 life expectancy tables for the obligation accrual phase and the TGH05 and TGF05 life expectancy tables for the pay-out phase.

Breakdown of the net change in provisions:

(in € thousands)	12.31.2024	12.31.2023
Net banking income	-4,477	-52,263
General operating expenses	2,396	21,277
Cost of risk	2,415	-670
Gains/(losses) on non-currents assets	-	-1,485
Corporate income tax	-	-881
TOTAL	334	-34,022

Provisions for risks related to commitments on home savings accounts and plans:

Home savings accounts and plans during the savings phase: deposits and provisions

(in € thousands)	12.31.2024		12.31.2023	
	Deposits	Provisions	Deposits	Provisions
Home savings plans	4,420,819	-2,620	5,036,643	-2,524
Under 4 years old	417,401	-124	377,147	-250
Between 4 and 10 years old	649,891	-311	742,323	-873
Over 10 years old	3,353,527	-2,185	3,917,173	-1,401
Home savings accounts	903,573	-2,922	880,435	-7,701
TOTAL	5,324,392	-5,542	5,917,078	-10,225

Loans granted under home savings accounts and plans: deposits and provisions

(in € thousands)	12.31.2024		12.31.2023	
	Deposits	Provisions	Deposits	Provisions
Home savings plans	19,579	-146	3,297	-11
Home savings accounts	10,173	-322	4,977	-38

Note 17. Subordinated debt

Subordinated debt representing at least 10% of total subordinated debt (in € thousands)	Amount	Currency	Interest rate	Due date	Conditions of subordination	Possibility of early repayment
Subordinated notes	30,000	eur	3.40%	03/14/2031	Tier 2	Yes
Subordinated notes	750,000	eur	3.38%	11/3/2031	Tier 2	Yes
Subordinated notes	500,000	eur	3.50%	9/2/2029	Tier 2	Yes
Subordinated notes	25,000	eur	3.81%	01/28/2031	Tier 2	Yes
Subordinated notes	500,000	eur	4.81%	05/15/2025	Tier 2	Yes
Subordinated notes	499,656	eur	3.25%	1/6/2026	Tier 2 Capital	No
Deeply subordinated notes	74,585	eur	CMS 10 + 0.10	5/7/2057	Tier 1 Capital	Yes
Related payables	63,126				-	-
TOTAL	2,442,366					

Note 18. Shareholders' equity excluding FRBG

(in € thousands)	Start of year	Allocation prior year profit	Change during the year	End of year
CAPITAL	2,888,914	-	151,134	3,040,048
ADDITIONAL PAID-IN CAPITAL	9,245	-	592	9,837
TOTAL RESERVES	3,147,490	136,943	-	3,284,433
Legal reserve	568,354	32,546	-	600,900
Optional and statutory reserves	2,521,013	104,397	-	2,625,410
Long-term capital gains reserves	-	-	-	-
Other reserves	58,123	-	-	58,123
REGULATED PROVISIONS	4,569	10	-	4,579
REVALUATION SURPLUS	-	-	-	-
RETAINED EARNINGS	22,215	10,063	-	32,278
DEFERRED LOSSES	-	-	-	-
PROFIT/LOSS FOR THE YEAR	233,793	-233,793	201,221	201,221
Interest paid on shares	-	86,777	-	-
TOTAL	6,306,226	0	352,947	6,572,396

The capital consists of A shares for €28,318 thousand, B shares for €21,125 thousand, new B shares for €2,986,389 thousand and C shares for €4,216 thousand.

Note 19. Transactions with network banks

(in € thousands)	12.31.2024	12.31.2023
Due from network banks	1,521,356	1,544,683
Sight accounts	19,951	46,166
Term accounts	1,501,405	1,498,517
Due to network banks	59,715	58,034
Sight accounts	59,700	58,034
Term accounts	15	-

Note 20. Breakdown of certain assets/liabilities according to their residual maturity

(in € thousands)	T<3 months	3M<T<1year	1year<T<5years	T>5years	Accrued interest payable and receivable	Total
ASSETS						
Amounts due from credit institutions	3,465,490	8,509,216	13,992,635	13,562,821	557,955	40,088,117
Sight accounts	233,024	0	0	0	180	233,204
Term accounts	3,232,466	8,509,216	13,992,635	13,562,821	557,775	39,854,913
Amounts due from customers	2,237,841	3,211,925	13,847,052	28,993,513	83,836	48,374,167
Commercial receivables	3,277	0	0	0	0	3,277
other customer loans	1,545,533	3,211,925	13,847,052	28,993,513	73,926	47,671,949
overdrafts	689,031	0	0	0	9,910	698,941
Bonds and other fixed-income securities	1,035,308	546,755	3,592,991	4,687,978	98,141	9,961,173
LIABILITIES						
Liabilities to credit institutions	15,363,845	4,636,860	18,880,821	19,779,123	558,850	59,219,499
Sight accounts	14,427,845	0	0	0	91,937	14,519,782
Term accounts	936,000	4,636,860	18,880,821	19,779,123	466,913	44,699,717
Transactions with customers	29,014,072	3,282,472	1,669,990	637,827	733,676	35,338,037
savings accounts governed by special regulations	15,623,379	767,663	470,682	376,579	632,704	17,871,007
Sight accounts	12,766,442	0	0	0	535,065	13,301,507
Term accounts	2,856,937	767,663	470,682	376,579	97,639	4,569,500
other liabilities	13,390,693	2,514,809	1,199,308	261,248	100,972	17,467,030
Sight accounts	11,800,386	0	0	0	43,958	11,844,344
Term accounts	1,590,307	2,514,809	1,199,308	261,248	57,014	5,622,686
Debt securities	1,666,694	3,092,668	5,617,251	6,891,736	224,324	17,492,673
certificates of deposit	111	0	1,403	9,500	389	11,403
interbank market securities and negotiable debt securities	1,096,650	3,072,670	395,806	339,537	78,492	4,983,155
bond issues	569,933	19,998	5,220,042	6,542,699	145,443	12,498,115

Note 21. Assets and liabilities in foreign currencies

Assets and liabilities in foreign currencies at December 31, 2024 totaled €197,990 thousand and €236,550 thousand, respectively.

Note 22. Banking activity commitments

(in € thousands)	12.31.2024	12.31.2023
Commitments given	5,801,347	6,799,525
Financing commitments	3,065,236	3,833,042
to credit institutions	223,926	245,316
to customers	2,841,310	3,587,726
Guarantee commitments	2,732,923	2,962,029
to credit institutions	41,289	42,377
to customers	2,691,634	2,919,652
Securities commitments	3,188	4,454
other commitments given	3,188	4,454
Commitments received	14,661,862	14,568,804
Financing commitments	12,810,344	12,794,825
received from credit institutions	12,810,344	12,794,825
Guarantee commitments	1,671,169	1,601,877
received from credit institutions	1,671,169	1,601,877
Securities commitments	180,349	172,102
other commitments received	180,349	172,102

Following the reform of Caisse de Refinancement de l'Habitat's liquidity arrangements on October 10, 2024, Crédit Mutuel Arkéa has undertaken to pledge cash to CRH, which would only result in a cash contribution to CRH in the event of a loss of ratings during the pre-testing periods.

At December 31, 2024, Crédit Mutuel Arkéa has no bonds maturing before September 30, 2025, so there are no financing commitments given to CRH.

Commitments received include the guarantee received from European Investment Bank in the amount of €175.95 million for the government-backed loans distributed by Crédit Mutuel Arkéa.

Breakdown of assets provided as security for liabilities:

(in € thousands)	12.31.2024	12.31.2023
Banque de France	13,596,028	13,942,537
Caisse des Dépôts et Consignations	495,434	557,296
European Investment Bank	365,044	464,301
Arkéa Home Loans SFH	11,931,771	11,279,094
Caisse de Refinancement de l'Habitat	546,821	662,867
Arkéa Public Sector SCF	761,384	388,650
Caisse Centrale du Crédit Mutuel	1,194	1,194
TOTAL	27,697,676	27,295,939

Note 23. Financial futures transactions

Nominal value of the contracts

By type

(in € thousands)	12.31.2024			12.31.2023		
	Hedging transactions	Other transactions	TOTAL	Hedging transactions	Other transactions	TOTAL
FIRM TRANSACTIONS						
Transactions on organized markets	-	-	-	-	-	-
- interest rate contracts	95,246,020	-	95,246,020	84,011,446	-	84,011,446
- foreign exchange contracts	-	-	-	-	-	-
- Other transactions	3,715,511	-	3,715,511	3,141,509	-	3,141,509
Over-the-counter transactions	-	-	-	-	-	-
- forward rate agreements	-	-	-	-	-	-
- interest rate swaps	21,311,496	-	21,311,496	19,879,329	-	19,879,329
- financial swaps	-	-	-	-	-	-
- Other transactions	6,302,155	-	6,302,155	6,043,315	-	6,043,315
CONDITIONAL TRANSACTIONS						
Interest rate floors/caps	-	-	-	-	-	-
- Purchased	5,770,668	4,352,910	10,123,578	9,556,599	-	9,556,599
- sold	4,906,427	-	4,906,427	4,230,962	-	4,230,962
Interest rate, currency and other options	-	-	-	-	-	-
- Purchased	240,467	-	240,467	416,247	-	416,247
- sold	240,467	-	240,467	416,247	-	416,247
TOTAL	137,733,212	4,352,910	142,086,122	127,695,654	-	127,695,654

By residual maturity

(in € thousands)	12.31.2024			
	less than 1 year	1 to 5 years	more than 5 years	TOTAL
INTEREST RATE INSTRUMENTS				
Over-the-counter market	-	-	-	-
Interest rate swaps	3,900,459	7,412,122	16,274,138	27,586,719
Interest rate floors/caps	3,588,277	7,618,248	4,331,347	15,537,872
Other options	-	-	-	-
TOTAL	7,488,736	15,030,370	20,605,485	43,124,591

Fair value

(in € thousands)	12.31.2024	12.31.2023
INTEREST RATE INSTRUMENTS	195,237	325,080
OTHER OPTIONS	-	-

Note 24. Interest, similar income and expense

(in € thousands)	12.31.2024		12.31.2023	
	Income	Expense	Income	Expense
Transactions with credit institutions (1)	4,124,847	-3,741,210	3,650,271	-3,267,776
Transactions with customers	981,175	-1,017,999	869,934	-888,229
Bonds and other fixed-income securities	305,152	-507,400	154,667	-343,782
Other transactions	9,630	-48	6,004	-18
TOTAL	5,420,804	-5,266,657	4,680,876	-4,499,805

Of which expenses on transactions related to subordinated debt: €107,561 thousand at 12.31.2024 and €129,343 thousand at 12.31.2023.

Note 25. Income on variable-income securities

(in € thousands)	12.31.2024	12.31.2023
Stocks and other variable-income securities	126	7,336
Equity holdings and other long-term investments	-	-
Shares in associates	338,087	402,396
TOTAL	338,213	409,732

Note 26. Note 26. Fee and commission income/expense

(in € thousands)	12.31.2024		12.31.2023	
	Income	Expense	Income	Expense
Transactions with credit institutions	5,539	-393	8,201	-428
Transactions with customers	48,455	-3	43,730	-2
Securities transactions	816	-1,086	712	-1,532
Foreign exchange transactions	310	-	313	-
Off-balance sheet transactions	-298	4,310	3,220	-5,728
Provision of financial services	545,730	-88,945	504,860	-69,278
TOTAL	600,552	-86,117	561,036	-76,968

Note 27. Gains/(losses) on portfolio transactions**Trading books**

(in € thousands)	12.31.2024	12.31.2023
Trading securities transactions	-	-
Foreign exchange transactions	-221	162
Financial futures transactions	191	43
Interest rate	191	43
Misc.	-	-
TOTAL	-30	205

Investment portfolios and similar securities

(in € thousands)	12.31.2024	12.31.2023
Available-for-sale securities transactions	-	-
Capital gains on disposals	34,643	45,841
Capital losses on disposals	-2,799	-34,787
Provisions for impairment	-48,981	-39,301
Reversals of impairment	14,416	31,805
TOTAL	-2,721	3,558

Note 28. General operating expenses

(in € thousands)	12.31.2024	12.31.2023
Personnel expenses	-570,238	-556,578
Salaries and wages	-337,288	-321,863
Payroll taxes	-155,713	-150,273
of which pension expenses	-36,192	-35,617
Mandatory and optional employee profit-sharing	-27,388	-34,817
Related taxes other than on income	-49,849	-49,625
Other administrative expenses	-273,846	-303,532
Taxes other than on income	-16,419	-38,491
External services	-519,619	-519,830
Re-invoiced expenses	262,193	254,789
TOTAL	-844,084	-860,110

Breakdown of paid staff

	12.31.2024	12.31.2023
	Paid staff	Paid staff
Employees	2,364	2,824
Management and supervisors	4,317	4,168
TOTAL	6,681	6,992

The total compensation paid to members of the Board of Directors was €1,354 thousand in 2024 (compared with €1,307 thousand for the year ended December 31, 2023).

Total gross remuneration paid to the group's main corporate officers for the year ended December 31, 2024 was €2,216 thousand (1) (compared with €2,299 thousand for the year ended December 31, 2023).

The Chief Executive Officer, the Associate Chief Executive Officer and the Deputy Chief Executive Officers.

Provision for paid leave

On September 13, 2023, the Cour de cassation (French supreme court) issued three rulings modifying companies' obligations in terms of paid leave, with immediate effect. It ruled that the provisions of the French Labour Code were in contradiction of European regulations which provide for the right to paid leave without distinguishing the causes of absence.

Thus, since the rulings of September 13:

- employees on sick leave or on leave for non-occupational accidents acquire paid leave during their period of absence from work,

- employees on leave following an occupational accident or illness acquire rights to paid leave for the entire duration of their period of sick leave, without limitation, contrary to current labour law, which limits this right to the first year of sick leave.

The Crédit Mutuel Arkéa group assessed the impact of the application of these changes on its financial statements for the period ended December 31, 2024 and recognised an additional provision for paid leave in this respect.

Note 29. Cost of risk

(in € thousands)		12.31.2024	12.31.2023
LOANS	Allocations	-92,761	-84,893
	Reversals used	18,393	16,259
	Reversals that became available	51,661	49,783
	Recovery of written-off loans	1,553	1,488
	Covered irrecoverable loans	-18,416	-16,350
	Uncovered irrecoverable loans	-8,659	-7,101
OFF-BALANCE SHEET RISK	Allocations	-1,043	-594
	Reversals used	-	-
	Reversals that became available	403	1,942
SECURITIES	Allocations	-698	-
	Reversals	-	-
PROVISIONS FOR OTHER RISKS AND CHARGES	Allocations	-	-
	Reversals	-	-
	SOLDE	-49,567	-39,466

Note 30. Gains/(losses) on non-current assets

(in € thousands)	Provisions for impairment (1)	Capital losses on disposals (2)	Reversals of impairment (3)	Capital gains on disposals	12.31.2024
Property, plant and equipment and intangible assets	-	-84	-	833	749
Equity holdings and other long-term investments	-42,701	-39,012	37,924	-	-43,789
Shares in associates	-	-	-	-	-
Investment securities	-	-	-	-	-
TOTAL	-42,701	-39,096	37,924	833	-43,040

(1) Including impairment of IZIMMO shares for €6,650 thousand and Younited shares for €35,524 thousand.

(2) Including a capital loss of €36,613 thousand on the transfer of all Pumpkin assets and liabilities and a capital loss of €1,039 thousand on the transfer of all Eurobretagne assets and liabilities.

(3) Including reversal of impairment following the transfer of all Pumpkin assets and liabilities for €36,613 thousand.

Note 31. Non-recurring income/(loss)

(in € thousands)	12.31.2024	12.31.2023
Equalization paid	-	-
Miscellaneous exceptional expenses	-212	-11,355
Miscellaneous exceptional income	128	5,386
TOTAL	-84	-5,969

Note 32. Income tax

(in € thousands)	12.31.2024	12.31.2023
Current tax expense excluding contribution of consolidated subsidiaries	-794	-45,279
Contribution of consolidated subsidiaries	49,838	101,539
Carry-back claim	-	-
Net deferred tax expense and misc.	1,124	588
TOTAL	50,168	56,848
Pre-tax income, non-recurring income and FRBG	50,300	182,632
EFFECTIVE TAX RATE	99.74%	31.13%

Tax expenses are borne by the consolidated companies as if there were no tax consolidation.

The effective tax rate at 12.31.2024 was as follows:

	12.31.2024	12.31.2023
Statutory tax rate (including contributions)	25.83%	25.83%
Permanent differences	-198.52%	-50.46%
Temporary differences	2.88%	-0.29%
Taxation at reduced rates	-13.72%	-3.64%
Impact of tax loss	3.55%	1.60%
Other	80.24%	-4.17%
EFFECTIVE TAX RATE	-99.74%	-31.13%

The change in the effective tax rate is mainly due to the reversal of the FGBR for €102,542 thousand ("Permanent differences" and "Other") and to the lower reallocation of corporate income tax from subsidiaries compared with 2023 (€393,107 thousand in 2023 compared with €192,145 thousand in 2024).

Note 33. Establishment in States that have not entered into an administrative agreement with France allowing access to banking information in order to combat fraud and tax evasion

Crédit Mutuel Arkéa is the parent company of a tax consolidation group within the meaning of the provisions of Articles 223 et seq. of the French General Tax Code. At 12.31.2023, this group included : Arkéa Assistance, Arkéa Banking Services, Arkéa Banque Entreprises et Institutionnels, Arkéa Bourse Retail, Arkéa Capital, Arkéa Capital Holding, Arkéa Crédit Bail, Arkéa Direct Bank, Arkéa Foncière, Arkéa Home Loans SFH, Arkéa Immobilier Conseil, Arkéa Lending Services, Arkéa Public Sector SCF, Arkéa SCD, Arkéa Sécurité,

Caisse Régionale du CMSO, Château Calon Ségur, CFCAL Banque, Des 2Terroirs, Fédéral Finance, Arkéa Asset Management, Izimmo, Arkéa Financements et Services, Les Terroirs de Suravenir, Monext, Nextalk, Procapital Securities Services, Suravenir, Suravenir Assurances and the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest networks of local banks.

In 2024, Arkéa was removed from the scope and eight Crédit Mutuel de Bretagne local banks merged.

Note 34. Note 34. Establishment in States that have not entered into an administrative agreement with France allowing access to banking information in order to combat fraud and tax evasion

Crédit Mutuel Arkéa does not operate in non-cooperative States or territories as defined by Article 238-0 A of the French General Tax Code.

Note 35. Consolidated financial statements

Crédit Mutuel Arkéa, together with the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations and the member Crédit Mutuel savings banks, is the parent company for the preparation of Crédit Mutuel Arkéa's consolidated financial statements.

The consolidated financial statements are available at:

https://www.cm-arkea.com/arkea/banque/assurances/c_8776/fr/documents-d-enregistrement-universels

Note 36. Note 36. Management Report

In application of ANC Regulation 2014-07, the management report is available to the public at the following address:

Crédit Mutuel Arkéa

1 rue Louis Lichou

29480 Le Relecq-Kerhuon / BREST

Note 37. Note 37. Events after the balance sheet date

Nil



FINANCIAL INFORMATION

Aggregate financial statements for the year ended December 31, 2024



ADDITIONAL INFORMATION

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7.1 General information

Information about the company

Corporate and business name: Crédit Mutuel Arkéa

Place and registration number:

Siren: 775 577 018 Brest Trade and Companies Register number /
APE Code: 641 Z

Date of incorporation and lifetime:

The company was incorporated on 24 September 1960 for a 99-year term ending on 23 September 2059.

Head office: 1 rue Louis Lichou, 29480 Le Relecq-Kerhuon

Telephone: +33 (0)2 98 00 22 22

Fax: +33 (0)2 98 28 46 32

Legal form:

The company is a société anonyme cooperative de crédit à capital variable de droit français (variable capital limited liability credit cooperative). It is also a union of cooperatives.

It is governed by:

- the law of 10 September 1947 on the statute for cooperative societies;
- articles L231-1 to L231-8 of the French Commercial Code on variable capital;
- the provisions of the French Commercial Code on commercial companies;
- the provisions of the French Monetary and Financial Code relating to the activity and supervision of credit institutions;
- articles L512-55 to L512-59 of the French Monetary and Financial Code and all other texts relating to Crédit Mutuel;
- the provisions of its Articles of Association and internal regulations.

At the General Meeting of 22 May 2024, the representatives of the local banks voted to adopt Crédit Mutuel Arkéa's status as a company with a mission evidenced by the insertion of a purpose (Article 7 of the Articles of Association) and social and environmental objectives (Article 8 of the Articles of Association).

Memorandum and Articles of Association:

The latest version of Crédit Mutuel Arkéa's Articles of Association was approved at the General Meeting of 22 May 2024. The corporate purpose of the company is described in Article 6 of the Articles of Association.

Nature of control over the company

The basic structure of the group is the local bank. This covers a limited geographical area and its capital is held by the members in the form of shares. In accordance with the provisions applicable to Crédit Mutuel, and in particular the provisions of Articles L512-55 et seq. of the French Monetary and Financial Code, Crédit Mutuel Arkéa's capital is held by the local banks of the Crédit Mutuel de Bretagne and Crédit Mutuel du Sud-Ouest federations. There are no agreements that could lead to a change in control of the company. Changes in Crédit Mutuel Arkéa's capital are also governed by the provisions of Article 11 of the Articles of Association and are applied in accordance with the provisions applicable to cooperatives.

Legal and arbitration proceedings

At the date of filing of this Universal Registration Document, neither the company nor any other member of Crédit Mutuel Arkéa is or has been involved in any governmental, legal or arbitration proceedings (including any proceedings of which the company is aware, which are pending or of which it is threatened) that could have or have had in the last 12 months a significant effect on the financial position or profitability of the company and/or Crédit Mutuel Arkéa.

Information relating to the locations and activities included in the scope of consolidation at 31 December 2024

The main information relating to locations at 31 December 2024, aggregated at the level of countries and regions, is as follows:

(in thousands of euros)		31.12.2024				
Zone	Country	NBI ⁽¹⁾	Employees (full-time equivalent)	Profit or loss before tax ⁽¹⁾	Income tax ⁽¹⁾	Subsidies ⁽¹⁾
France	France	2,047,079	10,905	461,972	(90,882)	0
Other EU countries	Belgium	136,446	313	38,251	(9,490)	0
Other European countries	Luxembourg	0	0	-311	0	0
General total		2,183,525	11,218	499,912	(100,372)	0

⁽¹⁾ The share of net income of equity-consolidated entities is recorded directly in pre-tax income.

⁽²⁾ Their contribution to consolidated NBI, income taxes and subsidies is therefore nil.

Major agreements

There have been no material contracts (other than contracts entered into in the normal course of the company's business) that could confer on any member of Crédit Mutuel Arkéa a right or obligation that would have a material impact on the company's ability to meet the obligations imposed on it by the financial securities issued to their holders.

Significant change in the company's financial position

No significant change in the company's financial position has occurred since the end of the last financial year, and in particular since the financial statements for the 2024 financial year were approved by the company's Board of Directors on 28 February 2025.

Audit of the annual historical financial information and sources of the financial information contained in this document

Please refer to the institutional website:

<https://www.cm-arkea.com/> > Investors > Financial information > Universal Registration Documents

For the 2023 financial year:

See the Statutory Auditors' report for the 2023 financial year.

For the 2022 financial year:

See the Statutory Auditors' report for the 2022 financial year.

For the 2021 financial year:

See the Statutory Auditors' report for the 2021 financial year.

This Universal Registration Document does not contain any other information audited by the Statutory Auditors, and the financial information in this document is all taken from the audited financial statements of the company.

This Universal Registration Document does not contain any third-party information, statements by experts or declarations of interest.

Profit forecasts or estimates

This Universal Registration Document does not contain any forecast or estimate of profit.

Date of last audited financial information

The date of the last audited financial information is 31 December 2024. It was approved by the Board of Directors on 28 February 2025 and will be submitted to the General Shareholders' Meeting for approval.

No quarterly or semi-annual financial information has been published since the date of the last audited financial statements.

Publicly available documents

During the period of validity of the Universal Registration Document, a copy of the following documents may, if necessary, be consulted:

- the Articles of Association of the company;
- all reports, letters and other documents, historical financial information, valuations and statements prepared by an expert at the request of the company included in this Universal Registration Document;
- this Universal Registration Document ;
- Universal Registration Document number D.24-0277 of 12 April 2024 and the Amendment to the Universal Registration Document published on 9 September 2024 under no. D. 24-0277-A01;
- Universal Registration Document number D.23-0277 of 13 April 2023 and the Amendment to the Universal Registration Document published on 6 September 2023 under no. D. 23-0277-A01;
- Universal Registration Document number D.22-0296 of 14 April 2022 and the Amendment to the Universal Registration Document published on 30 August 2022 under no. D. 22-0296-A01;
- Universal Registration Document number D.21-0324 of 19 April 2021 and the amendment of the Universal Registration Document published on 27 August 2021 under number D.21-0324-A01.

These documents may be consulted at the company's head office during normal business hours and days. A copy of this Universal Registration Document will be sent free of charge to any person who so requests. These documents may also be consulted on the company's website (www.cm-arkea.com). This Universal Registration Document, as well as those of the two previous financial years and their amendments are available on the website of the French Financial Markets Authority (AMF) (www.amf-france.org).

Legal Entity Identification

CRÉDIT MUTUEL ARKÉA

1, RUE LOUIS LICHOU

29480 LE RELECQ-KERHUON FRANCE

96950041VJ1QP0B69503

Documents integrated by reference

In accordance with Article 19 of European Regulation (EU) 2017/1129 of the European Parliament and the Council of 14 June 2017, readers are referred to the previous Universal Registration Documents for certain information, including financial information concerning the assets, financial position and results of the company:

- relating to the 2023 financial year: pages 97 to 487 of Universal Registration Document No. D.24-0277 of April 12, 2024;
- relating to the 2022 financial year: pages 85 to 400 of the Universal Registration Document number D.23-0277 of 13 April 2023;
- relating to the 2021 financial year: pages 92 to 215 of the Universal Registration Document number D.22-0296 of 14 April 2022;

Other information included in the previous Universal Registration Document other than that set out above has, where applicable, been replaced and/or updated by information included in this Universal Registration Document.*

The information on the website does not form part of the Universal Registration Document unless such information is incorporated by reference therein.

7.2 Declaration of the person responsible

Person responsible for the information contained in this document

Hélène Bernicot, Chief Executive Officer of Crédit Mutuel Arkéa.

Statement by the person responsible for this document

I certify, after having taken all reasonable care to ensure that such is the case, that the information contained in this Universal Registration Document is, to the best of my knowledge, in accordance with the facts and contains no omission likely to affect its import.

I certify that, to the best of my knowledge, the financial statements have been prepared in accordance with the applicable accounting standards and give a true and fair view of the assets, liabilities, financial position and results of the company and of all the companies included in the consolidation, and that the attached management report presents a true and fair view of the development of the business, results and financial position of the company and of all the companies included in the consolidation and describes the main risks and uncertainties facing them and that it has been prepared in accordance with applicable sustainability reporting standards.

At Le Relecq-Kerhuon, on Thursday, April 10, 2025

Hélène Bernicot, Chief Executive Officer of Crédit Mutuel Arkéa

7.3 Statutory Auditors

The company's consolidated financial statements for the 2024 financial year have been audited by:

Statutory Auditors:

PricewaterhouseCoopers Audit, member of the regional institute of statutory auditors of Versailles,

63, rue de Villiers

92208 Neuilly-sur-Seine Cedex

France

Represented by **Mr Pierre CLAVIE and Mr Nicolas JOLIVET**

Start of first term: 2021

Expiry of current term of office: 31 December 2026 (after closing)

The appointment of PricewaterhouseCoopers Audit, represented by Pierre Clavié, from the 2021 financial year was decided on, at the end of a call for tenders process, on 11 May 2021 for a six-financial year term.

And

Deloitte & Associés, member of the regional institute of statutory auditors of Versailles,

6, place de la Pyramide

92908 Paris La Défense Cedex

France

Represented by **Mrs Anne-Elisabeth PANNIE and Mr Jean-Marc MICKELER**

Start of first term: 2007

Expiry of current term of office: 31 December 2026 (after closing)

Renewal of the mandate of Deloitte & Associés represented by Mrs Anne-Elisabeth Pannier

and Jean-Marc Mickeler as of the 2021 financial year was decided on 11 May 2021 for a period of six financial years.



STATUTORY AUDITORS' REPORTS

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8.1 Statutory Auditors' report on the consolidated financial statements

Financial year ended December 31, 2024

At the general meeting

CREDIT MUTUEL ARKEA 1 rue Louis Lichou 29480 Le Relecq-Kerhuon

Opinion

In accordance with the mandate entrusted to us by your general meeting, we have audited the consolidated financial statements of Crédit Mutuel Arkéa for the financial year ended December 31, 2024, as attached to this report.

We certify that the consolidated financial statements are, in accordance with IFRS as adopted by the European Union, regular and fair and give a true and fair view of the results of operations for the past financial year as well as the financial position and assets, at the end of the financial year, of the persons and entities included in the consolidation.

The opinion expressed above is consistent with the content of our report to the Financial Statements Committee.

Basis of opinion

Audit framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the evidence we have gathered is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are set out in the "Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements" section of this report.

Independence

We carried out our audit in compliance with the independence rules set out in the French Commercial Code and the Code of Ethics for the Statutory Auditors' profession for the period from January 1, 2024, to the date of issue of our report. In particular, we did not provide any services prohibited by Article 5(1) of Regulation (EU) No. 537/2014.

Furthermore, the services other than the certification of the accounts that we provided during the financial year to your company and the entities it controls and which are not mentioned in the management report or the notes to the consolidated financial statements are as follows:

For PricewaterhouseCoopers Audit:

- Issuance of comfort letters, particularly as part of bond issuance programs;
- Issuance of FRU certificates;
- Performance of CSR assignments;
- Performance of regulatory compliance assignments.

For Deloitte & Associés:

- Issuance of comfort letters, particularly as part of bond issuance programs;
- Issuance of FRU certificates;
- Performance of CSR assignments.

Justification of assessments - Key points of the audit

Pursuant to the provisions of Articles L.821-53 and R.821-180 of the French Commercial Code relating to the justification of our assessments, we hereby inform you of the key audit matters relating to the risks of material misstatement that, in our professional judgment, were the most significant for the audit of the consolidated financial statements for the year, as well as the responses we provided to address these risks.

These assessments are part of the audit of the consolidated financial statements taken as a whole and the formation of our opinion expressed above. We do not express an opinion on individual items in these consolidated financial statements.

Measurement of impairments on customer loan portfolios

Risk identified

Customer loan portfolios carry credit risk that exposes Crédit Mutuel Arkéa to potential losses if its customers or counterparties are unable to meet their financial commitments.

In accordance with the provisions of the "Impairment" section of IFRS 9 Financial Instruments, Crédit Mutuel Arkéa recognizes impairments and provisions to cover expected credit losses (outstandings classified by buckets 1 and 2) or actual credit losses ("bucket 3").

The rules for the impairment of expected losses are presented in the "Accounting principles and Valuation Methods" note to the consolidated financial statements. Impairments for expected losses are determined primarily on the basis of statistical models that require judgment during the various calculation phases (establishment of macroeconomic projections, determination of downgrading criteria, estimation of the amount of expected losses, using post-model adjustments where necessary, etc.), particularly in the context of uncertainty linked to the geopolitical and economic situation. Furthermore, Crédit Mutuel Arkéa uses judgment and makes accounting estimates to assess the level of individual impairments of doubtful loans.

In a context marked by a deterioration in the macroeconomic situation, the system for estimating expected credit losses was adapted during the year, as specified in the paragraph "Impairment of financial assets and commitments given" of the note "Accounting principles and valuation methods."

We considered the assessment of credit risk and the measurement of impairments to be a key audit matter, as they require management's judgment and estimates, particularly in the current context. As of December 31, 2024, the total amount of outstanding customer loans exposed to credit risk amounts to €91.7 billion for a total amount of impairments of €1.3 billion and a cost of banking risk of €180 million for the year 2024 compared to €94 million in 2023 as specified in notes 6 "Loans and receivables to customers" and 39a. "Cost of risk in the banking scope" of the appendix to the consolidated financial statements of the Crédit Mutuel Arkéa group as of December 31, 2024.

8.1.1.1 Our audit approach

We reviewed the governance and internal control system implemented by Crédit Mutuel Arkéa, tested the key manual and computerized controls relating to the identification of credit risk and the measurement of expected losses, and assessed the compliance of the principles and methodologies implemented by Crédit Mutuel Arkéa with IFRS 9 Financial Instruments.

Our work focused specifically on the following areas:

- Classification of outstanding amounts by "bucket":
 - We assessed the consistency of the transition of outstanding amounts between buckets 1 and 2 with regard to the criteria for significant deterioration in credit risk;
 - We verified the existence of an internal control system allowing the ratings of the various outstanding loans to be updated at an appropriate frequency.
- Assessment of expected losses ("buckets" 1, 2 and 3):
 - with the help of our credit risk specialists integrated into the audit team, we assessed the appropriateness of the models and risk parameters used to assess expected losses, the documentation of adjustments to provisions at the end of the model, as well as the relevance of the macroeconomic scenarios used by Crédit Mutuel Arkéa and their weighting;
 - we assessed, through an independent recalculation based on the calculation assumptions and risk parameters used by Crédit Mutuel Arkéa, the assessment of provisions for expected losses on a sample of portfolios classified in "buckets" 1 and 2;
 - we tested, on the basis of a sample of credit files from the Corporate and Institutional Division classified in "bucket 3", the criteria applied for the classification of doubtful loans as well as the assumptions used for the estimation of individual impairments.

We have also examined the information published in the paragraph "Impairment of financial assets and commitments given" in the "Accounting principles and valuation methods" and note 39a. "Cost of risk in the banking scope" of the appendix to the consolidated financial statements relating to the assessment of impairments on customer loan portfolios.

Impairment of goodwill

Risk identified

During external growth operations, Crédit Mutuel Arkéa is generally required to recognize goodwill as an asset on its consolidated balance sheet. This goodwill is then allocated to the various cash-generating units (CGUs). As of December 31, 2024, it amounts to €463 million. In the context of uncertainty and economic tension, impacting the results and financial projections of the Crédit Mutuel Arkéa Group's subsidiaries, the latter must ensure the presence or absence of additional indications of impairment on this goodwill.

Goodwill is subject to impairment tests as soon as there are indications of impairment and at least annually. These tests are based on a comparison between the net book value and the recoverable value of homogeneous sets of businesses, divided into CGUs. The methods for determining the recoverable value are based in particular on the expected future profitability method, which is based on an estimate of future cash flows based on the business plans of each CGU, drawn up over an explicit horizon. These business plans are established using macroeconomic parameters, which take into account the context of uncertainty and economic tension.

We considered that the impairment of goodwill constitutes a key point of our audit due to the judgment exercised by management in establishing the assumptions of future results of acquired companies and assessing the recoverable value of homogeneous groups of businesses, particularly in the context of economic tension.

Our audit approach

We analyzed the group's process for identifying potential impairment losses on goodwill, as well as the process for developing impairment tests resulting from the identification of impairment indicators or the annual review process.

We engaged our valuation experts to:

- Carry out a technical analysis of the construction of a selection of valuation models based on the expected future profitability method;
- Review the assumptions used to determine the financial parameters involved in the discount rate;
- Carry out a critical review of a selection of forward-looking business plans prepared by the management of the entities concerned and approved by governance, and assess the relevance of the budgetary process by comparing actual results with previous budgets. Particular attention was paid to the impact of the economic environment on the updating of these forward-looking plans;
- Review the sensitivity analyses conducted on both the financial parameters and the business plans;
- Carry out a counter-valuation on a selection of entities.

Finally, we validated the information communicated by the group regarding goodwill appearing in note 15 "Goodwill" of the appendix to the consolidated accounts.

Valuation of private equity securities

Risk identified

The Crédit Mutuel Arkéa Group holds unlisted equity and debt securities recorded at fair value through profit or loss as assets on its consolidated balance sheet, primarily through private equity subsidiaries.

In accordance with IFRS 9 Financial Instruments, these instruments are recognized at their fair value upon their entry in the balance sheet and at subsequent closings until their disposal. Changes in fair value are recorded in the income statement under "Net gains or losses on financial instruments at fair value through profit or loss."

To estimate the fair value of these unlisted securities in an active market, the Crédit Mutuel Arkéa Group applies valuation methods based on internal models using unobservable inputs, as described in the paragraph "Determining the Fair Value of Financial Instruments" in the note "Accounting Policies and Valuation Methods," supplemented by Note 27c. "Fair Value Hierarchy – Details of Level 3 of the Banking Scope" in the notes to the consolidated financial statements.

We considered that the valuation of these unlisted securities recorded at fair value through profit or loss and classified in level 3, constituted a key point of the audit due to: the use of judgment and estimates by management in determining the fair value for unlisted private equity financial instruments, the significant contribution to the results of the Crédit Mutuel Arkéa group and the complexity of its modeling, particularly in the context of uncertainty and economic tension.

As of December 31, 2024, the total amount of unlisted securities recorded in the balance sheet assets at fair value through profit or loss and classified as Level 3, amounts to €333 million for bonds and other fixed-income securities and €772 million for equities and other variable-income securities, and records a gain in profit or loss of €55 million in 2024 compared to €32 million in 2023, as specified in Note 27c. "Fair Value Hierarchy – Details of Level 3 of the Banking Scope" of the notes to the consolidated financial statements of Crédit Mutuel Arkéa as of December 31, 2024.

Our audit approach

We reviewed the processes implemented by the Crédit Mutuel Arkéa Group relating to the valuation of unlisted securities recorded at fair value through profit or loss in Level 3.

Based on a sample of unlisted securities held by the Crédit Mutuel Arkéa Group's private equity entities, our work also included:

- analysing the valuation methods used by the Crédit Mutuel Arkéa Group, and, where applicable, their application changes in the economic context described above;
- verify that the parameters and unobservable data used in the valuation models are consistent with the underlying financial data of the companies in which the Crédit Mutuel Arkéa Group has invested and arithmetically reperform the calculations derived from the models;
- where applicable, verify that the valuation used by the Crédit Mutuel Arkéa Group is comparable to the price observed in recent transactions;
- analysing the work conducted by the local auditors of the private equity subsidiaries on the valuation of securities in response to our audit instructions.

We have also reviewed the information published in the paragraph "Determination of the fair value of financial instruments" in the note "Accounting principles and valuation methods" and note 27c. "Fair Value Hierarchy – Details of Level 3 of the Banking scope" of the appendix to the consolidated financial statements relating to the determination of fair value and information on Level 3 in the Fair Value hierarchy.

Evaluation of liabilities of insurance contracts in the "Retirement Savings" branches

Risk identified

As of December 31, 2024, insurance liabilities measured in accordance with IFRS 17 represent a net amount of €55.0 billion, compared to €52.7 billion as of December 31, 2023 (see Note 21). The accounting methods and assumptions used by the Group to estimate insurance liabilities are described in the note "Accounting Principles and Valuation Methods," which specifies that insurance contracts in the Life/Savings scope, known as participating contracts, are measured using the variable fee accounting model. These contracts represent the majority of insurance liabilities (€54.7 billion as of December 31, 2024, compared to €52.4 billion as of December 31, 2023), as indicated in the note "Accounting Principles and Valuation Methods." As of the closing date, the evaluation of contracts in the Life/Savings scope according to the variable fee accounting model is based on the following principles:

- the best estimate of the present value of cash flows payable or receivable required to fulfill contractual obligations to policyholders, determined based on complex actuarial models using data and assumptions relating to future periods, such as the determination of the discount rate, the behavioral laws of policyholders, and future management decisions that are likely to significantly affect the amount and timing of future cash flows;
- an adjustment for non-financial risk, intended to cover uncertainty regarding the amount and timing of future cash flows as insurance contracts are executed, the level of which has been estimated according to a confidence level adopted by the Group, taking into account risk diversification; and
- a contractual service margin representing unearned profit that will be recognized as services are rendered, the release of which in insurance income takes into account the difference in the actual return on the underlying investments compared to the risk-neutral actuarial projection.

The significant judgments exercised by management led us to consider the valuation of insurance liabilities using the variable fee method at the closing date as a key point of the audit.

Our audit approach

With the assistance of our actuarial modeling specialists, our audit procedures included:

- Review the system implemented by Crédit Mutuel Arkéa to implement IFRS 17 accounting standard and the adaptation of the governance responsible for validating the models, parameters, and assumptions to be applied at the reporting date, and the financial impacts on the estimation of net insurance liabilities;
- Assess the compliance of the accounting principles applied by the Group with the provisions of IFRS 17;
- Assess the eligibility of retirement savings contracts for the "variable fee" model and ensure its correct application;
- Analyze, across significant scopes, the main parameters used at the reporting date for calculating the insurance assets and liabilities of retirement savings contracts and assess their relevance in light of available external information and the Group's own management data. These procedures include assessing the adequacy of any changes in assumptions, parameters, or modeling;
- Test the reliability of the underlying data used in projection models and insurance liability calculations on a sample basis;
- Conduct work on the internal control environment of the information systems used in the calculation of insurance assets and liabilities for retirement savings contracts;
- Review and test the key controls implemented by the group (including data quality at the various calculation stages) to ensure the reliability of the financial information produced;
- Perform an independent calculation of the best estimate of cash flows based on samples of retirement savings insurance liabilities;
- Perform analytical procedures on trends to identify any significant inconsistent or unexpected variations, if applicable.

We have also reviewed the information published in the notes to the financial statements, including risk sensitivity information.

Specific checks

We have also carried out, in accordance with the professional standards applicable in France, the specific verifications required by law and regulations of the information relating to the group, provided in the Board of Directors' management report.

We have no observations to make regarding their fairness and consistency with the consolidated financial statements.

Other verifications or information provided for by legal and regulatory texts

Format of the consolidated financial statements to be included in the annual financial report

We also verified, in accordance with the professional standard on the audit procedures for annual and consolidated financial statements presented in accordance with the single European electronic reporting format, compliance with this format defined by European Delegated Regulation No. 2019/815 of December 17, 2018, in the presentation of the consolidated financial statements intended to be included in the annual financial report referred to in I of Article L.451-1-2 of the French Monetary and Financial Code, prepared under the responsibility of the General Management. Regarding consolidated financial statements, our audit procedures include verifying the compliance of the markup of these accounts with the format defined by the aforementioned regulation.

Based on our work, we conclude that the presentation of the consolidated financial statements intended to be included in the annual financial report complies, in all material respects, with the single European electronic reporting format.

Furthermore, it is not our responsibility to verify that the consolidated accounts which will actually be included by your company in the annual financial report filed with the French Financial Markets Authority correspond to those on which we carried out our work.

Appointment of Statutory Auditors

We were appointed statutory auditors of Crédit Mutuel Arkéa by your general meetings held on May 11, 2021, for PricewaterhouseCoopers Audit and on May 11, 2027, for Deloitte & Associés.

As of December 31, 2024, PricewaterhouseCoopers Audit was in its fourth year of continuous service, and Deloitte & Associés was in its eighteenth year.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for preparing consolidated financial statements that present a true and fair view in accordance with IFRS as adopted in the European Union, and for implementing the internal controls it deems necessary to prepare consolidated financial statements that are free from material misstatements, whether due to fraud or error.

When preparing the consolidated financial statements, management is responsible for assessing the company's ability to continue as a going concern, for presenting in these statements, where applicable, the necessary information relating to going concern, and for applying the going concern accounting policy, unless the company is expected to be liquidated or to cease operations.

The Financial Statements Committee is responsible for overseeing the financial reporting process and monitoring the effectiveness of the internal control and risk management systems, as well as, where applicable, internal audit, with regard to the procedures relating to the preparation and processing of accounting and financial information. The consolidated accounts were approved by the board of directors.

Statutory Auditors' responsibilities in relation to the audit of the consolidated accounts

Audit objective and approach

Our responsibility is to prepare a report on the consolidated financial statements. Our objective is to obtain reasonable assurance that the consolidated financial statements, taken as a whole, are free from material misstatements. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with professional standards will systematically detect all material misstatements. Misstatements may arise from fraud or error and are considered material when they could reasonably be expected, individually or in the aggregate, to influence the economic decisions taken by users of the financial statements based on them.

As specified by Article L.821-55 of the French Commercial Code, our audit of the financial statements does not consist of guaranteeing the viability or quality of your company's management.

As part of an audit conducted in accordance with professional standards applicable in France, the statutory auditor exercises professional judgment throughout the audit.

Furthermore :

- he identifies and assesses the risks that the consolidated financial statements contain material misstatements, whether due to fraud or error, defines and implements audit procedures to address these risks, and gathers evidence it considers sufficient and appropriate to form a basis for its opinion. The risk of not detecting a material misstatement due to fraud is higher than that of a material misstatement resulting from error, because fraud may involve collusion, falsification, intentional omissions, misrepresentations or the circumvention of internal control;
- he reviews the internal control relevant to the audit in order to define appropriate audit procedures in the circumstances, and not for the purpose of expressing an opinion on the effectiveness of internal control;
- he assesses the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by management, as well as the information relating to them provided in the consolidated financial statements;
- he assesses the appropriateness of management's application of the going concern accounting policy and, based on the evidence gathered, the existence or not of a significant uncertainty related to events or circumstances likely to call into question the company's ability to continue as a going concern. This assessment is based on the evidence gathered up to the date of his report, although it should be noted that subsequent circumstances or events could call into question the going concern. If he concludes that a significant uncertainty exists, he draws the attention of readers of his report to the information provided in the consolidated financial statements regarding this uncertainty or, if this information is not provided or is not relevant, he issues a certification with reservations or a refusal to certify;
- he assesses the overall presentation of the consolidated financial statements and whether the consolidated financial statements accurately reflect the underlying transactions and events
- regarding the financial information of persons or entities included in the scope of consolidation, he collects information that he considers sufficient and appropriate to express an opinion on the consolidated financial statements. The Statutory Auditor is responsible for the direction, supervision, and performance of the audit of the consolidated financial statements, as well as for the opinion expressed on these accounts.

Report to the Financial Statements Committee

We submit a report to the Audit Committee, which presents, among other things, the scope of the audit work and the work program implemented, as well as the conclusions arising from our work. We also inform it, where applicable, of any significant weaknesses in internal control that we have identified regarding the procedures relating to the preparation and processing of accounting and financial information.

Among the elements communicated in the report to the Financial Statements Committee are the risks of material misstatement that we consider to have been the most significant for the audit of the consolidated financial statements for the year and which therefore constitute the key audit matters, which we are responsible for describing in this report.

We also provide the Audit Committee with the declaration required by Article 6 of Regulation (EU) No. 537-2014 confirming our independence, within the meaning of the rules applicable in France as set out in particular by Articles L.821-27 to L.821-34 of the French Commercial Code and in the Code of Ethics for the profession of statutory auditor. Where appropriate, we discuss with the Audit Committee the risks to our independence and the safeguard measures applied.

Done in Neuilly-sur-Seine and Paris-La Défense, April 10, 2025

The auditors

PricewaterhouseCoopers Audit
Pierre CLAVIÉ Nicolas JOLIVET

Deloitte & Associés
Jean-Marc MICKELER Anne-Elisabeth PANNIER

8.2 Auditors' report on the aggregate annual financial accounts

Financial year ended December 31, 2024

At the general meeting

CREDIT MUTUEL ARKEA 1 rue Louis Lichou 29480 Le Relecq-Kerhuon

Opinion

In compliance with the assignment entrusted to us by your General Meeting, we have audited the accompanying aggregate annual financial statements of Crédit Mutuel Arkéa for the financial year ended 31 December 2024, as attached to this report.

In our opinion, the aggregate annual financial statements give a true and fair view, in accordance with French accounting rules and principles, of the results of operations for the year ended 31 December 2024 and of the financial position and assets of the company at that date.

The opinion expressed above is consistent with the content of our report to the Financial Statements Committee.

Basis of opinion

Audit framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the evidence we have gathered is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are set out in the "Responsibilities of the Statutory Auditors for the Audit of the aggregate Annual Financial Statements" section of this report.

Independence

We carried out our audit engagement in compliance with the independence rules set out in the French Commercial Code and the Code of Ethics for the Statutory Auditors profession for the period from January 1, 2024, to the date of issue of our report. In particular, we did not provide any services prohibited by Article 5(1) of Regulation (EU) No. 537/2014.

Furthermore, the services other than the certification of the accounts that we provided during the financial year to your company and the entities it controls and which are not mentioned in the management report or the notes to the consolidated annual accounts are as follows:

For PricewaterhouseCoopers Audit:

- Issuance of comfort letters, particularly as part of bond issuance programs;
- Issuance of FRU certificates;
- Performance of CSR assignments;
- Performance of regulatory compliance assignments.

For Deloitte & Associés:

- Issuance of comfort letters, particularly as part of bond issuance programs;
- Issuance of FRU certificates;
- Performance of CSR assignments.

Justification of assessments – Key points of the audit

Pursuant to the provisions of Articles L.821-53 and R.821-180 of the French Commercial Code relating to the justification of our assessments, we hereby inform you of the key audit matters relating to the risks of material misstatement that, in our professional judgment, were the most significant for the audit of the aggregate annual financial statements for the financial year, as well as the responses we provided to address these risks.

These assessments were made in the context of our audit of the aggregate financial statements taken as a whole and the formation of our opinion expressed above. We do not express an opinion on the elements of these aggregate annual financial statements taken in isolation.

▪ **Equity investments and shares in associates** – Note 7 and "Accounting principles and valuation methods" of the appendices to the aggregate annual accounts

Risk identified

The items "Equities and other long-term investments" and "Shares in affiliated companies" are recorded on the balance sheet at a net value of €6,491 million.

As indicated in the note "Equities and Shares in Affiliated Companies" in the notes to the aggregate annual financial statements, they are recorded at the lower of their purchase cost excluding acquisition costs and their value in use.

In the context of economic uncertainty and tension impacting the Crédit Mutuel Arkéa Group's results and financial projections, the entity must ensure the presence or absence of indications of impairment of these securities, particularly regarding their inclusion in the forecasts made in the business plans and the variables used to discount the resulting cash flows.

The comparison between the net carrying amount of the securities and their recoverable amount is an essential element in assessing the need for a potential impairment charge. The value in use is subject to an annual evaluation which involves several evaluation techniques and macroeconomic assumptions, in particular:

- The use of revalued net assets;
- The use of equity valuation based on actuarial data; The use of the expected future profitability method, which is based on forecast data as well as a discount rate and a perpetual growth rate.

This is an estimate that requires management to exercise judgment in selecting the relevant factors to consider.

Given the sensitivity of the models used to variations in the data and assumptions on which the estimates are based, we considered the valuation of the securities to be a key audit matter.

Our audit approach

We analysed the process implemented by Crédit Mutuel Arkéa to identify the potential need for impairment of equity securities and assess these impairments where applicable, as well as the controls implemented relating to this process.

Our main work was carried out with the assistance of our valuation experts and consisted of:

- an analysis of the justification for the valuation methods used by management to determine the values in use of investments and related companies;
- a technical analysis of the construction of a selection of valuation models and a review of the assumptions used to determine the financial parameters used;
- a critical review of a selection of forward-looking business plans prepared by the management of the entities concerned and approved by the Board of Directors, assessing the relevance of the budgetary process by comparing results with previous budgets. Particular attention was paid to the impacts of the economic stress caused by high inflation and tighter financing, which were updated in these forward-looking plans;
- a review of the sensitivity analyses conducted on both the financial parameters and the business plans;
- the performance of a counter-valuation on a selection of entities.

Finally, we have validated the information communicated by Crédit Mutuel Arkéa relating to equity securities, appearing in note 7 of the appendix to the aggregate annual accounts.

Specific verifications

We have also carried out, in accordance with the professional practice standards applicable in France, the specific verifications provided for by legal and regulatory texts.

Information given in the management report and in other documents on the financial situation and the global annual accounts sent to shareholders

We have no observations to make regarding the fairness and consistency with the aggregate annual financial statements of the information provided in the Board of Directors' management report and in the other documents on the financial position and the aggregate annual financial statements sent to shareholders, with the exception of the point below.

The fairness and consistency with the aggregate annual financial statements of the information relating to payment deadlines referred to in Article D.441-6 of the French Commercial Code call for the following observation on our part:

As stated in the management report, this information does not include banking and related transactions, as your company considers them to be outside the scope of the information to be provided.

Corporate Governance Report

We certify that the board of directors' report on corporate governance contains the information required by Articles L.225-37-4 and L.22-10-10 of the French Commercial Code.

Other checks or information provided for by legal and regulatory texts

Presentation format for aggregate annual accounts intended for inclusion in the annual financial report

We also verified, in accordance with the professional standard on the statutory auditor's due diligence relating to aggregate and aggregated annual financial statements presented in accordance with the single European electronic reporting format, compliance with this format defined by European Delegated Regulation No. 2019/815 of December 17, 2018, in the presentation of the aggregate annual financial statements intended to be included in the annual financial report referred to in I of Article L.451-1-2 of the French Monetary and Financial Code, prepared under the responsibility of the General Management.

Based on our work, we conclude that the presentation of the aggregate annual financial statements intended to be included in the annual financial report complies, in all material respects, with the single European electronic reporting format.

Furthermore, it is not our responsibility to verify that the aggregate annual financial statements that will actually be included by your company in the annual financial report filed with the FMA correspond to those on which we performed our work.

Appointment of Statutory auditors

We were appointed statutory auditors of Crédit Mutuel Arkéa by your general meetings held on May 11, 2021, for PricewaterhouseCoopers Audit and on May 11, 2027, for Deloitte & Associés.

As of December 31, 2024, PricewaterhouseCoopers Audit was in its fourth year of continuous service, and Deloitte & Associés was in its eighteenth year.

Responsibilities of management and those charged with governance relating to the aggregate annual accounts

Management is responsible for preparing aggregate annual financial statements that present a true and fair view in accordance with French accounting rules and principles, and for implementing the internal controls it deems necessary to prepare aggregate annual financial statements that are free from material misstatements, whether due to fraud or error.

When preparing the aggregate annual financial statements, management is responsible for assessing the company's ability to continue as a going concern, for presenting in these financial statements, where applicable, the necessary information relating to going concern, and for applying the going concern accounting policy, unless the company is expected to be liquidated or to cease operations.

The Financial Statements Committee is responsible for overseeing the financial reporting process and monitoring the effectiveness of the internal control and risk management systems, as well as, where applicable, internal audit, with regard to the procedures relating to the preparation and processing of accounting and financial information. The aggregate annual accounts were approved by the board of directors.

Statutory Auditors' responsibilities in relation to the audit of aggregate annual financial statements

Audit objective and approach

Our responsibility is to prepare a report on the aggregate annual financial statements. Our objective is to obtain reasonable assurance that the aggregate annual financial statements taken as a whole are free from material misstatements. Reasonable assurance corresponds to a high level of assurance, but does not guarantee that an audit conducted in accordance with professional standards will systematically detect all material misstatements. Misstatements may arise from fraud or error and are considered material when they could reasonably be expected, individually or in the aggregate, to influence the economic decisions taken by users of the financial statements based on them.

As specified by Article L.821-55 of the French Commercial Code, our audit of the financial statements does not consist of guaranteeing the viability or quality of your company's management.

In the context of an audit conducted in accordance with professional standards applicable in France, the statutory auditor exercises professional judgment throughout the audit. In addition:

- he identifies and assesses the risks that the aggregate annual financial statements contain material misstatements, whether due to fraud or error, defines and implements audit procedures to address these risks, and gathers evidence it considers sufficient and appropriate to provide a basis for its opinion. The risk of not detecting a material misstatement due to fraud is higher than that of a material misstatement due to error, because fraud may involve collusion, falsification, intentional omissions, misrepresentations, or the circumvention of internal control;

- he examines the internal control relevant to the audit in order to define audit procedures that are appropriate in the circumstances, and not for the purpose of expressing an opinion on the effectiveness of internal control;
- he assesses the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by management, as well as the information about them provided in the aggregate annual financial statements;
- he assesses the appropriateness of management's application of the going concern accounting policy and, based on the evidence gathered, the existence or absence of significant uncertainty related to events or circumstances that could call into question the company's ability to continue as a going concern. This assessment is based on the evidence gathered up to the date of his report, although it should be noted that subsequent circumstances or events could call into question the company's going concern. If he concludes that significant uncertainty exists, he draws the attention of readers of his report to the information provided in the aggregate annual financial statements regarding this uncertainty or, if this information is not provided or is not relevant, he issues a qualified certification or a refusal to certify;
- he assesses the overall presentation of the aggregate annual financial statements and evaluates whether the aggregate annual financial statements accurately reflect the underlying transactions and events.

Report to the Financial Statements Committee

We submit a report to the Financial Statements Committee, which presents, among other things, the scope of the audit work and the work program implemented, as well as the conclusions arising from our work. We also inform it, where applicable, of any significant weaknesses in internal control that we have identified regarding the procedures relating to the preparation and processing of accounting and financial information.

Among the elements communicated in the report to the Financial Statements Committee are the risks of material misstatement, which we consider to have been the most significant for the audit of the aggregate annual financial statements for the year and which therefore constitute the key audit matters, which we are responsible for describing in this report. We also provide the Financial Statements Committee with the declaration required by Article 6 of Regulation (EU) No. 537-2014 confirming our independence, within the meaning of the rules applicable in France as set out in particular by Articles L.821-27 to L.821-34 of the French Commercial Code and in the Code of Ethics for the profession of statutory auditor. Where appropriate, we discuss with the Financial Statements Committee the risks to our independence and the safeguard measures applied.

Done in Neuilly-sur-Seine and Paris-La Défense, April 10, 2025

The Statutory Auditors

PricewaterhouseCoopers Audit
Pierre CLAVIÉ Nicolas JOLIVET

Deloitte & Associés
Anne-Elisabeth PANNIER Jean-Marc MICKELER

8.3 Special report of the statutory auditors on regulated agreements

General meeting to approve the accounts for the financial year ending December 31, 2024

To the General Meeting

As your company's statutory auditors, we present our report on regulated agreements.

It is our responsibility to inform you, based on the information provided to us, of the characteristics, essential terms, and reasons justifying the interest of the agreements of which we have been informed or that we may have discovered during the course of our audit, without having to comment on their usefulness and merits or to investigate the existence of other agreements. It is your responsibility, in accordance with Article R. 225-31 of the French Commercial Code, to assess the interest attached to the conclusion of these agreements with a view to their approval.

Furthermore, it is our responsibility, where applicable, to provide you with the information provided for in Article R. 225-31 of the French Commercial Code relating to the execution, during the past financial year, of the agreements already approved by the General Meeting.

We have carried out the due diligence that we deemed necessary in light of the professional doctrine of the French national auditing body (Compagnie Nationale des Commissaires aux Comptes) relating to this mission. These due diligences consisted of verifying the consistency of the information provided to us with the basic documents from which it was derived.

Agreements subject to approval by the general meeting

Agreements authorized and concluded during the past financial year

We inform you that we have not been notified of any authorized agreement concluded during the past financial year to be submitted for approval to the general meeting in accordance with the provisions of Article L.225-38 of the French Commercial Code.

Agreements already approved by the general meeting

Pursuant to Article R225-30 of the French Commercial Code, we have been informed that the following agreements, already approved by the general meeting in previous financial years, continued to be executed during the past financial year.

Pursuant to Article 225-40 of the French Commercial Code, we have been informed of the following agreements entered into during the past financial year, which were subject to prior authorization by your board of directors.

Employment contract of the Chief Executive Officer

The Board of Directors meeting of February 27, 2023 approved the provisions of the amendment to the employment contract of Ms. Hélène Bernicot, Chief Executive Officer of Crédit Mutuel Arkéa. The amendment suspending the employment contract includes the following provisions:

- the date of suspension of the employment contract,
- the conditions for reinstatement at the end of the term,
- the terms of compensation in the event of dismissal or termination by mutual agreement within twelve months of the termination of the term of office as Chief Executive Officer of Crédit Mutuel Arkéa

The provisions of the amendment to the employment contract approved by the Board of Directors on February 27, 2023, from which Ms. Hélène Bernicot benefits, continued during the year 2024.

Employment contract of the Deputy Chief Executive Officer

The Board of Directors of February 27, 2023 approved the provisions of the amendment to the employment contract of Ms. Anne Le Goff, Deputy Chief Executive Officer of Crédit Mutuel Arkéa. The amendment suspending the employment contract includes the following provisions:

- the date of suspension of the employment contract,
- the conditions for reinstatement at the end of the term,
- the terms of compensation in the event of dismissal or termination by mutual agreement within twelve months of the termination of the term of office as Deputy Chief Executive Officer of Crédit Mutuel Arkéa.

The provisions of the amendment to the employment contract approved by the Board of Directors on February 27, 2023, from which Ms. Anne Le Goff benefits, continued during the year 2024.

- Agreement relating to the compensation for termination of the social mandate of the Chairman of the Board of Directors

The Board of Directors' meeting of February 27, 2023, approved the provisions of the agreement relating to severance pay for Mr. Julien Carmona, Chairman of the Board of Directors of Crédit Mutuel Arkéa.

The agreement stipulates that severance pay will not be payable in the event of termination of his term of office, for any reason whatsoever.

The provisions of the agreement relating to the severance pay for termination of the corporate mandate approved by the Board of Directors on February 27, 2023, from which Mr. Julien Carmona benefits, continued during the year 2024.

Agreement relating to the terms of termination of the corporate mandate of Mr. Julien Carmona

The Board of Directors' meeting of June 4, 2021, approved the provisions of the agreement relating to the termination of the corporate office of Mr. Julien Carmona, Chairman of the Board of Directors of Crédit Mutuel Arkéa.

The provisions of the agreement approved by the Board of Directors on June 4, 2021, relating to Mr. Julien Carmona's compensation and job loss protection, continued into 2024.

Done in Neuilly-sur-Seine and Paris-La Défense, April 10, 2025

The auditors

PricewaterhouseCoopers Audit Deloitte & Associés

PricewaterhouseCoopers Audit

Pierre CLAVIÉ

Deloitte & Associés

Anne-Elisabeth PANNIER

Jean-Marc MICKELER



CROSS-REFERENCE TABLES AND ALTERNATIVE PERFORMANCE INDICATORS

9.1	Cross-reference table of the Universal Registration Document	514	9.3	Alternative performance indicators – article 2231 of the AMF General Regulation	518
9.2	Cross-reference table for Crédit Mutuel Arkéa's 2024 Annual Financial Report	517			

9.1 Cross-reference table of the Universal Registration Document

This cross-reference table contains the headings provided for in Annex 1 (cross-referenced from Annex 2) of the delegated Commission Regulation (EU) 2019/980 of 14 March 2019 supplementing Regulation (EU) 2017/1129 of the European Parliament and of the Council and repealing Commission Regulation (EC) no. 809/2004, and refers to the sections and pages of this Universal Registration Document where the information relating to each of these headings is given.

Headings of Annex I of the Delegated Regulation (EU) no. 2019/980		Sections	Pages
1. PERSONS RESPONSIBLE, THIRD PARTY INFORMATION, EXPERTS' REPORTS AND COMPETENT AUTHORITY APPROVAL		7.	493-498
1.1 Persons responsible for the information		7.2	497
1.2 Declaration by those responsible for the registration document		7.2	497
1.3 Statement or report attributed to a person as an expert		8.	499-512
		4.5	253-256
1.4 Information sourced from a third party		NA	NA
1.5 Document approved by competent authority			3
2. STATUTORY AUDITORS		7.3	498
2.1 Names and addresses of the issuer's auditors for the period covered by the historical financial information		7.3	498
2.2 If auditors have resigned, been removed or have not been re-appointed during the period covered by the historical financial information, indicate details if material.		NA	NA
3. RISK FACTORS		5.2	293-310
3.1 A description of the material risks that are specific to the issuer		5.2	293-310
4. INFORMATION ABOUT THE ISSUER		7.1	494-496
4.1 Legal and commercial name of the issuer.		7.1	494-496
4.2 Place of registration of the issuer, its registration number and legal entity identifier		7.1	494-496
4.3 Date of incorporation and the length of life of the issuer		7.1	494-496
4.4 Domicile and legal form of the issuer, the legislation under which the issuer operates, its country of incorporation, the address, telephone number of its registered office and website of the issuer		7.1	494-496
5. BUSINESS OVERVIEW		1.	7-46
5.1 Principal activities		1.5	20-25
5.2 Principal markets		1.1	8-10
		1.5	20-25
		7.1	494-496
5.3 Important events in the development of the issuer's business		1.7	30-42
5.4 Strategy and objectives		1.6	26-29
		4.1	127-130
		2.1	
5.5 If material to the issuer's business or profitability, summary information regarding the extent to which the issuer is dependent, on patents or licences, industrial, commercial or financial contracts or new manufacturing processes.		NA	NA
5.6 Basis for any statements made by the issuer regarding its competitive position.		5.2	293-310
		1.5	20-25
5.7 Investments		1.7	30-42
5.7.3 Information relating to the joint ventures and undertakings in which the issuer holds a proportion of the capital likely to have a significant effect on the assessment of its own assets and liabilities, financial position or profits and losses.		6.1	362-460
6. ORGANISATIONAL STRUCTURE		1.	7-46
6.1 Brief description of the group and the issuer's position within the group		1.1	8-10
6.2 List of the issuer's significant subsidiaries		1.5	20-25
7. OPERATING AND FINANCIAL REVIEW		3.	107-123
		6.	361-491
7.1 Financial condition		1.1	8-10
		3.3	116-119
		6.	361-491
7.1.1 Fair review of the development and performance of the issuer's business and of its position for each year and interim period for which historical financial information is required, including the causes of material changes.		3.1	108-112
		3.2	113-115
		3.3	116-119

CROSS-REFERENCE TABLES AND ALTERNATIVE PERFORMANCE INDICATORS

Cross-reference table of the Universal Registration Document

Headings of Annex I of the Delegated Regulation (EU) no. 2019/980		Sections	Pages
		6.	361-491
7.1.2	Issuer's likely future development / activities in the field of research and development.	NA	NA
7.2	Operating results	1.1	8-10
		3.3	116-119
		6.	361-491
8.	CAPITAL RESOURCES	6.1	362-460
8.1	Information concerning the issuer's capital resources (both short term and long term).	6.1	362-460
8.2	An explanation of the sources and amounts of and a narrative description of the issuer's cash flows.	6.1	362-460
8.3	Information on the borrowing requirements and funding structure of the issuer.	5.9	342-345
		6.	361-491
8.4	Information regarding any restrictions on the use of capital resources that have materially affected, or could materially affect, directly or indirectly, the issuer's operations.	NA	NA
8.5	Information regarding the anticipated sources of funds needed to fulfil commitments referred to in item 5.7.2	NA	NA
9.	REGULATORY ENVIRONMENT	4.	125-290
		5.	291-360
		6.	361-491
10.	TREND INFORMATION	3.1	108-112
10.1	Most significant recent trends in production, sales and inventory, and costs and selling prices since the end of the last financial year to the date of the registration document	3.1	108-112
	Significant change in the financial performance of the group since the end of the last financial period for which financial information has been published to the date of the registration document, or provide an appropriate negative statement.	NA	NA
10.2	Information on any known trends, uncertainties, demands, commitments or events that are reasonably likely to have a material effect on the issuer's prospects for at least the current financial year.	3.1	108-112
11.	PROFIT FORECASTS OR ESTIMATES	7.1	494-496
12.	ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES AND SENIOR MANAGEMENT	2.	47-105
12.1	Members of the administrative, management or supervisory bodies	2.2	50-76
		2.3	77-78
		2.4	79-80
12.2	Administrative, management and supervisory bodies and senior management conflicts of interests	2.6	81-82
13.	REMUNERATION AND BENEFITS	2.8	93-105
13.1	Amount of remuneration paid (including any contingent or deferred compensation) and benefits	2.8	93-105
		6.1	362-460
13.2	Total amounts set aside or accrued by the issuer or its subsidiaries to provide for pension, retirement or similar benefits.	2.8	93-105
		6.1	362-460
14.	BOARD PRACTICES	2.	47-105
14.1	Date of expiration of the current term of office, if applicable, and the period during which the person has served in that office.	2.2	50-76
14.2	Information about members of the administrative, management or supervisory bodies' service contracts with the issuer or any of its subsidiaries providing for benefits upon termination of employment	2.5	81
14.3	Information about the issuer's audit committee and remuneration committee	2.2.4	70-75
14.4	Statement as to whether or not the issuer complies with the corporate governance regime(s) applicable to the issuer.	2.1	49
14.5	Potential material impacts on the corporate governance, including future changes in the board and committees composition	1.8	43
15.	EMPLOYEES	4.3.2	213-229
15.1	Number of employees at the end of the period or the average for each financial year for the period covered by the historical financial information up to the date of the registration document	1.1	8-10
		4.3.2	213-229
15.2	Shareholdings and stock options	NA	NA
15.3	Description of any arrangements for involving the employees in the capital of the issuer.	NA	NA
16.	MAJOR SHAREHOLDERS	4.4.2	247-249
16.1	Name of any person other than a member of the administrative, management or supervisory bodies who, directly or indirectly, has an interest in the issuer's capital or voting rights which is notifiable under the issuer's national law	NA	NA
16.2	Whether the issuer's major shareholders have different voting rights, or an appropriate statement to the effect that no such voting rights exist.	NA	NA
16.3	To the extent known to the issuer, state whether the issuer is directly or indirectly owned or controlled and by whom and describe the nature of such control and describe the measures in place to ensure that such control is not abused.	NA	NA
16.4	A description of any arrangements, known to the issuer, the operation of which may at a subsequent date result in a change in control of the issuer.	NA	NA
17.	RELATED PARTY TRANSACTIONS	6.1	362-460
18.	FINANCIAL INFORMATION CONCERNING THE ISSUER'S ASSETS AND LIABILITIES, FINANCIAL POSITION AND PROFITS AND LOSSES	3.	107-123

Headings of Annex I of the Delegated Regulation (EU) no. 2019/980		Sections	Pages
		6.	361-491
18.1	Historical financial information	1.1	8-10
		6.2	461-491
		7.1	494-496
18.1.1	Audited historical financial information covering the latest three financial years (or such shorter period as the issuer has been in operation) and the audit report in respect of each year.	7.1	494-496
18.1.3	The financial information must be prepared according to International Financial Reporting Standards as endorsed in the Union based on Regulation (EC) No 1606/2002. If Regulation (EC) No 1606/2002 is not applicable, the financial information must be prepared in accordance with: (a) a Member State's national accounting standards for issuers from the EEA, as required by Directive 2013/34/EU; (b) a third country's national accounting standards equivalent to Regulation (EC) No 1606/2002 for third country issuers. If such third country's national accounting standards are not equivalent to Regulation (EC) No 1606/2002 the financial statements shall be restated in compliance with that Regulation.	6.1	362-460
		6.2	461-491
		7.2	497
		8.	499-512
18.1.7	The balance sheet date of the last year of audited financial information may not be older than one of the following: (a) 18 months from the date of the registration document if the issuer includes audited interim financial statements in the registration document; (b) 16 months from the date of the registration document if the issuer includes unaudited interim financial statements in the registration document.	7.1	493-495
		7.3	498
18.2	Interim and other financial information	7.1	494-496
18.3	Auditing of historical annual financial information	7.1	494-496
18.3.2	Indication of other information in the registration document that has been audited by the auditors.	4.	125-290
18.3.3	Where financial information in the registration document is not extracted from the issuer's audited financial statements state the source of the information and state that the information is not audited.	3.4	120-123
18.4	Pro forma financial information	NA	NA
18.5	Dividend policy	NA	NA
18.6	Legal and arbitration proceedings	7.	493-498
18.7	Significant change in the issuer's financial position	7.	493-498
19.	ADDITIONAL INFORMATION	7.1	494-496
19.1	Share capital	6.1	362-460
		6.2	461-491
19.1.1	The amount of issued capital, and for each class of share capital: (a) the total of the issuer's authorised share capital; (b) the number of shares issued and fully paid and issued but not fully paid; (c) the par value per share, or that the shares have no par value; and (d) a reconciliation of the number of shares outstanding at the beginning and end of the year.	6.2	461-491
19.1.7	A history of share capital, highlighting information about any changes, for the period covered by the historical financial information.	6.2	461-491
19.2	Memorandum and Articles of Association	7.1	494-496
19.2.1	The register and the entry number therein, if applicable, and a brief description of the issuer's objects and purposes and where they can be found in the up to date memorandum and articles of association.	7.1	494-496
20.	MATERIAL CONTRACTS	7.1	494-496
21.	DOCUMENTS AVAILABLE	7.1	494-496

9.2 Cross-reference table for Crédit Mutuel Arkéa's 2024 Annual Financial Report

The information contained in the 2024 Annual Financial Report, represented by the headings in the table below, is set out in full in this Universal Registration Document.

Cross-reference table of the 2024 Annual Financial Report	Sections	Pages
Aggregate financial statements	6.2	461-491
Consolidated financial statements	6.1	362-460
Management report (see cross-reference table for the Management report)	3.	107-123
Statement of the responsible person	7.2	497
Statutory Auditors' reports	8.	499-512

Cross-reference table for the 2024 Management report	Sections	Pages
1. BUSINESS OVERVIEW	1.	7-46
	3.2	113-115
1.1 Financial and non-financial key performance indicators	3.3	116-119
	6.	361-491
1.2 Main activities of the Arkéa group and its subsidiaries	1.5	20-25
	1.1	8-10
1.3 Information on the group's locations and activities	1.5	20-25
	7.1	494-496
1.4 Important events occurring between the closing date of the financial year and the date of preparation of the Management report	3.1.3	112
2. RISK FACTORS	5.2	293-310
2.1 Description of the main risks and uncertainties facing the group	5.2	293-310
2.2 Main characteristics of the internal control and risk management procedures implemented	2.7	83-92
3. INFORMATION ON TRENDS	3.1	108-112
3.1 Statement on Crédit Mutuel Arkéa's prospects since the date of its last-published audited financial statements	3.1	108-112
3.2 Trends or events likely to affect Crédit Mutuel Arkéa's prospects for the current financial year	3.1.2	110-112
	3.1.3	112
4. PROFIT FORECASTS OR ESTIMATES	7.1	494-496
5. CORPORATE GOVERNANCE REPORT	2.1	49
5.1 Compensation and benefits of any kind paid to each corporate officer	2.8	93-105
	2.2	50-76
5.2 Duties and functions exercised by each of these corporate officers	2.3	77-78
	2.4	79-80
6. CORPORATE SOCIAL RESPONSIBILITY	4.	125-290
7. TABLE OF RESULTS FOR THE LAST FIVE FINANCIAL YEARS	1.1	8-10
	6.2	461-491
8. INFORMATION ON PAYMENT DEADLINES FOR SUPPLIERS AND CUSTOMERS	6.2.2.6	463
9. GENERAL INFORMATION ON CRÉDIT MUTUEL ARKÉA	7.	493-498

9.3 Alternative performance indicators – article 2231 of the AMF General Regulation

Alternative performance measures Definition		Justification for use
Other group operating income and expenses	Difference between the income and expenses of the other activities	Measures income excluding group financial margin and commissions
Other operating income and expenses for the scope of aggregate financial statements	Difference between the income and expenses of the other activities derived from Crédit Mutuel Arkéa's parent company financial statements	Measures income excluding financial margin and commissions from Crédit Mutuel Arkéa parent company financial statements
Operating ratio	Ratio of operating expenses to Net Bank Insurance Income (NBII)	Measure of the group's operational efficiency
Net commissions	Difference between commissions (income) and commissions (expenses)	Measures income from commissions at group level
Cost of risk (in basis points)	Ratio of the cost of risk (in €) to customer loans outstanding at the end of the period	Measures the level of risk compared to balance sheet loan commitments
Operating expenses	Sum of general operating expenses and depreciation and amortisation charges for property, plant and equipment and intangible assets	Measures the level of group general operating expenses
Group financial margin	Sum of the following items: ■ Net gains (losses) on financial instruments at fair value through profit and loss; ■ Net gains (losses) on available-for-sale financial assets; ■ Difference between "Interest and similar income" and "Interest and similar expenses".	Measures income from the group's financial activity
Financial margin for the scope of aggregate financial statements	Under French accounting standards: interest and similar income - interest and similar expenses + net gains or losses on trading portfolio transactions + gains or losses on investment portfolio and similar transactions	Measures income from financial activity from Crédit Mutuel Arkéa parent company financial statements
Asset returns	Ratio of the net income or loss to the balance sheet total on a consolidated basis at the end of the financial year	Measures the rate of return of total balance sheet assets
Overall coverage ratio of non-performing loans (interest + capital)	Ratio of provisions recognised in respect of credit risk on an individual basis to impaired loans outstanding on an individual basis	Measures the maximum residual rate of risk coverage for impaired loans outstanding
Rate of non-performing and disputed loans on customer activities	Ratio of depreciated receivables on an individual basis to gross receivables from note 6 Loans and receivables from customers	Measures the quality of customer credit

Conception et Réalisation



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