Credit Agricole Corporate and Investment Bank Remuneration Policy - Australia Branch

As an international organisation with a presence in Australia, Credit Agricole Corporate and Investment Bank ('**CACIB**') is subject to the local regulatory framework, including APRA's Prudential Standards CPS 511 Remuneration ('**CPS 511**') and the Financial Accountability Regime Act ('**FAR**').

To comply with this framework, CACIB is required to publish a public disclosure outlining CACIB's remuneration policy and guidelines.

CACIB's remuneration framework and policy are based on the principles of transparency, equity, fairness and equality of treatment. CACIB's remuneration framework supports our core purpose by developing the potential of our staff and requires the commitment of all staff members to ensure our collective performance and the strengthening of our position as a global leader.

Risk management is an essential part of CACIB's employees' role. Employees are rewarded for their performance, including the identification and management of financial and non-financial risk, and understand that there are consequences for non-compliance with CACIB's Code of Conduct.

In alignment with our remuneration principles and the local regulatory requirements, our Global Compensation Policy outlines our remuneration framework, the interaction of the remuneration framework with the effective management of financial and non-financial risks, the consequence management framework and governance, as well as how discretion is exercised in determining remuneration outcomes, and is published on our global website:
https://www.ca-cib.com/sites/default/files/2026-04/CACIB-Compensation%20Policy_2025_EN.pdf

In addition to the details outlined in our Global Compensation Policy, our remuneration framework ensures that we comply with the APRA Standard CPS 511 requirements in relation to Highly Paid Material Risk Takers ('HPMRT') and ensures that our frameworks fully cover the Accountable Persons ('AP') identified under FAR.

As part of the annual Global Compensation Review, senior management play an important role in upholding the requirements, and specifically the Senior Country Officer, the Senior Officer Outside of Australia ('SOOA') and Head Office Management in conjunction with Human Resources Department, will review the fixed compensation and variable remuneration proposals to ensure fairness, consistency within the overall principles and available budgets.

CACIB has identified the positions that hold specified roles in the Sydney Branch (meaning a person who is a senior manager, executive director, material risk-taker (including highly-paid material risk-takers) and risk and financial control personnel) and they include persons whose primary role includes risk management, compliance, internal audit or financial aspects and persons whose role meets the description of "senior manager" within the meaning of the prudential standards.

Annual individual variable compensation (satisfied in cash or equity) may be awarded at CACIB's absolute discretion, and it is directly linked to individual and collective annual performance. Individual performance is assessed based on the achievement of qualitative and quantitative objectives defined at the beginning of each performance year and includes an assessment of whether the employee acted in the clients' best interests. More generally, compliance with internal rules and procedures and with the applicable legislation is a key factor of assessment of the employee's performance.
Compensation awards aim to reward individual and collective performance over time while promoting sound and prudent risk management.

In line with our frameworks, and the requirements of the local regulatory environment, the SOOA has the capability of adjusting the performance-based components of remuneration downwards (including to zero), or upwards to ensure fairness, consistency and application of any required adjustments. Controls are in place to assure that the Global Compensation Review process is performed according to the Global Compensation Policy.

Our Global Compensation Policy, remuneration framework and governance ensure:

- The variable remuneration of an Accountable Person is compliant with section 25 of FAR, and HPMRT is compliant with CPS 511 with our deferral schemes.

- An Accountable Person is obliged to comply with their accountability obligations under section 21 of FAR in relation to each of the responsibilities that cause them to be an Accountable Person.

Specific deferral schemes, recognising the four-year deferral period, have been developed for Australia, and ensure that the regulatory requirements are respected.