

## Who offers multiple opportunities

- 9,587 FTE (full-time equivalent) in more than 30 countries
- 47% of employees abroad
- 365 internal mobilities in 2023
- 151 internal mobilities between our Bank and other Crédit Agricole Group entities in 2023

DEVELOPMENT

## Who shares value creation

- Capital increase: employees from 9 countries where our Bank is established (including France) benefited from it in 2023
- Collective variable remuneration: EUR 63 million paid in 2023

RECOGNITION

## Who cultivates the diversity of its human capital

- 100 nationalities and more than 43% women in the teams in 2023

SOCIÉTAL

## Who trains their employees and participates in collective development

- 198,245 hours of training in 2023

SKILLS



# A RESPONSIBLE EMPLOYER

## Who is committed to youth

- More than 2,100 young people in the France and international teams in 2023

DEVELOPMENT

## Who contributes to social progress

- 16 company agreements signed in 2023 in France and abroad, related to remuneration, sustainable mobility package, and support of the transition between employment and retirement

COLLECTIVE

## Who provides an attractive and secure working environment

- Employee engagement: 80% of participation in the annual IMR study, 80% of favorable responses in 2023
- Length of paternity leave: 28 to 31 days, depending on seniority
- Access to care facilitated by health coverage programs partly financed by the Bank in many countries
- Numerous commitments to promote work-life balance

FLEXIBILITY

Impacts on 4 of the 17 UN SDGs

