ANNUAL FINANCIAL REPORT 2015

REGISTRATION DOCUMENT

CRÉDIT AGRICOLE S.A.

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CRÉDIT AGRICOLE S.A.

2015 REGISTRATION DOCUMENT
ANNUAL FINANCIAL REPORT

AUTORITÉ DES MARCHÉS FINANCIERS
AMF

This registration document was filed with the French Financial Markets Authority *(Autorité des Marchés Financiers, AMF)* on 16 March 2016 under number D.16-0148, in accordance with Article 212-13 of the AMF's General Regulations. It may be used in support of a financial transaction if accompanied by a transaction note approved by the AMF. This document was prepared by the issuer and its signatories are liable for its content.

MESSAGE FROM THE CHAIRMAN AND THE CHIEF EXECUTIVE OFFICER

Philippe Brassac, Chief Executive Officer and **Dominique Lefebvre,** Chairman of Crédit Agricole S.A.

A **robust** Group delivering **sustainable performance**

Leading a bank with a EUR 698 billion loan book[1] and 71,500 employees worldwide, we have many responsibilities towards all our stakeholders. In addition, Crédit Agricole Group is the leading financial partner of the French economy.

The first is to prove that we can deliver the results our shareholders expect. With **net income Group share of EUR 3,516 million**, Crédit Agricole S.A.'s results reflect good business momentum in all its business lines in a continually evolving environment. At Group level, *i.e.* including the Regional Banks and Crédit Agricole S.A., net income Group share was also up to **EUR 6,043 million**.

All our business lines delivered sustained business momentum, despite the challenges facing each of them.

Retail banking achieved a strong commercial performance that benefited all the Group's specialised subsidiaries. It delivered 5% growth in home loans outstanding and 4.3% in on balance sheet deposits.[2] In France, the Regional Banks and LCL also achieved 6.2% growth in lending outstandings to corporates and small businesses. In the international markets, retail banking revenues grew by 1.9%[3] in Italy and by 2.8% in other countries. Our banks continue to deliver good results despite the pressure on margins caused by the persistently low interest rate environment.

Savings management and Insurance delivered an excellent performance with net inflows of more than EUR 90 billion over the year. Amundi's recent successful IPO reflects a flawless track record since its creation, during which time it has succeeded in becoming Europe's leading asset manager.[4] Crédit Agricole Assurances captured further market share and is now the leading bancassurer in Europe.[5] Our Specialised financial services – consumer finance, leasing and factoring – delivered renewed growth in their contribution. Lastly, Corporate and investment banking revenues increased over the year, driven by satisfactory business volumes and a favourable currency effect.

It is worth pointing out that these performances were achieved in **a highly challenging economic environment** with persistently sluggish growth in Europe and an economic slowdown in China. Our business is also exposed to the ups and downs of the geopolitical landscape. In the space of one year, fears have been fuelled by several crises, not least of all the risk of a "Grexit" and the drop in oil prices. France has not been spared either, with the crisis in the farming sector being of particular concern to us. Crédit Agricole assumed its responsibilities by providing 18,000 farmers, including 12,800 livestock farmers, with adjustment measures, mainly by rolling up all or part of their loan repayments due in 2015.

We also have to get to grips with **changes in our business sector**. In France, the new landscape includes the government's drive to modernise the payments system and facilitate banking mobility. As it is, 2 million customers change banks every year. We also have to deal with the challenge of the online-only banks, which are attacking us on price, but whose business model lacks longer-term proof. The emergence of fintechs and crowdfunding are also shaking up the traditional banking landscape, as is cybercrime.

€3,516 million

Net income Group share

Added to this mix are **regulatory pressures, with the emergence of new requirements** now being driven by the European Central Bank (ECB). We now have to comply with and report new ratios (MREL and TLAC[6]), which are designed to avoid the need for bailout of failing banks by governments and, therefore, taxpayers. At the end of 2015, the ECB informed us of the new capital requirements to be applied following the results of its Supervisory Review and Evaluation Process (SREP). Crédit Agricole S.A. has a Common Equity Tier 1 (CET1) ratio of 10.7% compared with a requirement of 9.5%. Crédit Agricole Group had a CET1 ratio of 13.7% at 31 December 2015, already well above the 2019 requirement of 10.5%, making it one of the most robust banks in Europe.

8.5% revenue growth over one year

So it was in this context that we got together to think about the Group's future, guided by prudence and the aim of delivering steady results. This led us to review the Group's capital structure with a view to simplifying it and putting an end to the question marks over Crédit Agricole S.A.'s solvency when the **Group is among the best capitalised banks in Europe**. Once we have completed this operation – **which consists of transferring Crédit Agricole S.A.'s 25% interest in the Regional Banks to an entity wholly owned by them** – Crédit Agricole S.A. will no longer be a shareholder of the Regional Banks.

This operation, which is neutral at Crédit Agricole Group level, makes sense in many ways.

It will give our shareholders improved visibility on our dividend policy. Based on the robustness of our results and on our strategic reflections, the Board of Directors has decided to recommend a **dividend of 60 euro cents per share,**[7] **making a payout of 50% of net income** attributable to the shareholders as of this year. And the dividend will be paid entirely in cash starting with the dividend in respect of 2016. For Crédit Agricole S.A., this plan will contribute to improving its capital by reaching the CET1 target of 11% as of 1 January 2016 (on a *pro forma* basis), *i.e.* one year ahead of schedule, and for the entire duration of the Plan. The dilutive impact of this operation will be offset in due course by growth in business synergies.

This decision means that we can present an **ambitious medium-term plan focusing on organic growth and improving profitability** with a target RoTE[8] of above 10%.

It will also make the specific nature of our Group easier to understand. It is essentially a cooperative group of Regional Banks plus a listed company, one function of which is to coordinate the strategy of the business lines to serve our retail banks. Our medium-term plan is built on our belief in the **robustness of our Universal local banking model,** which puts the customer at the heart of our action. It combines the strength of a local presence represented by our retail banking networks with the expertise and commercial efficiency of our business line subsidiaries. We have made the **choice of a fully multi-channel distribution model** leaving customers entirely free to choose how they want to interact with their bank. This relationship model can only work if it is supported by a highly personalised service and if all customers have the ability to make an informed decision about what products and services suit them best.

€0.60

dividend for 2015

Our plan is also supported by the work we have been doing in the past few years on reducing our risk profile, controlling our costs, and on innovation. Our employees have the ability to innovate and to propose the products that best suit the needs of our customers, whether individuals, farmers, companies or local authorities.

We would like to thank our staff and all our customers, mutual shareholders and shareholders for their continued confidence in us.

(1) *Total loans and advances to credit institutions and customers at 31/12/2015.*
(2) *Regional Banks, LCL and Cariparma.*
(3) *Excluding items accounted by Crédit Agricole S.A. in Q1-14 (+€80m in revenues of which +€92m for revaluation of Bank of Italy securities and -€109m in cost of risk) as well as income tax linked to these items.*
(4) *No. 1 on assets under management among asset managers with their main place of business in Europe – Source IPE "Top 400 asset managers" published in June 2015 based on December 2014 data.*
(5) *Source: L'Argus de l'assurance, 18 December 2015, end-2014 data.*
(6) *The Minimum Requirement for own funds and Eligible Liabilities (MREL), which has been set at 8% of the bank's liabilities, came into effect on 01/01/2016. The Total Loss Absorbing Capacity (TLAC) is applicable only to global systemically important banks of as 2019.*
(7) *Subject to approval at the annual shareholders' meeting of 19 May 2016.*
(8) *Return on Tangible Equity.*

CRÉDIT AGRICOLE GROUP PROFILE

Leading financial partner of the French economy[1] and one of the largest banks in Europe

A universal banking Group...

The Crédit Agricole Group is the leading partner of the French economy and one of the largest banking groups in Europe[2]. It is the leading retail bank in Europe[3] as well as the first European asset manager, the first bancassurer in Europe[4] and the third European player in project finance[5].

Built on its strong cooperative and mutual roots, its 140,000 employees and the 31,150 directors of its Local and Regional Banks, the Crédit Agricole Group is a responsible and responsive bank serving 52 million customers[6], 8.8 million mutual shareholders and million individual shareholders.

Thanks to its universal customer-focused retail banking model – based on the cooperation between its retail banks and their related business lines –, the Crédit Agricole Group supports its customers' projects in France and around the world: day-to-day banking, home loans, consumer finance, savings, insurances, asset management, real estate, leasing and factoring, and corporate and investment banking.

Crédit Agricole also stands out for its dynamic, innovative corporate social responsibility policy, for the benefit of the economy. This policy is based on a pragmatic approach which permeates across the Group and engages each employee.

A presence in 52 countries

140,000 **employees in France and abroad**

... Close customer relationships for tailored solutions

52 million **customers worldwide**

No. 1 **bancassurer in Europe**

Leading **European asset manager**

The bank of one out of three private customers in France[7]

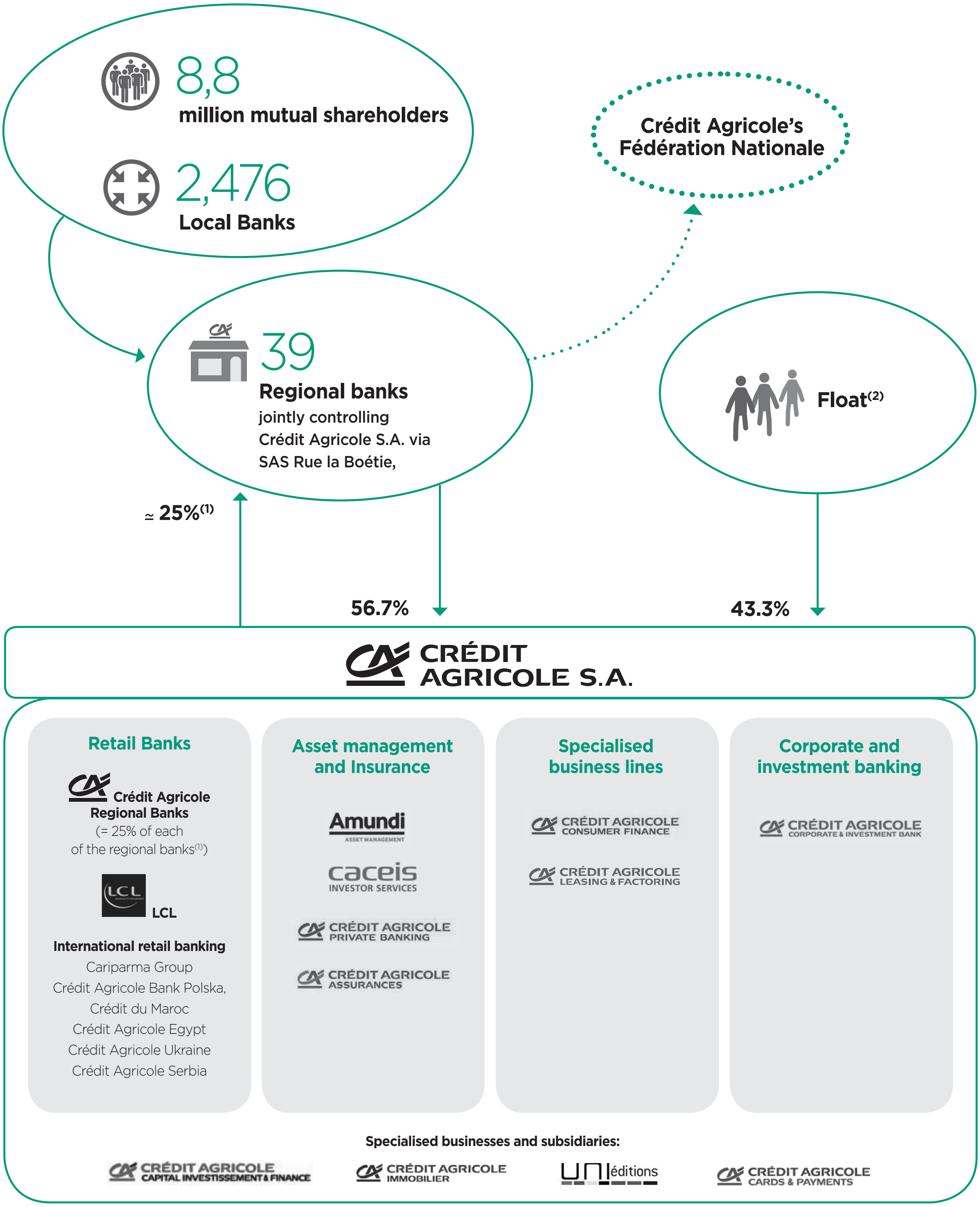
The bank of almost one in two companies in France[8]

The bank of nine out of 10 farmers in France[9]

(1) Based on the value of outstanding deposits and loans as of 31/12/2015. Source: Bank, French retail banking.
(2) NBI for European retail banking at end-December 2015. Source: Bank.
(3) In terms of total assets under management, No. 1 of all management companies who have their main office in Europe - Source IPE "Top 400 asset managers" published in June 2015 based on assets under management at December 2014.
(4) Source: L'Argus de l'assurance - 18 December 2015, data at end-2014.
(5) Source: by amount of projects arranged, Thomson Reuters.
(6) Scope of French and international retail banking, Crédit Agricole Consumer Finance and Crédit Agricole Bank Polska consumer finance customers.
(7) Source: Sofia's survey, TNS Sofres, March 2015.
(8) Source: TNS Sofres 2015.
(9) Source: Adéquation 2014. Global penetration rate of 85%.

Group organisation (at 31 December 2015)

The Crédit Agricole Group includes Crédit Agricole S.A., all the Regional Banks and Local Banks and their subsidiaries.



(1) *Apart from the Caisse Régionale de la Corse. The exact percentage holding in each Regional Bank is listed in Note 12 to the Financial Statements.*
(2) *Including treasury shares.*

Key figures

Business at 31 December 2015

(in billions of euros)	**31/12/2015**
Total assets	**1,529.3**
Gross loans	**434.5**
Customer deposits	**664.3**

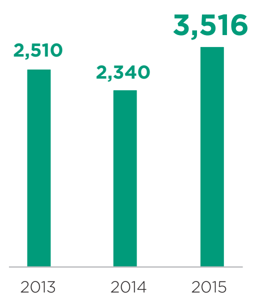
Trends in earnings

Condensed **income statement**

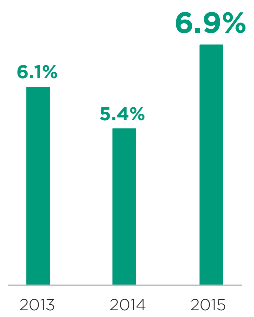
(in millions of euros)	**2013 Restated[1]**	**2014**	**2015**
Revenues	15,682	15,853	**17,194**
Gross operating income	4,548	4,756	**5,611**
Net income	2,885	2,756	**3,971**
Net income Group share	2,510	2,340	**3,516**

(1) Restated in 2013 for equity-accounting of entities under proportionate method (IFRS 10 and 11) and entities reclassified under IFRS 5.

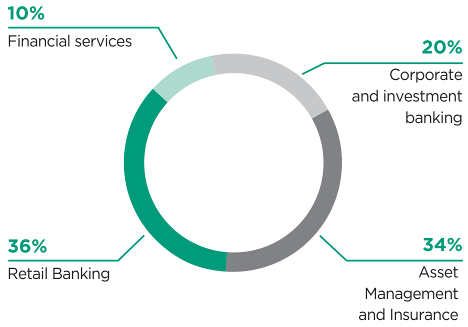
Net income Group share
(in millions of euros)



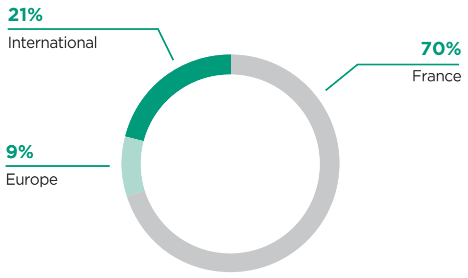
Return on equity (ROE)



Business line contribution to net income Group share[1]



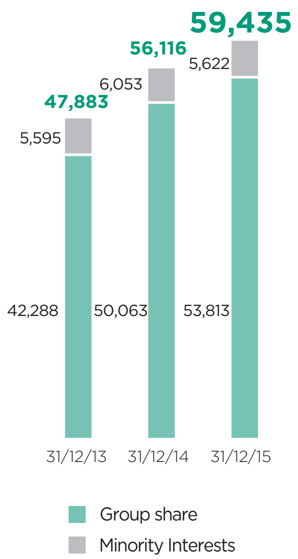
Business line contribution to net income Group share[1] by region



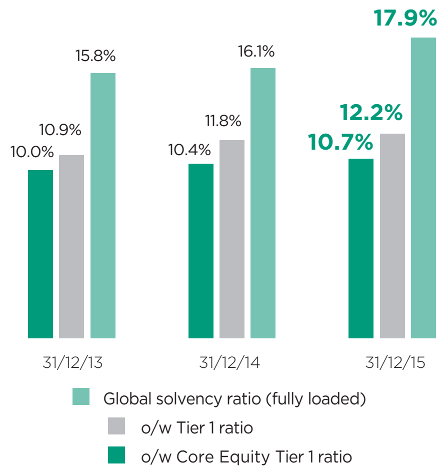
(1) Excluding Corporate Centre and the impact of accounting items (CVA/DVA/FVA, loan hedges, own debt and provision for disputes).

Financial structure

Equity
(in millions of euros)



Solvency ratios
(in percentage)



Agency credit ratings at 15 March 2016

Crédit Agricole S.A. has been awarded sound ratings by agencies. They reflect its financial strength and its membership of Crédit Agricole Group.

Ratings	Standard & Poor's	Moody's	FitchRatings	DBRS
Counterparty long-term/ short-term	N/A	A1(cr)/P-1(cr)	N/A	N/A
Long-term senior debt	A	A2	A	A (high)
Outlook/Watch list	Stable outlook	Positive outlook	Positive outlook	Stable outlook
Short-term debt	A-1	Prime-1	F1	R-1 (middle)
Date of latest rating	02 December 2015	23 June 2015	23 June 2015	29 September 2015
Rating granted	Affirmation of LT/ ST notes; outlook changed to stable	Granting of a counterparty note; LT/ ST notes affirmed; positive outlook unchanged	LT/ST notes affirmed; outlook changed to positive from stable	LT note moved down one notch; ST note unchanged

Presence in the CSR indexes

FTSE4Good

Member 2013/2014 STOXX ESG LEADERS INDICES

EURONEXT vigeo

1 ABOUT CRÉDIT AGRICOLE S.A.

A stable **shareholding, a** balanced **distribution policy**

Stock market and shareholding

Net dividend per share in 2015

€0.60

Payout ratio in 2015

50%

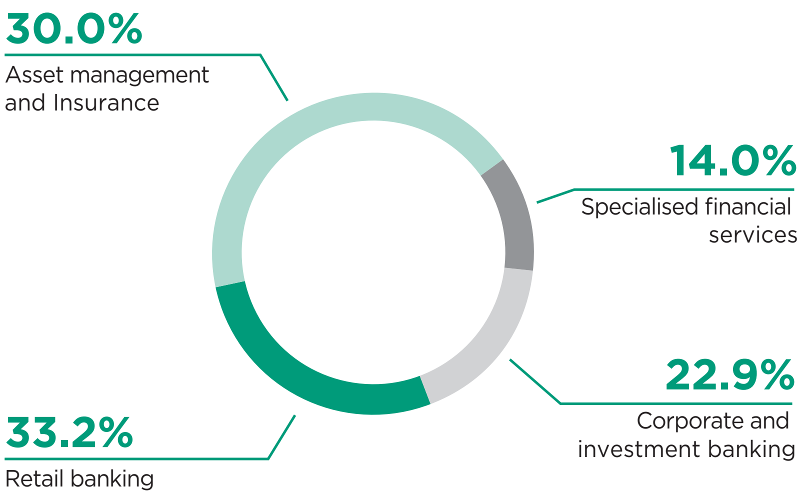
Stock market capitalisation at end-2015

€28.7 billion

Net tangible assets value per share at end-2015

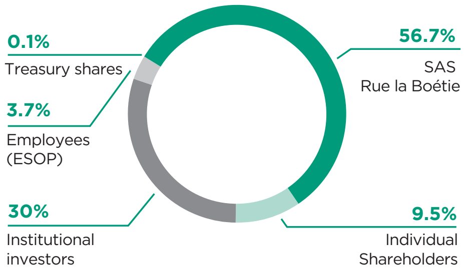
€12.5

Breakdown of revenues by business line in 2015



INFORMATION CONCERNING THE SHARE CAPITAL AND SHAREHOLDERS

OWNERSHIP STRUCTURE AT 31 DECEMBER 2015[1]



CHANGE IN SHARE OWNERSHIP OVER THE PAST THREE YEARS

The table below shows changes in the ownership of Crédit Agricole S.A. over the past three years:

	Position at 31/12/2015			Position at 31/12/2014	Position at 31/12/2013
Shareholders	Number of shares	% of voting rights	% of the share capital	% of the share capital	% of the share capital
SAS Rue La Boétie[1]	1,496,459,967	56.79	56.70	56.46	56.18
Treasury shares[2]	4,027,798	-	0.15	0.19	0.24
Employee share ownership plans (ESOP)	96,687,650	3.67	3.66	4.04	4.29
Institutional investors	790,749,261	30.00	29.96	29.55	28.92
Individual shareholders	251,402,281	9.54	9.53	9.76	10.37
TOTAL	**2,639,326,957**	**100**	**100**	**100**	**100**

(1) *SAS Rue La Boétie is wholly-owned by the Crédit Agricole Regional Banks.*

(2) *The treasury shares are directly held as part of share buyback programmes, recognised on Crédit Agricole S.A.'s balance sheet, designed to cover stock options and as part of a market-making agreement.*

The ownership structure changed slightly in 2015

The Regional Banks consolidate their investment in Crédit Agricole S.A. through SAS Rue La Boétie. Acting together and in the long term, they own the majority of the share capital: 56.18% at end-2013, 56.46% at end-2014 and 56.70% at end-2015.

Institutional investor holdings rose to 29.96% at end-2015 from 29.55% the previous year, while retail investors decreased their holdings to 9.53% from 9.76% at end-2014. Overall, the free float was up slightly over the period at 39.49%.

Employee ownership through employee share ownership plans declined in 2015: it went from 104.0 million shares at end-2014 to 96.7 million shares at end-2015.

(1) *Bearer shares identifiable from 1 share upwards.*

RECENT CHANGES IN SHARE CAPITAL

The table below shows changes in Crédit Agricole S.A.'s share capital over the last five years:

Date and type of transaction	Amount of share capital *(in euros)*	Number of shares
Share capital at 31/12/2010	**7,204,980,873**	**2,401,660,291**
20/06/2011 Payment of scrip dividends *(General Meeting of Shareholders of 18/05/2011)*	+288,935,580	+96,311,860
05/10/2011 Capital increase reserved for employees *(General Meeting of Shareholders of 18/05/2011)*	+145,158	+48,386
Share capital at 31/12/2012	**7,494,061,611**	**2,498,020,537**
12/11/2013 Employee bonus shares *(General Meeting of Shareholders of 18/05/2011)*	+10,708,380	+3,569,460
Share capital at 31/12/2013	**7,504,769,991**	**2,501,589,997**
24/06/2014 Share-based payment of dividend and loyalty dividend bonus *(General Meeting of Shareholders of 21/05/2014)*	+224,327,331	+74,775,777
Share capital at 31/12/2014	**7,729,097,322**	**2,576,365,774**
23/06/2015 Share-based payment of dividend and loyalty dividend bonus *(General Meeting of Shareholders of 20/05/2015)*	+187,134,309	+62,378,103
12/11/2015 Employee bonus shares *(Minutes reporting decisions of 12/11/2015)*	+1,749,240	+583,080
Share capital at 31/12/2015	**7,917,980,871**	**2,639,326,957**

Since 12 November 2015 the share capital of Crédit Agricole S.A. has amounted to €7,917,980,871 divided into 2,639,326,957 shares, with a par value of €3 each.

INFORMATION CONCERNING MAJOR SHAREHOLDERS

There are currently no shareholders' agreements.

Crédit Agricole S.A. has not issued any securities giving rights to share capital other than those indicated in the "Recent changes in share capital" table above. The Company has not issued any securities giving rights to the potential share capital or shares carrying double voting rights. Nor has it pledged any of its shares as collateral.

To the knowledge of Crédit Agricole S.A., no shareholder other than SAS Rue La Boétie owns 5% or more of the share capital or voting rights.

Control over the issuer

The shareholder relationships between Crédit Agricole S.A. and the Regional Banks are described in the notes to the financial statements under "General framework" of this document.

Control over Crédit Agricole S.A. is described in chapter III, "Corporate governance", of this registration document.

The rules governing the composition of the Board of Directors are set out in Article 11 of the Articles of Association.

Under the terms of the agreement entered into by the Regional Banks and Crédit Agricole S.A. at the time of the initial public offering, the Regional Banks, through SAS Rue La Boétie, own the majority of the share capital (56.70% at the end of 2015) and voting rights (56.79% at the same date) in Crédit Agricole S.A., making it immune to take over bids. The composition of the Board of Directors also ensures a majority representation of the Regional Banks.

In addition to the Director appointed by joint decree by the Minister of Finance and the Minister of Agriculture, six seats are allocated to outside Directors. These six outside Directors are considered to be independent Directors in accordance with corporate governance guidelines (AFEP/MEDEF Code of Corporate Governance for Listed Companies). The outside Directors play an extremely important role on the Board. Three are Chairmen of the Board's Special Committees (Audit and Risks, Remuneration, and Appointments and Governance).

There are no agreements of which the implementation could, at a subsequent date, result in a change in the Group's control.

DIVIDEND POLICY

The dividend policy is determined by the Board of Directors of Crédit Agricole S.A. This policy may inter alia take account of Company earnings and financial condition, as well as the dividend policy practices of leading French and international companies in the sector. Crédit Agricole S.A. gives no guarantee as to the amount of the dividend which will be paid in any given year.

From 2001 to 2003, Crédit Agricole S.A. paid a dividend of €0.55 per share. The dividend was raised to €0.66 for 2004, €0.94 for 2005, €1.15 for 2006 and €1.20 in 2007. In respect of 2008, 2009 and 2010, shareholders were offered the option to receive a dividend of €0.45 in cash or in shares. The option of receiving the dividend in shares attracted considerable interest from shareholders: 85.7% of rights, excluding treasury shares and liquidity agreements, were exercised in favour of this option in respect of 2008, 59.3% in respect of 2009 and 84.9% in respect of financial year 2010. No dividend was distributed for 2011 or 2012. For 2013, a net dividend of €0.35 per share was paid either in cash or in shares, plus a 10% loyalty bonus (€0.385 per share) for the shares eligible to a loyalty dividend at the date the dividend was paid. Over 85% of shareholders opted to take their dividend in shares. For 2014, a net dividend of €0.35 per share was paid, plus a 10% loyalty bonus (€0.385 per share) for the shares eligible to a loyalty dividend at the date the dividend was paid. Over 84% of shareholders opted to take their dividend in shares.

In respect of 2015, the Crédit Agricole S.A. Board of Directors meeting of 16 February 2016 decided to recommend to the General Meeting of Shareholders of 19 May 2016 the payment of a dividend of €0.60, payable either in cash or shares, corresponding to a pay out ratio of 50% (excluding treasury shares) of net income attributable to shareholders, with a 10% loyalty bonus for the shares eligible for a loyalty dividend at the date the dividend is paid.

Furthermore, SAS Rue La Boétie, Crédit Agricole S.A.'s majority shareholder, has decided to opt for the distribution of the dividend in the form of Crédit Agricole S.A. shares for 2015.

	In respect of 2015	In respect of 2014	In respect of 2013	In respect of 2012	In respect of 2011
Net dividend/share *(in euros)*	0.60	0.35	0.35	None	None
Distribution rate[1]	50%	43%	35%	None	None

(1) Total dividends payable (ex. treasury shares) divided by net income Group share.

TABLE SUMMARISING AUTHORISATIONS IN FORCE AND THE USE MADE THEREOF DURING 2015

Table summarising authorisations in force granted by the General Meeting of Shareholders to the Board of Directors and use made of such authorisations during the year (information required by Order No. 2004-604 of 24 June 2004 reforming the system applicable to negotiable securities):

Type of authorisation	Purpose of authorisation	Validity of authorisation	Ceiling	Use during 2015
Share buyback	Buying Crédit Agricole S.A. ordinary shares.	General Meeting of Shareholders of 20/05/2015 22nd resolution Valid for a term of 18 months Comes into force on 20/05/2015 Expires on 20/11/2016	10% of the ordinary shares in the share capital	See detailed information p. 13
Capital increase by means of the issue of ordinary shares	**Share** capital increase by issuance of ordinary shares and/or any other negotiable securities giving access to the ordinary shares, with pre-emptive subscription rights.	General Meeting of Shareholders of 21/05/2014 24th resolution Valid for a term of 26 months Expires on 21/07/2016	€3.75 billion €7.5 billion in respect of debt securities These ceilings are subject to those in the 25th, 26th and 28th resolutions	None
	Share capital increase by issuing ordinary shares and/or securities granting rights to ordinary shares, without pre-emptive subscription rights, in situations other than public offerings.	General Meeting of Shareholders of 21/05/2014 25th resolution Valid for a term of 26 months Expires on 21/07/2016	€750 million €5 billion in respect of debt securities These ceilings are subject to the one in the 24th resolution	None

Type of authorisation	Purpose of authorisation	Validity of authorisation	Ceiling	Use during 2015
	Share capital increase by issuing ordinary shares and/or securities granting rights to ordinary shares, without pre-emptive subscription rights, in the case of a public offering.	General Meeting of Shareholders of 21/05/2014 26th resolution Valid for a term of 26 months Expires on 21/07/2016	€750 million €5 billion in respect of debt securities These ceilings are subject to the one in the 24th resolution	None
	Increase the amount of the initial issue in the event of an issue of ordinary shares and/or securities granting rights to ordinary shares, with or without pre-emptive subscription rights, approved pursuant to the 24th, 25th, 26th, 28th, 29th, 33rd and 34th resolutions.	General Meeting of Shareholders of 21/05/2014 27th resolution Valid for a term of 26 months Expires on 21/07/2016	Up to the ceiling set out in the 24th, 25th, 26th, 28th, 29th, 33rd and 34th resolutions.	None
	Issue ordinary shares and/or other securities granting rights to ordinary shares, without pre-emptive subscription rights, in consideration for asset transfers to the Company, consisting of equity securities or other securities granting rights to the share capital, other than through a public exchange offer.	General Meeting of Shareholders of 21/05/2014 28th resolution Valid for a term of 26 months Expires on 21/07/2016	Up to 10% of the share capital, this ceiling being subject to the one set in the 26th resolution.	None
	Determine the issue price of the ordinary shares as part of the redemption of "coco" contingent capital instruments (at a level at least equal to the weighted average price of the last three stock market trading days prior to the issue of the contingent capital instruments, less a discount of up to 50% where applicable) up to an annual maximum of 10% of the share capital.	General Meeting of Shareholders of 21/05/2014 29th resolution Valid for a term of 26 months Expires on 21/07/2016	€3 billion The total nominal amount cannot exceed 10% of the share capital in any 12 month period. This ceiling is subject to the one in the 25th or 26th resolution.	None
	Ceiling on authorisations to issue securities with or without pre-emptive subscription rights as a result of the adoption of the 24th to 28th resolutions.	General Meeting of Shareholders of 21/05/2014 30th resolution	Nominal amount of the capital increase approved pursuant to the 24th to 28th resolutions.	None
	Increase the share capital by capitalisation of reserves, earnings, share premiums or other items.	General Meeting of Shareholders of 21/05/2014 32nd resolution Valid for a term of 26 months Expires on 21/07/2016	€1 billion, independent and separate ceiling	None
Issue of securities	**Issue** securities giving entitlement to the allotment of debt securities.	General Meeting of Shareholders of 21/05/2014 31st resolution Valid for a term of 26 months Expires on 21/07/2016	€5 billion Ceiling independent from the amount of debt securities set in the 24th to 28th resolutions.	None
Transaction reserved for employees	**Increase** the share capital by issuing ordinary shares, without pre-emptive subscription rights, reserved for Crédit Agricole Group employees who subscribe to a Company savings plan.	General Meeting of Shareholders of 21/05/2014 33rd resolution Valid for a term of 26months Expires on 21/07/2016	€200 million Autonomous and distinct from other ceilings on capital increases	None
	Increase the share capital by issuing ordinary shares, without pre-emptive subscription rights, reserved for Crédit Agricole International Employees.	General Meeting of Shareholders of 21/05/2014 34th resolution Valid for a term of 18 months Expires on 21/11/2015	€50 million Autonomous and distinct from other ceilings on capital increases	None
Cancellation of shares	**Cancel** shares acquired under the share buyback programme.	General Meeting of Shareholders of 20/05/2015 25th resolution Valid for a term of 24 months Expires on 20/05/2017	10% of the total number of shares in each 24-month period	

PURCHASE BY THE COMPANY OF ITS OWN SHARES IN 2015

The twenty-second resolution of the Ordinary General Meeting of Shareholders of Crédit Agricole S.A. of 20 May 2015 authorised the Board of Directors to trade in Crédit Agricole S.A. ordinary shares, in accordance with the General Regulations of the *Autorité des marchés financiers* (the French Financial Markets Authority, AMF) and with Articles L. 225-209 *et seq.* of the French Commercial Code.

The key provisions of this resolution, which is still valid, are as follows:

- the authorisation was granted for a period of 18 months;
- the Company may not, under any circumstances, hold over 10% of the share capital;
- the number of shares purchased may not exceed 10% of the total number of ordinary shares at the date on which the said purchases are carried out;
- the maximum purchase price is €20;
- in any event, the Company is only authorised to use a maximum of €3.50 billion to buy back its ordinary shares.

Information on the use of the share buyback programme given to the General Meeting of Shareholders according to Article L. 225-211 of the French Commercial Code

The Board of Directors informs the General Meeting of Shareholders of the following activities undertaken in accordance with the share buyback programme for the period from 1 January to 31 December 2015.

Transactions were carried out as part of the programme in order to:

- cover commitments made to employees and Corporate Officers, in the framework of stock option and deferred compensation plans;
- ensure market-making by an investment services provider under a market-making agreement that complies with the Amafi (the French Association of Financial Markets Professionals) Code of Conduct.

Number of shares registered in the Company's name at 31/12/2014	4,855,393
To cover commitments to employees and Corporate Officers	*1,880,393*
To provide volume to the market in the context of the market-making agreement	*2,975,000*
Number of shares bought in 2015	**17,950,699**
To cover commitments to employees and Corporate Officers	*873,128*
To provide volume to the market in the context of the market-making agreement	*17,077,571*
Volume of shares used to achieve the purpose set[(1)]	
Coverage of commitments to employees and Corporate Officers	*1,953,851*
Market-making agreement (Procurements + Disposals)	*34,775,142*
Number of shares reallocated for other purposes	0
Average purchase price of shares bought in 2015	€12.18
Value of shares bought in 2015 at purchase price	€218,681,301
Trading costs	€306,894
Number of shares sold in 2015	**18,778,294**
To cover commitments to employees and Corporate Officers	*1,080,783*
To provide volume to the market in the context of the market-making agreement	*17,697,571*
Average price of shares sold in 2015	€12.19
Number of shares registered in the Company's name at 31/12/2015	**4,027,798**
To cover commitments to employees and Corporate Officers	*1,672,798*
To provide volume to the market in the context of the market-making agreement	*2,355,000*
Gross carrying amount per share[(2)]	
Shares bought to cover commitments to employees and Corporate Officers (historical cost)	*€11,590*
Shares bought as part of the market-making agreement (traded price at 31/12/2015)	*€10.88*
Total gross carrying amount of shares	€45,009,900.91
Par value	€3
Percentage of the share capital held by the Company at 31/12/2015	0.15%

(1) Shares bought to cover commitments to employees and Corporate Officers are (a) shares sold or transferred to beneficiaries after they exercise options on Crédit Agricole S.A. shares, or sold on the stock market for the surplus coverage recorded at the closing date of the plans and (b) shares acquired and delivered or sold under deferred compensation plans as performance shares. Shares relating to the market-making agreement are shares bought and sold under the agreement during the period in question.

(2) Shares bought to cover commitments to employees and Corporate Officers are recognised as investment securities and valued at their purchase price, less any impairment; shares bought in relation to the market-making agreement are recognised as trading securities and valued at market value at each reporting date.

DESCRIPTION OF THE CRÉDIT AGRICOLE S.A. SHARE BUYBACK PROGRAMME FOR 2016 AND SUBSEQUENT YEARS

Pursuant to Article 241-2 of the *Autorité des marchés financiers* General Regulation, this document constitutes the description of the share buyback programme to be approved by the Combined General Meeting of 19 May 2016.

It is hereby specified that the expression "Ordinary Shares" as used in this document refers to the shares that make up the Company's share capital at this time, as opposed to Preferred Shares which could be issued in accordance with the authorisation given by the General Meeting of 19 May 2009 to the Board of Directors.

I. Number of shares and percentage of share capital directly owned by Crédit Agricole S.A.

At 25 February 2016, Crédit Agricole S.A. directly owned 5,472,798 shares, representing 0.21% of the share capital.

II. Breakdown of targets by equity securities held

At 25 February 2016, the shares held by Crédit Agricole S.A. were broken down as follows:

- 1,672,798 shares to cover commitments to employees and Corporate Officers;
- 3,800,000 shares held as part of a market-making agreement to stimulate the market in the share.

III. Purpose of share buyback programme

The authority to be granted by the shareholders at the Combined General Meeting of Shareholders of 19 May 2016 is designed to allow Crédit Agricole S.A. to trade in its own shares either on the market or over the counter for any purpose permitted or to be permitted by applicable laws or regulations.

In particular, Crédit Agricole S.A. may use this authorisation:

1. to grant stock options to some or all of the Company's employees and/or to some or all of the eligible Executive and Non-Executive Corporate Officers of the Company or of the companies or groupings affiliated with it, now or in the future, as defined by Article L. 225-180 of the French Commercial Code;
2. to allot ordinary shares to eligible Corporate Officers, employees and former employees of the Company or of the Group, or to certain categories thereof, as part of an employee profit-sharing, share ownership or similar plan, run by either the Company or Group, as provided for by law;
3. to allot bonus shares under a bonus share plan as provided by Articles L. 225-197-1 *et seq.* of the French Commercial Code to some or all categories of eligible Corporate Officers and employees of the Company, and/or of companies and economic interest groupings affiliated to it pursuant to Article L. 225-197-2 of the French Commercial Code; and, more generally, to allot ordinary shares in the Company to such employees and Corporate Officers, notably under variable compensation plans for employees who are financial market professionals and whose activities have a material impact on the Company's risk exposure, in which case such allotments are contingent upon such employees meeting performance targets;
4. to hold purchased Company ordinary shares with a view subsequently to exchanging them or using them to pay for or otherwise facilitate a potential external growth transaction in compliance with the market practice accepted by the *Autorité des marchés financiers* (AMF);
5. to ensure coverage of securities granting rights to the Company's ordinary shares;
6. to ensure that liquidity is provided for the shares on the equity market by an investment services provider under a market-making agreement that complies with the Amafi (the French Association of "Financial Market Professionals") Code of Conduct, in compliance with the market practice accepted by the *Autorité des marchés financiers*, it being specified that, for purposes of calculating the 10% limit set forth in paragraph 4-1 below, the number of ordinary shares purchased in this respect shall be the number of ordinary shares purchased less the number of ordinary shares sold during the term of this authorisation;
7. to proceed with the full or partial cancellation of the purchased ordinary shares.

IV. Maximum percentage of share capital, maximum number and characteristics of shares that may be bought back and maximum purchase price

1. Maximum percentage of share capital to be bought back by Crédit Agricole S.A.

Crédit Agricole S.A. is authorised to acquire up to 10% of the total number of shares forming its share capital at the date of settlement of the purchases. However, the number of shares purchased by the Company and held with a view subsequently to exchanging them or using them to pay for a potential merger, spin-off or asset transfer shall not exceed 5% of the Company's share capital.

In addition, the maximum total cost of all such share purchases made during the term of the share buyback programme is €3.69 billion.

The Board of Directors shall ensure that these buybacks are carried out in accordance with regulatory requirements as set by law and the European Central Bank.

2. Characteristics of the shares covered

Class of shares: shares listed on Euronext Paris (Compartment A)

Name: Crédit Agricole S.A.

ISIN code: FR 0000045072

3. Maximum purchase price

The purchase price for Crédit Agricole S.A. shares under the buyback programme may not exceed €20 per share.

V. Duration of programme

In accordance with Article L. 225-209 of the French Commercial Code and with the 33rd resolution to be adopted by the Combined General Meeting of Shareholders of 19 May 2016, this share buyback programme replaces the unused portion of the programme approved at the Ordinary General Meeting of Shareholders of 20 May 2015, and may be implemented until it is renewed by a future General Meeting of Shareholders, and in any event, for a maximum term of 18 months as from the date of the Combined General Meeting of Shareholders, that is, until 18 November 2017 at the latest.

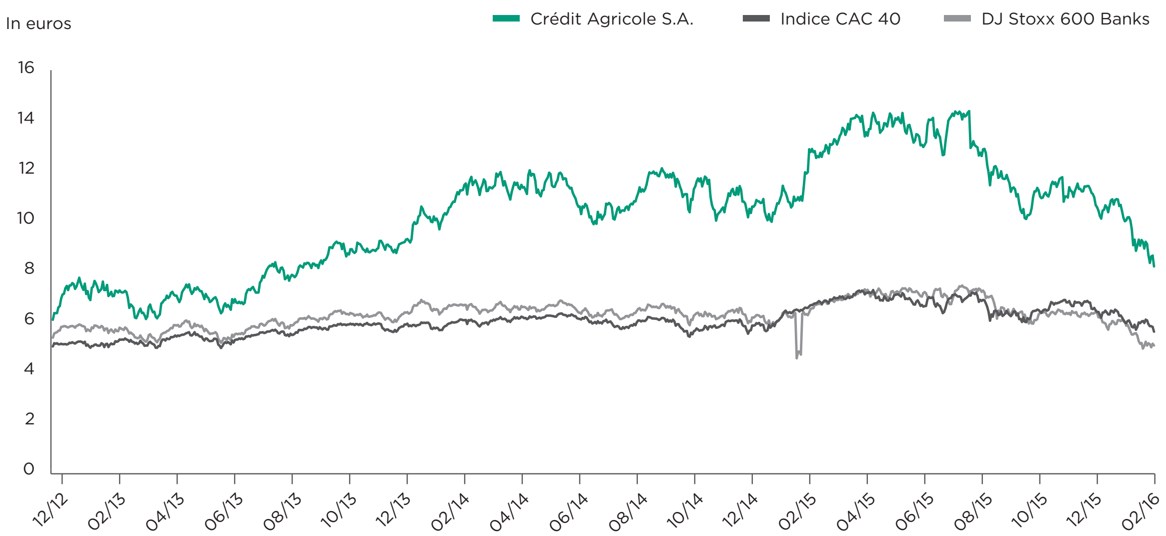
STOCK MARKET DATA

CRÉDIT AGRICOLE S.A. SHARE

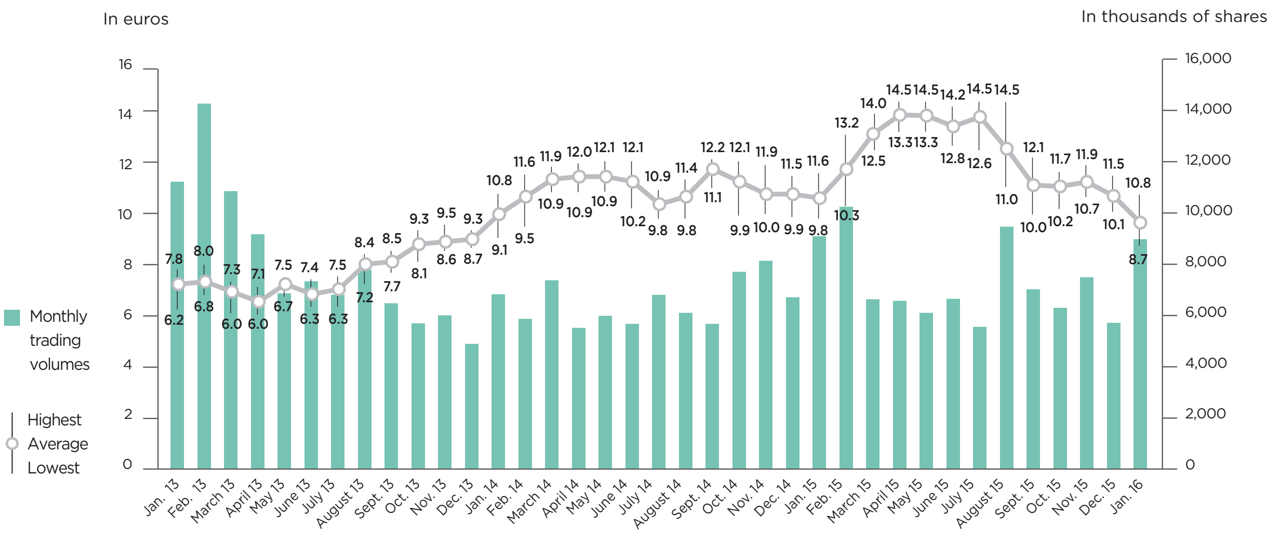
Stock market performance

3-YEAR PERFORMANCE

Comparison with the DJ Stoxx 600 banks and CAC 40 indices (recalculated on the basis of the share price).



MONTHLY CHANGE IN THE SHARE PRICE AND IN THE VOLUME OF SECURITIES EXCHANGED



Between 31 December 2012, the last trading day of the year, and 31 December 2015, the price of Crédit Agricole S.A. shares moved from €6.08 to €10.88, a 3-year gain of nearly 79% outperforming both the CAC 40 (+27%) and DJ Stoxx 600 Banks (+12%) indexes.

In 2015 (between 2 January and 31 December) the share price remained stable against a 9% increase for the CAC 40 and a 4% fall for the DJ Stoxx 600 Banks.

The total number of Crédit Agricole S.A. shares exchanged between 2 January and 31 December 2015 on Euronext Paris was 1,860 billion (1,682 billion in 2014), with a daily average of 7.2 million (6.6 million in 2014). The highest share price achieved over this period was €14.49 and the lowest €9.82.

Stock market indices

Crédit Agricole S.A. shares are listed on Euronext Paris, compartment A, ISIN Code: FR0000045072.

The shares are part of several indices: the CAC 40 index of the 40 most representative listed companies on the Paris Stock Exchange, the Stoxx Europe 600 Banks Index made up of 47 banking institutions in Europe, and the FTSEurofirst 80 index representative of the largest companies in the European Monetary Union by market capitalisation.

The Crédit Agricole S.A. stock is also in the FTSE4 Good Global 100 and Europe 50 sustainable development indices (respectively bringing together 100 global listed companies and 50 European listed companies observing strict social and environmental responsibility criteria), as well as in the NYSE Euronext Vigeo France 20, Vigeo Eurozone 120, Vigeo Europe 120 and Vigeo World 120 indices. In 2014 it was included for the first time in the Stoxx Global ESG Leaders index, made up of a selection of the world's top-performing companies by environmental, social and governance criteria and in the Oekom Prime in 2015. The Group is one of the top-rated 5% of companies in this field.

Stock market data

	31/12/2015	31/12/2014	31/12/2013	31/12/2012 Restated[(2)]	31/12/2011
Number of shares in issue	2,639,326,957	2,576,365,774	2,501,589,997	2,498,020,537	2,498,020,537
Stock market capitalisation *(in billions of euros)*	28.7	27.7	23.3	15.20	10.90
Earnings per share (EPS) *(in euros)*	1.21	0.83	1.01	(2.58)	(0.60)
Net asset value per share (NAVPS)[(1)] *(in euros)*	18.7	18.0	16.91	16.08	17.13
Price/NAVPS	0.58	0.60	0.55	0.38	0.25
P/E (price/EPS)	8.99	12.90	9.23	-	-
Highest and lowest share prices during the year *(in euros)*					
High (during trading day)	14.49	12.22	9.50	6.56	12.92
Low (during trading day)	9.82	9.14	5.95	2.84	3.98
Final (closing price at 31 December)	10.88	10.76	9.31	6.08	4.36

(1) *Net assets after deduction of deeply subordinated Additional Tier 1 bond issues, issue expenses net of tax and gross interest paid on these bonds and recognised in equity.*

(2) *2012 incorporating a change in the valuation of a limited numbers of complex derivatives and fair value adjustment of securities classified as available-for-sale financial assets.*

Shareholder return

The table below shows the total shareholder return for retail investors in Crédit Agricole S.A. shares.

The calculation, which is based on the share price on the day of the investment (initial public offering on 14 December 2001 or beginning of the year in other cases), takes into account the reinvestment of dividends received (until 2005, this included a tax credit in respect of the year before, which accounted for 50% of the amount distributed), but does not include the loyalty dividend of €0.035 per share paid with respect to 2014. The valuations are based on the closing share price on the day of the investment.

The calculation also assumes that investors sold their preferential subscription rights and used the proceeds to take up the rights issues at the end of October 2003, January 2007 and July 2008. All results are presented net of tax.

Holding period	Cumulative gross return	Average annualised return
1 year (2015)	(0.2%)	(0.2%)
2 years (2014 and 2015)	19.3%	9.2%
3 years (2013 to 2015)	79.3%	21.5%
4 years (2012 to 2015)	157.0%	26.6%
5 years (2011 to 2015)	20.9%	3.9%
10 years (2006 to 2015)	(39.5%)	(4.9%)
Since IPO (14/12/2001)	16.1%	1.1%

DIVIDEND CALENDAR

26 May 2016	Record date, shares must be in bearer's account on this date to receive the dividend
27 May 2016	Ex-dividend date, the amount of the dividend is deducted from the opening share price on this date
27 May to 10 June 2016	Period in which shareholders can opt to receive dividend in cash or shares
21 June 2016	Dividend paid and shares delivered

ISIN CODES FOR THE LOYALTY DIVIDEND

Date shares registered in bearer's name	ISIN	First year entitled to loyalty dividend
Before 31/12/2013	FR0011636075	2016
Between 01/01/2014 and 31/12/2014	FR0012332443	2017
Between 01.01.2015 and 31.12.2015	FR0013053121	2018

For reference: the ISIN FR0000045072 is the transaction code used for submitting buy or sell orders for bearer shares.

Holders of **managed registered** shares held in a securities trading account or equity savings plan, when they opt for dividend payments in shares, will receive their new shares in bearer form. Some financial institutions will convert the shares automatically. We suggest you look into this.

2016 FINANCIAL COMMUNICATIONS CALENDAR

12 May	Publication of 2016 first-quarter results
19 May	General Meeting of Shareholders in Paris
3 August	Publication of 2016 first-half results
8 November	Publication of 2016 nine-month results

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SIGNIFICANT EVENTS IN 2015

January

Fiat Chrysler Automobiles and Crédit Agricole Consumer Finance announced the creation of FCA Bank.

February

Disposal of BAWAG PSK INVEST to Amundi was completed successfully.

Philippe Brassac appointed Chief Executive Officer of Crédit Agricole S.A.

April

Crédit Agricole CIB, coordinator of major export credits for the Egyptian Ministry of Defence.

Crédit Agricole number 1 in growth capital in France.

May

Crédit Agricole S.A. announced the signature of a contract for the disposal of Crédit Agricole Albania to the Albanian subsidiary of NCH Capital Inc.

June

Crédit Agricole Assurances and Eiffage signed off the sale of the Grand Hôtel-Dieu in Lyon, which is to become the fifth InterContinental® hotel in France, InterContinental® Lyon Hôtel Dieu.

July

CACEIS opened a depositary bank branch in London.

September

Crédit Agricole S.A. made new commitments in light of the coal and carbon issues.

LCL announced completion of the SergeFerrari Group's first transaction on the Euro PP market.

October

In advance of the COP 21, Crédit Agricole S.A., promoted climate finance alongside the development banks.

November

Crédit Agricole Group and Bpifrance signed a partnership agreement to enable them to step up their support for companies overseas.

Dominique Lefebvre was appointed Chairman of Crédit Agricole S.A., SAS Rue La Boétie and the Fédération Nationale du Crédit Agricole.

Crédit Agricole committed to investing €2 billion in green bonds by the end of 2017.

Amundi IPO

Exercise of the over-allocation option during the IPO of Amundi, Crédit Agricole S.A. sold 3,779,010 shares.

December

Global Transport Finance awarded Crédit Agricole CIB four "House of the Year" prizes in recognition of its transport expertise.

Crédit Agricole Group and Crédit Agricole S.A. published the ECB's capital requirements for Pillar 2.

COMPANY HISTORY

1885

Creation of the first Local Bank in Poligny (Jura).

1894

Law authorising the creation of the first sociétés de Crédit Agricole, later named Caisses Locales de Crédit Agricole Mutuel (Local Banks of Crédit Agricole Mutuel).

1899

Law grouping the Local Banks into Crédit Agricole Regional Banks.

1920

Creation of the Office National du Crédit Agricole, which became Caisse Nationale de Crédit Agricole (CNCA) in 1926.

1945

Creation of Fédération Nationale du Crédit Agricole (FNCA).

1986

Creation of Predica, life insurance company of the Group.

1988

Law reorganising the CNCA as a mutual company, which became a public limited company owned by the Regional Banks and the Group's employees.

1990

Creation of Pacifica, property & casualty insurance subsidiary.

1996

Acquisition of Banque Indosuez.

1999

Acquisition of Sofinco and an initial stake in Crédit Lyonnais.

2001

Reincorporation of the CNCA as Crédit Agricole S.A., and listing on the stock market on 14 December 2001.

2003

Acquisition of Finaref and Crédit Lyonnais.

2006

Significant development in International retail banking, with the acquisition of Emporiki Bank in Greece and the announced acquisitions of Cariparma, FriulAdria and 202 Banca Intesa branches in Italy.

2007

Launch of LCL competitiveness plan (new brand for Crédit Lyonnais since 2005).

Cariparma FriulAdria and Emporiki development plans announced.

2008

Presentation of the strategic Refocusing and Development plan for Corporate and investment banking activities.

2009

Presentation of the Restructuring and Development plan of Emporiki Bank.

Creation of Amundi, a European leader in asset management, born of the combination of Crédit Agricole Asset management and Société Générale Asset management.

2010

Merger of Sofinco and Finaref to create the new consumer credit leader in France and Europe: Crédit Agricole Consumer Finance.

Crédit Agricole Leasing and Eurofactor regroup to give rise to Crédit Agricole Leasing & Factoring.

2011

Continuation of the expansion strategy in Italy, with the acquisition of 172 branches from Intesa Sanpaolo S.p.A.

Presentation of the Engagement 2014 strategic plan.

Presentation of Crédit Agricole Group's adaptation plan.

2012

Success of Crédit Agricole Group's adaptation plan.

2013

Disposal of Emporiki Group to Alpha Bank.

Disposal of the CLSA and Cheuvreux brokers.

Disposal of Bankinter equity investments.

2014

Presentation of the Crédit Agricole Group Medium Term Plan.

Disposal of 50% stake in Newedge to Société Générale and simultaneous acquisition of 5% additional stake in Amundi.

Refocus completed with the disposal of Nordic subsidiaries of CA Consumer Finance, Crédit Agricole Bulgaria and BNI Madagascar.

2015

Amundi IPO.

Disposal of Crédit Agricole Albania to the Albanian subsidiary of NCH Capital Inc.

THE FOUR BUSINESS LINES OF CRÉDIT AGRICOLE S.A. AT 1 JANUARY 2016

Retail Banking

Regional Banks

MISSION: with a presence in all areas, the 39 Regional Banks, co-operative entities and fully-fledged banks, help customers realise their plans: individuals, farmers, small businesses, SMEs, the public sector and social economy

OUR OFFERING: a full range of banking and financial products and services: savings products (money market, bonds, securities); life insurance; loans (namely home and consumer finance); payment instruments; personal services; banking-related services; and wealth management, plus property & casualty insurance and death and disability products.

KEY FIGURES:

- 21 million individual customers
- More than 7,000 branches
- 8.8 million mutual shareholders

LCL

MISSION: a French retail banking network with a strong presence in urban areas, LCL provides banking and insurance solutions tailored to the needs of its customers: individual customers, small businesses, SMEs, high net worth customers (LCL Private Banking).

OUR OFFERING: a full range of banking, insurance, asset and wealth management and payment management products and services. A truly local bank thanks to its presence throughout France. More ways to access its services: customer relationship centres, internet, tablet and mobile apps.

KEY FIGURES:

- 6 million Individual customers
- 64% of points of sale in urban areas
- 43% of Mid-caps

International retail banking

MISSION: our international retail banks are primarily located in Europe (Italy, Poland, Serbia, Romania, Ukraine), and in selected countries of the Mediterranean basin (Morocco, Egypt), where they serve individual and corporate customers (PMEs and large corporates), mainly in the agriculture and food processing sector.

OUR OFFERING: our banks abroad provide a tailored range of banking products - payment instruments, loans, saving products - and insurance in synergy with the Group's other business lines.

KEY FIGURES:

- 6.1 million customers
- 2,014 branches
- 7 main banks

Asset gathering

Asset management

MISSION: Amundi develops investment solutions suited to the needs of more than 100 million retail clients and constructs innovative, high performance products for institutional customers.

OUR OFFERING: with operations in more than 30 countries, Amundi offers a full range of products covering all asset classes and major currencies: asset management (equities, bonds and diversified portfolios), liability management (ETFs and index-linked), management of long-term assets (property, private debt and private equity) and also cash and structured products.

KEY FIGURES:

- Assets under management: €985 billion[5]
- N° 1 in Europe for asset management[1]
- Top 10 worldwide[1]

Insurance

MISSION: as a leading insurance group, Crédit Agricole Assurances is fully committed to protecting its customers and being a major investor in the economy.

OUR OFFERING: covers all customer insurance needs in savings retirement, the protection of property (property & casualty) and people (health, death & disability, creditor) in 10 countries with 4,000 employees, and backed by its distribution networks.

KEY FIGURES:

- Revenues of €31.2 billion[2][5]
- Savings/retirement outstandings managed of €259.7 billion[5]
- N° 1 bancassurer in Europe[3]

Wealth management

MISSION: our activity in Europe, the Middle East, Asia Pacific and the Americas illustrates our international dimension, the breadth of our expertise and the exclusive relationship we seek to have with our customers.

OUR OFFERING: a tailored approach allowing each individual customer to manage, protect and transfer their assets in a manner which best fits their aspirations. Our teams offer expert advice and first class services for the management of both private and business assets.

KEY FIGURES:

- €110 billion of assets under management[4][5]
- 2,700 employees[4]
- presence in 14 countries[4]

(1) Source: No. 1 in terms of assets under management of all management companies who have their main office in Europe - Source IPE "Top 400 asset managers" published in June 2015 based on assets under management as at December 2014.
(2) Valued under French GAAP.
(3) Source: L'Argus de l'assurance -18 December 2015.
(4) Without LCL Private Banking (≈€40bn), Regional Banks and private banking activities within the international retail banking.
(5) At 31/12/2015.

Large customers

Corporate and investment banking

MISSION: Crédit Agricole CIB is the strategic partner of its customers, corporates and financial institutions, in France and internationally, thanks to its network in the main countries of Europe, Americas, Asia-Pacific and Middle East.

OUR OFFERING: products and services in investment banking, structured finance, international trade finance and transaction banking, capital market activities and syndication, and its known worldwide "green" finance expertise.

KEY FIGURES:

- N° 1 bookrunner – aviation financing worldwide *(Air Finance)*
- N° 1 bookrunner – green bonds worldwide *(CACIB)*
- Presence in 33 countries

Asset servicing

MISSION: CACEIS, a specialist back-office banking group, supports management companies, institutional investors, banks, sovereign wealth funds, brokers and companies in the execution of their orders, including custody and management of their financial and physical assets.

OUR OFFERING: asset servicing solutions throughout the full life cycle of investment products and for all asset classes: execution, offsetting, custodianship, fund administration, middle-office solutions, forex, stock lending and borrowing, fund distribution support and services to issuers.

KEY FIGURES:

- €1,477 billion assets under management[(4)]
- €2,327 billion assets under custody[(4)]
- €879 billion assets deposited[(4)]

Specialised financial services

Consumer finance

MISSION: a key player in consumer finance in Europe, Crédit Agricole Consumer Finance offers its customers and partners a range of flexible, tailored and responsible solutions. Digital is one of its strategic priorities.

OUR OFFERING: a broad range of financing and insurance solutions which meet consumers' needs and are available directly from the branches and through retail outlets (automotive, household equipment, etc.), via distributors and major retailers and as part of joint ventures with major car manufacturers.

KEY FIGURES:

- €71.2 billion in outstandings managed[(4)]
- including €13.5 billion for the Group's retail banks[(4)]
- presence in 21 countries

Leasing and factoring

MISSION: CAL&F provides solutions for businesses of all sizes for their investment plans and the management of their trade receivables, through its offering of lease financing and facturing services in France and Europe.

OUR OFFERING: offer equipment and property lease financing solutions to meet equipment investment and renewal requirements. CAL&F provides trade receivable financing and management solutions for corporates, both for their day-to-day operations and for their expansion plans.

KEY FIGURES:

- €21.1 billion in outandings managed (of which 28% abroad)[(4)]
- ranked second for leasing in France[(2)]
- ranked second for factoring in France[(3)]

(2) Source: Company.
(3) Source: ASF.
(4) At 31/12/2015.

Specialised businesses and subsidiaries

Crédit Agricole Immobilier
2.9 million sq.m. under management[(4)]
3.394 homes under production[(4)]

Crédit Agricole Capital Investissement & Finance (Idia, Sodica)
€1.1 billion assets under management[(4)]
24 transactions advised

Payment Systems & Services
Leader in France with 30% of the French payments market
9.5 billion transactions processed each year by the Group's payment platform/3PG

Uni-Éditions
11 magazines, 10 million readers[(1)]
Number 1 family, healthcare and art of living magazine[(1)]

(1) Source: Office de Justification de la Diffusion, OJD., January 2016.

RETAIL BANKING

Regional Banks

Business and organisation

Crédit Agricole Regional Banks are co-operative entities and fully fledged banks that have a leading position in all areas of the retail banking markets in France: ranked in the top tier for individuals *(source: Sofia 2014)*, small businesses *(source: Pépites CSA 2013-2014)*, farmers *(source: Adéquation 2014)*, SMEs *(source: TNS Sofres 2015)* and employer associations *(source: CSA 2015)*.

With 21 million individual customers, the Regional Banks account for 23.2% of the household bank deposit market *(source: Banque de France, September 2015)*.

They have a network of more than 7,000 branches, plus 6,309 in-store servicing points installed in small retailers that provide their customers with a full range of financial products and services. The Regional Banks market offers and services around deposits, savings and investments in equities, bonds and mutual funds; they engage in the distribution of loans, particularly home loans and loans to consumers, SMEs and small businesses, and provide payment instruments and insurance products (property & casualty, life, death & disability and retirement).

They also provide their customers with a full range of remote banking solutions.

Bank chosen by 85% of farmers for professional purposes *(source: Adéquation 2014)*, Crédit Agricole also continues to have the largest market share of their personal accounts (71%) *(source: Adéquation 2014)*.

It is also a market leader in small businesses for both private and professional services with a 33% market share *(source: Pépites CSA 2013-2014)*. The 3,600 small business advisers and Crédit Agricole experts support the ambitions of more than a million entrepreneurs every day.

Crédit Agricole is also the leader in the SME market with a sales penetration rate of 36% *(source: TNS-Sofres 2015)*. The 750 account representatives are the face of the Bank in relating to its nearly 90,000 customers. They provide customers with the full range of Group products, services and areas of expertise to meet all their needs: commercial banking, merchant banking, international and wage engineering.

Finally, with some 200 specialised account representatives, the Regional Banks support local authorities and more broadly the local public sector and social economy.

2015

Significant events

- The first concrete progress in the multichannel retail banking project.
- New proof of Regional Banks' commitment to support their clients' projects:
  - Home loans: market share of 23% growing steadily since 2011, success of e-immo website (10% of the Regional Banks' production in home loans).
  - Business creation: Crédit Agricole has taken a stake in the capital of France Active Garantie, new functionalities on the website jesuisentrepreneur.fr, commercial success of the *Lanceur Pro loan*.
  - Young farmers: successful launch of *AgriManager* (first serious game for farming education).

With substantially higher loans and deposits outstanding than other retail banks in France, the Regional Banks remain France's leading lender and deposit-taker *(source: Bank's financial communications, June 2015)*.

In the individual customer market, in savings, 2015 was notable for a rise in household financial investments (€12.3 billion at end-2015). With interest rates at historical lows, demand deposits drove inflows: deposits outstanding, including cash deposit accounts linked to securities savings plans (PEA), totaled €104.4 billion (up 12.4% on the year). As in 2014, savers favoured the home purchase savings plan (PEL), which saw vigorous net inflows despite rate cuts (+€5.7 billion), and life assurance where revenues grew faster (+7.7% to €12 billion). Note the continuing success of the mutual passbook account which collected €1.2 billion in new inflows in 2015.

In insurance, with the ramp-up of the Regional Banks' development and, in a poor economic climate for discretionary products, the number of policies in the portfolio rose by 4.8% to €8.2 million at end-2015. These results make Crédit Agricole the largest bancassurer in Europe *(source: Argus de l'Assurance 2015)*.

In home loans, the Regional Banks have a market share in loans outstanding of 23% at end-September 2015, a 0.2 point increase compared to September 2014 *(source: Banque de France)*. Home loans outstanding are up by 4.4% compared to 2014. Demand for home loans rose by 29% compared to 2014, website "e-immobilier.credit-agricole.fr" confirmed its success. In 2015, two national communication campaigns helped boost production of consumer credit which was up 9.7% at end-December. The outstanding amounts are also growing, up 4.4% year-on-year at end-December.

With 13.2 million cards in the market for individual customers, Crédit Agricole remains the leader in electronic payments in France. The number of cards in issue grew at the fastest rate since 2008: by 2.1% year-on-year. Growth was notably strong in *Premium* cards (+88,000 in a year). The roll-out of contactless continues: 62% of cards can now make contactless payments, 8.3 million cards. In innovation, 2015 saw the launch of *Ma Carte*, an application that allows users to access all the services of a bank card on their smartphone.

For daily banking, the *Compte à Composer*, a modular suite of personalised solutions to meet customers' changing needs, had by the end-2015 after 4 years attracted 3.6 million customers *(source: Company)*.

In **high net worth customers**, the Regional Banks retained their leading position with a commercial market share of 17% *(source: Baromètre Clientèle Patrimoniale Ipsos 2015)*. In an ever more demanding and competitive climate, they strengthened business steering tools in the different segments, introducing applications for analysis of high net worth prospects in each region and accelerating the ramp-up of expert support services, notably with the creation of Premundi. They also stepped up development of investment management, advisory management and discretionary management solutions to meet the diversification needs of customers, with 37,000 new contracts taken out in 2015 *(source: Amundi and Crédit Agricole Private Banking)*.

With a global penetration rate of 85% *(source: Adéquation 2014)*, and €7.3 billion in funding in 2015 *(source: Company)* **the Regional Banks remain by far the leading partner of French farmers**. In 2015, they were heavily involved in supporting the livestock sector and the plan implemented by the government: more than 10,000 struggling farmers dealt with. Today, they are financing eight young farmers' start-ups out of ten. As regards inflows, sums invested in the five-year equity savings account (CEA) grew by 11.5% *(source: Company)* confirming its appeal to farmers as a product that safeguards their business. Meanwhile, with 10,700 new policies *(source: Company)*, the comprehensive farm insurance *Multirisque Agricole*s established as a leading product in the Crédit Agricole insurance range. The *Projet Agri* passbook, a product exclusive to Crédit Agricole and launched in partnership with young farmers, has proved a big success, attracting €51 million in savings. Finally, in another show of commitment to future generations of young farmers, in 2015 the Regional Banks launched *AgriManager*, the first serious game aimed at agriculture which explains the role of bancassurance in running a farming business. Three months on, the game has more than 3,500 players and 32 partner secondary schools.

The Regional Banks also remain the leading financial partner of the food-processing sector, with a 37% market share *(source: Banque de France, October 2015)*. Its leading ranking in Private Placements *(32%, source: Crédit Agricole CIB)* reinforces this position. The dedicated organization (advisory bankers in the regions and experts at Group level), which was recently extended to Rhône Alpes and internationally to Italy and Poland**, has turned developing this customer base into a strategic aim.**

In the **small business market**, the Regional Banks are closely engaged within their home territories, financing more than 137,000 projects with €4.1 billion in 2015, up 11% on 2014. The share of the financing market in this segment rose 0.7 points year-on-year to 24.4% *(source: Banque de France – June 2015)*. The Regional Banks have strengthened their support structure for creators, successfully launching an unsecured financing range at 1% and taking a 7% capital stake in France Active Garantie. This latest step shows that Crédit Agricole has the confidence and capacity to address the specific needs of start-ups. On the innovation front, 2015 saw the launch of Smart TPE, an app that allows small businessmen to take card payments on the move. Also, since June 2015, Crédit Agricole has been offering its customers a global solution on group medical insurance. The launch of the death & disability range complements the Group health offering.

In the **corporate market**, against a background of slowly recovering investment, the Regional Banks made every effort to support the financing of their customers' projects, whether domestic or international. New production of MLT loans grew by 16.5% in 2015 (+3.2% in 2014). In payment instruments and flows, 2015 involved the renegotiation of fees on monetary transactions with the leading retailers. With a market share of 17.7% at end-2014 *(source: Company)*, the Regional Banks reinforced their leading position in this field. With nearly 2,500 policies covering 55,000 employees, 2015 was also notable for the successful market launch of a group health and death & disability insurance for corporate customers. Finally, a Corporate Customer Relations process, focused on operating practice and key posts, was rolled out throughout the branch network to meet the aims of building customer numbers and satisfaction.

In an **association sector** that is changing its structures and economic model (impact of cuts in government grants to local authorities), Crédit Agricole has a deliberate development process to support this sector. In 2015 it attended for the first time the Forum des Associations and implemented conditions to support the development of national partnerships, the first of which was agreed with the Conseil National des Chambres Régionales de l'Économie Sociale et Solidaire.

Nearly one **social housing body** in two is financed by Crédit Agricole *(source: Banque de France – June 2015)*, the Group continued to develop its expertise for its customers, particularly through the marketing of regulated credit facilities (*Prêt Locatif Social*, *Prêt Locatif Intermédiaire* and *Prêt Social Location Accession*) and the launch of partnerships signed in 2014 with two major social housing providers, the Fédération Nationale des Sociétés Coopératives HLM and the Arcade Group.

In 2015, Crédit Agricole, a long-standing partner of **local authorities**, continued to support the public sector through measures such as its 10-year history of cooperation with the European Investment Bank. During the year, seven programmes were available to the Group's local authority customers. Crédit Agricole also continued to develop its insurance partnership with SMACL Assurances, which has provided expert services to charitable and municipal sectors for 40 years.

Finally, 2015 was marked by the **Group's strong engagement in the multichannel retail banking project**. A first stage was completed in June with the identification of 10 drivers and 39 objectives followed by the selection of 17 priority projects. Among these projects, which got under way on 1 October, the enrichment of services linked to the *Ma Banque* application and the upgrade and digitisation of core processes such as opening a new relationship.

LCL

Operating under its own brand, which was adopted in August 2005, LCL is the only domestic network bank in France to focus exclusively on retail banking. Its offering covers all markets: individual customers, small businesses, private banking and SME banking.

Business and organisation

LCL's operations are organised around the following four markets in a manner that is consistent with its strategic objectives and, in particular, the priority given to customers by mobilising the entire company in their service: retail banking for individual customers, retail banking for small businesses, private banking and SME banking. The back-office, electronic payments and flow management and support functions work horizontally across all four markets.

LCL provides its six million individual customers with a broad range of innovative products and services. Its operations cover all activities relating to banking and insurance: savings, investment, lending, payment instruments as well as insurance and advisory. LCL has supplemented its offering with the *Contrat de reconnaissance* firm and verifiable commitments to guarantee the quality of its services and of the relationship with its customers. LCL operates throughout France with around 1,900 branches and some 6,500 ATMs.

The 330,000 small business customers – tradespeople, small retailers, professionals and small business – also benefit from a national network of almost 1,300 specialist advisers working in the branches. These advisors serve as a single contact point to help their customers manage their daily affairs and achieve their business and personal projects. Through its subsidiary Interfimo, LCL is a major player in the financing of professionals.

LCL Banque Privée serves its 163,000 customers by providing a global relationship (high net worth banking, day-to-day banking and finance and insurance) in 71 privileged reception facilities. The Private Banking locations provide the ideal conditions in complete confidentiality for analysis, consultation and decision making in peace and comfort.

LCL Banque des Entreprises relies on its national network of 90 Business Centres and SME branches to provide its 29,000 customers with its full range of expertise in Paris and around France: corporate finance for SME takeovers and acquisitions, market activities, international trade and payments, employee savings. As a player of choice in the Mid-Caps sector, one out of every three Mid-Caps currently banks with LCL. LCL Banque des Entreprises also reaffirms its comprehensive approach and its desire to assist executives with their wealth management plans by expanding its Wealth Management teams in Paris and around France.

To satisfy its customers' new needs, LCL supports its customers anytime, anywhere. In addition to its national branch network, LCL provides online, mobile and tablet access *via* dedicated applications. On the LCL.fr website, customers and prospects can access financial news, promotions on bank products, and a detailed overview of all available offerings. Customers can carry out a wide range of transactions and communicate securely with their adviser. For the 72,000 customers keen on wholly online banking, "e.LCL" rounds off the offering. LCL advisers are available after branch opening hours for an extended period of time from Monday to Saturday.

2015

Significant events

- 19 LCL, the historic Parisian building at 19 Boulevard des Italiens opened its doors to all.
- LCL introduced an innovative new programme *Avantage+*, the card that can earn you money.
- *LCL & Co*, to celebrate its tenth anniversary, LCL joined forces with its customers to design its offerings of the future.

LCL moved its "Centricité Clients 2018" plan forward in 2015.

With the aim of placing the customer at the centre of an interconnected, relationship-focused and digital bank, this project addresses the growing new expectations of customers to access LCL's services wherever they are, with continuity across space and time, more interaction with the bank and increased remote management.

To this end, several large projects were put in place to modernise the distribution model and adapt commercial practices to customers' new expectations, in particular regarding digital uses.

Thus, in 2015 LCL developed a new mobile app - *LCL Mes Comptes* - to enable customers to view and manage their accounts on their smartphone. It also increased the number of online-only offers, the use of the electronic signature and secure online exchanges with its customers.

In 2015, innovation remained the focus of LCL's transformation. The historic Parisian building 19 LCL is not only an open, connected new generation branch but opens its doors to visitors, commercial activities and events. Another innovative move was the new *Avantages+* programme, which offers customers cashback from a wide range of retailers, both online and in the shops.

LCL brought about this transformation by listening to its customers. On a day-to-day basis, the bank collects their feedback and suggestions online, *via* social media, by phone and at its branches. To mark its tenth anniversary, LCL also introduced LCL&Co, an online exchange platform which involves customers in its search for innovative new ideas (over 1,000 customers have signed up).

Business was brisk in 2015. Customer deposits increased by 4.7%, with a more marked increase for the passbook accounts, demand deposits and life insurance. Outstanding loans also rose 6.5%, home loans once again performing well with a 7.4% increase in outstanding amounts. LCL thus continues to take an active part in financing households, small businesses and SMEs.

International retail banking

Business and organisation

On behalf of Crédit Agricole S.A., the "International retail banking" department has operational responsibility for the smooth running and results of these banks as well as managing and supporting their development, in particular by encouraging the application locally of Crédit Agricole Group expertise and developing synergies with the other Group business lines.

In Italy, Crédit Agricole S.A. has a controlling 76.5% interest in Cariparma, alongside the Regional Banks (which own 10% through Sacam International) and the Cariparma Foundation (13.5%). FriulAdria is 80.17% owned by Cariparma, 19.83% being held by retail investors. Carispezia is 80% owned by Cariparma, 20% being held by the Carispezia Foundation. At 31 December 2015, the Crédit Agricole network in Italy had 874 branches. It is the seventh-largest network in Italy by number of branches with over 1.7 million customers. Its Italian operations span ten regions and 58 provinces, including the richest (North, Piedmont, Veneto, Tuscany), which together account for 71% of the population and 78% of Italian GDP.

In Eastern Europe, Crédit Agricole operates under its own brand in Poland, Ukraine, Serbia and Romania.

Around the Mediterranean Basin, Crédit Agricole is present in Morocco and Egypt.

Crédit Agricole S.A. also has holdings in other European countries alongside the Regional Banks, 28.7% of Bankoa in the Spanish Basque Country, and 32.2% of Crédit Agricole Financements in Switzerland.

2015

Significant events

- Continuing development of the agricultural and food processing markets (all countries except Egypt) with 6,000 new active customers, thanks in large part to the Group partnerships.
- Two new projects shared across all Banks: "CAP Digital" to accelerate the digital transformation and "Cross-selling Enterprises" to systematise the shared actions and synergies for the Group's wealth management customers, a new leading platform for high net worth customers.

In 2015, Crédit Agricole's main international retail banks faced a wide range of different contexts:

- in Italy, there was a modest economic recovery and the beginnings of the restructuring of the banking system;
- in Poland, a tightening of customer regulations with a strong impact on revenues;
- in Ukraine, a better outlook after periods of severe tensions affecting GDP, inflation, exchange rates, etc.;
- in Serbia, a weak economic recovery and strong downward pressure on rates;
- in Egypt, the positive impact of the trend in public sector investment (second Suez canal);
- finally, in Morocco, a slowing economy and increased risks for all banks.

Against this ambiguous background, the strong performance of Crédit Agricole's international retail banks were led by Italy (net income Group share +19.2%) and by Egypt, which returned record profits. Note the profit made by Crédit Agricole Ukraine reflecting very prudent management policy.

They improved their sales and financial performance, thanks to targeted actions:

- development of high end customers, and those from the agricultural and food processing sector, taking advantage of the Group's expertise, with highly encouraging results (+6,000 agricultural and food processing customers, particularly in Italy, Poland, Serbia);
- maintenance of a strong pace of deposit inflow at nearly all banks (net inflows of €7.3 billion), with an excellent performance in Italy;
- control of costs in all banks with a restated cost/income ratio in continuous decline (-0.6 point to 55.3%[1]);
- strengthening of the efforts already under way to control risks in Italy, where the cost of risk was brought down by 15%, and in Ukraine, where the surge in doubtful or irrecoverable loans is accompanied by a policy of prudent provisioning. In Morocco, where all banks are facing a rise in risk, Credit du Maroc implemented a structured process (home loans, SMEs) to risk prevention and recovery.

Taken together, Crédit Agricole's international retail banks posted revenues of €2.6 billion, net income of €328 million and net income Group share of €226 million.

GROWTH, INVESTMENT AND GROUP SYNERGIES

In 2015, they continued to invest to transform their branch networks and IT systems to improve performance for customers. 2015 was marked by the launch of two projects, shared across all banks: "CAP Digital" to accelerate the digital transformation and "Cross-selling Enterprises" to systematise the shared actions and synergies for the Group's customers.

In Italy, net income Group share was €153 million (+19.2%), thanks in large part to strong on and off-balance sheet inflows of funds. The Bank's digital transformation continued with the upgrade of the network (200 "Agenzia per te" already automated), the launch of the Nowbanking 4.0 application for retail clients and the restructuring of central services with the creation of the shared resources joint venture, CA Group Solution. In parallel, Cariparma also accelerated its development in the agricultural and food processing market, adding 3,000 new active customers, and strengthened synergies with the Group's business line subsidiaries (commercial partnerships with Agos and CAA, increased sales through Amundi, collaboration with Crédit Agricole CIB on covered bond issues, etc.).

(1) Excluding, the inclusion in 2014 of specific items booked by Crédit Agricole S.A. in the first quarter 2014 (adding €80 million to revenues, including a €92 million positive restatement of shares in the Bank of Italy and a negative €109 million from cost of risk) as well as the associated tax effects. Excluding the Single Resolution Fund and Deposit Guarantee Fund to underwrite Italian banks in 2015.

In Poland, Crédit Agricole Bank Polska (CABP) put in a strong sales performance in net new deposits (net surplus of inflows/loans) and lending (individual customers and corporates). This despite a drop in consumer loans, an area where competition is stiffening. CABP continues to develop as a universal customer-focused bank, increasing customer take-up of Amundi and CAA products (particularly property & casualty insurance). It continues to make progress in the agricultural market - thanks in part to the agreement with John Deere - and among corporate clients, in synergy with Crédit Agricole CIB, LCL and the Regional Banks.

In Ukraine, Crédit Agricole keeps a positive result thanks to some carefully targeted activities: planned reduction in lending to individual customers while growing the customer base through partnership deals with companies, focusing of multinational companies that are already Group customers, particularly in the agricultural and food processing businesses, developing deposits thanks to its image as a solid and trustworthy bank. Crédit Agricole Ukraine launched its digital transformation plan (e-banking retail).

In Serbia, Crédit Agricole strengthened its niche positions in a highly competitive market: ranked second bank for farm financing, leader in automotive loans. It is also developing by exploiting corporate synergies with the Crédit Agricole CIB teams.

In Egypt, the excellent 2015 results were driven both by the expansion of loans to individual customers and a recovery of the corporate business (300 additional customers shared with Crédit Agricole CIB). The new IT system opens the way to the bank's digital transformation.

In Morocco, Crédit du Maroc implemented its medium-term plan CAP 2018: reorganisation of the individual customer network, investment in digital transformation ("direct banking" for individual and corporate customers), development in the agricultural market, synergies with Crédit Agricole CIB for the Group's corporate customers.

Also, in line with the published roadmap Crédit Agricole S.A. continued to refocus its footprint abroad, selling off its Albanian subsidiary and the exit from the partnership alongside the Regional Banks in Belgium's CRELAN bank.

ASSET GATHERING

Asset management

Business and organisation

With operations in the main investment pools in more than 30 countries, Amundi offers a full range of products covering all asset classes and major currencies.

2015

Significant events

- Amundi initial public offering.
- Amundi rated A+ by Fitch: confirming the validity of its business model and financial strength.
- Amundi retains the ECB's confidence for its ABS purchase programme.
- First advertising campaign for the brand: "Your Investment Manager, Your trusted Partner".

Announced on 17 June 2015, Amundi launched its initial public offering on the Euronext Paris stock market on 12 November. Its listing is in line with the shareholders' agreements between Société Générale and Crédit Agricole Groups, which provided for this possibility. It completes Amundi's journey to growth which, since it was set up in 2010, has developed continuously to become Europe's leading asset manager. It bolsters the Group's profile, extends its development and provides the flexibility to seize opportunities for external growth or new partnerships. At the same time, Amundi made a reserved offer to its employees. These two parallel transactions were both successful.

In 2015, markets had a mixed year. The first half was very buoyant but the second half brought a reversal.

In this environment, Amundi expanded its healthy sales trend, securing record net inflows of €79.9 billion. These inflows were well balanced between the two customer segments, retail and institutional, and asset classes, with €44.7 billion of inflows to medium- long-term assets. 75% of net inflows was achieved abroad, reflecting a very healthy trend particularly in Asian joint ventures and especially in China and South Korea, as well as in Italy across the various distribution channels. France, in contrast, remained a tough market. That said, the partner networks, for the first time since Amundi was created, achieved balanced net inflows in medium-long-term assets, although there was still a net outflow from cash products.

Thanks to this strong business showing, Amundi continued to grow revenues and profits, by nearly 8% in both cases[1]. Operational efficiency remained high, with a cost/income ratio stable[1] compared to 2014 at 53.4% Operating expenses rose by just 4.3%[1] and at constant scope and exchange rates.

Net income exceeded €500 million for the first time since Amundi was created, at €519 million[1]. Even after deducting IPO costs of €9 million after tax, net profit Group share was still above €500 million at €510 million.

(1) Excluding IPO costs.

Insurance

Business and organisation

Crédit Agricole Assurances is the largest bancassurer in Europe and the second largest insurer in France by premiums *(source: L'Argus de l'assurance -18 December 2015, data at end-2014)*.

Crédit Agricole Assurances covers all customer needs, in France and internationally through three main businesses: savings and retirement, death & disability/health/creditor and property & casualty insurance.

Savings and retirement

Crédit Agricole Assurances is the second largest provider of personal insurance in France *(source: L'Argus de l'assurance -18 December 2015),* It ranks number 1 in PERP savings plans (*source: L'Argus de l'assurance -17 April 2015*).

It offers its customers a wide range of policies to:

- save, pass on capital or finance a project;
- prepare for retirement.

In France, it distributes its offerings to customers of the Regional Banks and LCL: individual customers, high net worth customers, small businesses and corporates.

Internationally, Crédit Agricole Assurances is primarily expanding through Crédit Agricole Group entities (Italy, Luxembourg, Poland) where it exports and tailors its bancassurer expertise. It also teams up with outside partners in targeted regions (Japan in particular).

In addition, the Group is expanding through alternative networks: independent wealth management advisers, "BforBank" online bank, network dedicated to health professionals.

Death & disability/health/creditor

Crédit Agricole Assurances is the second-largest French insurer in the personal accident cover and long-term care risks segments, and the third largest in death and disability *(source: L'Argus de l'assurance -22 May 2015)*. The Group is the second-largest health bancassurer in *France (source: L'Argus de l'assurance -10 July 2015)* and creditor insurer *(source: L'Argus de l'assurance -10 April 2015)*.

Its insurance solutions cater for customers wishing to:

- protect themselves and their families from the financial implications of a serious personal accident;
- repay a loan in the event of incapacity, disability, unemployment thanks to guarantees linked to consumer or home loans;
- take out innovative and high-performing supplementary health insurance;
- provide employees with a supplementary group health and death & disability insurance contract.

The death & disability/health offering works through the banking networks of Crédit Agricole Group, in France and abroad, supplemented in metropolitan France by a network of general agents dedicated to health professionals.

Crédit Agricole Assurances offers its creditor insurance services through 29 partners, consumer finance institutions and retail banks, in 6 countries.

Property & casualty insurance

Crédit Agricole Assurances is the largest car and home bancassurer *(source: L'Argus de l'assurance -11 and 18 September 2015 respectively)* and the seventh-largest property and liability insurer in France *(source: L'Argus de l'assurance -18 December 2015)*.

It offers a full range of property & casualty insurance contracts to individual customers and small businesses: protection of personal property (car, home, etc.), protection of farming and business assets, protection of nomad electronic equipment in the home, legal protection, professional liability insurance, card theft protection (in case of fraudulent use of lost or stolen payment instruments).

It markets its products to customers of the Regional Banks, LCL and *via* a network of agents for the health professionals sector.

Internationally, just like its strategy to grow in savings and retirement, Crédit Agricole Assurances is capitalising on the success of its bancassurance model by also deploying its expertise in property & casualty insurance.

2015

Significant events

- Successful billion euro subordinated bond issue.
- Launch of the Prairies Insurance contract and a new Harvest Insurance offering.
- UAF Life Patrimoine, a new leading platform for high net worth customers.

French insurance groups, Crédit Agricole Assurances prominent among them, had to face a number of challenges in 2015:

- a continuing climate of low interest rates, which led insurers to adapt their business model and savings offerings. Faced with this environment, Crédit Agricole Assurances responded by, first, strengthening the balance between its businesses by continuing to develop unit-linked, death & disability/health and property & casualty products while, second, tailoring its offerings and sales structure through, among other means, new synergies: creation of Premundi, shared services with Amundi offered to Regional Banks, developing long-term savings solutions and continued coordination on third-party distribution with the setting up of UAF Life Patrimoine;
- regulatory and legislative changes, most notably the entry into force of Solvency II on 1 January 2016. Crédit Agricole Assurances was prepared having adapted its financial management and sales policy; also, in January 2015, Crédit Agricole Assurances successfully issued a billion euros of subordinated debt onto the market in order to adapt the financial resources and capital structure of the whole bancassurance Group to the new solvency rules resulting from Basel 3 and Solvency II. In addition, Crédit Agricole Assurances anticipated introduction of the National Interprofessional Agreement by laying the groundwork for a corporate bancassurance model similar to that which proved so successful in the individual customer market, in the death & disability and health sectors;

- new social issues, particularly in the areas of health, retirement and long-term care risks. Crédit Agricole Assurances responded with appropriate products, investment decisions, in line with Crédit Agricole's traditional fields of excellence (housing, environmental economics, agriculture and food processing, healthcare and ageing) and also by its social commitment to family caregivers. The insurance world also has to adapt to the new consumption habits of its customers; to meet these expectations, Crédit Agricole Assurances is heavily committed to digitising its sales and management processes.

In business terms, Crédit Agricole Assurances held up well in the current tough economic environment for France and continues to develop: revenues totalled €31.2 billion(1), up 3.2% on 2014.

The Group recorded €7.8 billion in net inflows over the year, including €5.5 billion in France, where life insurance continues to offer attractive returns compared to other secure investment vehicles.

Savings and retirement, with revenues of €24.9 billion(1), up 2.6%, saw a rise in sales of unit-linked contracts (22.7% of total sales, a 6.8 point rise on 2014).

For the death & disability/health/creditor segment, 2015 premiums totalled €3.8 billion(1), 5.5% up on 2014.

Property & casualty insurance premiums continue to enjoy strong growth. They totalled €2.5 billion(1), 5.4% up on 2014. The combined ratio in France, where the Group carries on the bulk of its business, is 95.8%, a 0.7 point improvement on 2014.

Wealth management

Business and organisation

Since 2012 Wealth Management has followed a strategy of standardising its subsidiaries worldwide. Solidly implanted in Europe, the Middle East, Asia Pacific and the Americas, its local teams have strong delegated powers enabling them to respond locally to customers, who are increasingly international, offering them a high-performing and demanding offering.

2015

Significant events

- Second successive year of positive net inflows.
- Healthy sales trend in France, in the Retail Banking branch networks, and abroad.

In 2015, wealth management maintained its highly positive trend, growing assets under management by €8 billion, from €101.6 billion at end-2014 to €109.6 billion at end-2015. Gross operating income rose 20% to €174.4 million at end-2015 (vs €144.9 million a year earlier). This growth was achieved against a backdrop of low interest rates putting pressure on margins.

Indosuez Wealth Management was launched as a global brand on 18 January 2016. This is a decisive stage in the Group's development. The aim is to communicate to all its customers and its 2,700 employees the distinctive values and elements of its identity. Synergies between Indosuez Wealth Management France and the Regional Bank network are now fully in place.

LCL Banque Privée also provides private banking services and had assets under management of €41.4 billion at end-2015.

(1) *Under French GAAP.*

LARGE CUSTOMERS

Corporate and investment banking

Business and organisation

Crédit Agricole CIB, the financing activities and investment bank of Crédit Agricole Group, has a total of six business lines. Customer relations & international network coordinate the sales relationship with large corporates in France and abroad. Structured finance consists of originating, structuring and financing transactions backed by secured assets, such as aviation and railways, maritime, real estate and hotel finance, as well as complex and structured loans. Investment banking chiefly covers advising large corporates in equity financing. Capital markets activities cover all sales and trading activities on the primary and secondary markets (fixed income, forex, credit, bonds, securitisation, money market) for corporates and financial institutions. The debt optimisation & distribution business line is responsible for originating, structuring and arranging medium and long-term bilateral and syndicated loans as well as the underwriting and primary and secondary distribution of syndicated loans. International trade finance and transaction banking offers cash management solutions, supply chain finance and helps its customers with international trade finance.

2015

Significant events

- Commitments and steady progress toward combat climate change and a confirmed leading position on green bonds.
- Crédit Agricole CIB number 1 in Europe and France by number of private euro placements *(source: Dealogic)*.
- Innovative deal for Total first dollar synthetic bond financing in France.
- Crédit Agricole CIB in the top 3 for CNH issues *(source: Bloomberg).*

A TOUGH ENVIRONMENT

The geopolitical and economic climate remains difficult. It was dominated by tensions in the Middle East, international sanctions against Russia and slowing growth in China and Brazil. Meanwhile, compliance is becoming a crucial issue for CIBs. Finally, regulatory requirements are increasingly restrictive of scarce resources and large teams have had to be mobilised to ensure compliance and anticipate future regulations where possible.

DIVERSIFIED BUSINESS LINES AND EXPERTISE SERVING CUSTOMERS AND THE GROUP

Despite this tough environment, Crédit Agricole CIB enjoyed excellent commercial performance and maintained its market positions. It confirmed its standing as a strategic partner of its customers, corporates and financial institutions, in France and internationally. As part of the newly formed Large Customers division of Crédit Agricole S.A., Crédit Agricole CIB also supports the Group through its expertise.

In 2015, structured finance solutions consolidated their long-standing leadership positions and the quality of their businesses. Aviation, maritime, real estate, energy and infrastructure all saw revenues rise. As a result the Bank was named Best Infrastructure House in the Euromoney awards and became the leading bookrunner in Western Europe for LBO/MBO finance according to Thomson Reuters. In a difficult market environment, capital market activities met their targets and sustained their corporate customer base while developing relationships with financial institutions. Numerous initiatives were launched and will be pursued, including strengthening the forex platform and expanding e-business. The Bank has confirmed its capacity for innovation as shown by the string of firsts in sustainable banking: first green bond in Mexico, €300 million Climate bond with the City of Paris, launch of the Schneider Electric Energy Access Ventures Fund providing power in rural and suburban areas of sub-Saharan Africa, private placement for the EBRD in Japan, among others. Investment banking had a strong year commercially, with innovative deals such as the Total placement, the first synthetic dollar bond fundraising in France. In the Debt Optimisation and Distribution business, the capital structure and rating advisory departments enhanced the appeal of the bank's offering, as did the Euro PP offering, which is expanding rapidly among mid-caps. Finally, international trade finance and transaction banking confirmed the scale of its ambitions. Substantial deals were done last year, such as the deals with Quanta in trade finance, and with Trafigura in commodity finance, as well as in transaction banking. Crédit Agricole CIB was named leading Trade Finance bank in Western Europe.

The Bank has reaffirmed its international footprint. In 2015, there was strong commercial growth in several regions, including the Americas, led by the USA, which is the bank's second biggest operation, Asia, the Middle East and Europe. Flagship transactions included: a €1.5 billion refinancing for Alpha Trains, an offshore renminbi issue for the CADES, Coty's buyout of Procter and Gamble assets and the Outokumpu issue, which was Crédit Agricole CIB's first ever issue of convertible bonds as a bookrunner in the Nordic countries.

CORPORATE SOCIAL RESPONSIBILITY AT THE CORE OF THE BANK'S COMMITMENTS

2015 marked a major milestone in the struggle against global warming with the COP21 conference in Paris. Crédit Agricole CIB announced that its four UNO commitments made by Jean-Yves Hocher at the 2014 Climate Summit on 23 September 2014, had been achieved in full. During the conference, Philippe Brassac also announced that Crédit Agricole was confirming its commitment as a major player in the fight against climate change and that Crédit Agricole CIB would structure at least US$ 60 billion of new green finance by the end of 2018.

In addition, the Bank reviewed and implemented a number of new sector policies. It revised its policy on coal, deciding to no longer finance coal mining projects or companies linked to the sector nor to fund certain coal-fired power stations in rich nations. New policies were developed for the real estate, forestry and palm oil sectors.

STRATEGIC AMBITIONS

Finally, the bank is looking toward the future, opportunities and growth, as exemplified by the Medium Term Plan announced on 9 March 2016. Ambitious targets to be achieved in large part through a targeted investment programme that will result in a yet fuller and more competitive client-centric product range.

Asset servicing

Business and organisation

CACEIS is an international banking group, with 3,275 employees, specialising in asset servicing for a customer base of management companies, institutional investors and large corporate businesses. Present in 12 countries, CACEIS offers a full range of services: execution, settlement, depositary bank-custody, fund administration, middle office solutions, forex, securities lending/borrowing, support for fund distribution and issuer services. CACEIS has about €2,327 billion of assets in custody and €1,477 billion under administration, and is one of the global leaders in asset servicing *(source: Company)*.

CACEIS is 85% owned by Crédit Agricole S.A. and 15% by BPCE Group.

2015

Significant events

- 2 new depositary bank branches in Switzerland and London.
- 40% rise in assets deposited in the Private Equity, Real Estate & Securitisation business line.
- 3,000 managers using OLIS Mobile, the new CACEIS web application.

CACEIS has extended its European coverage opening two depositary bank branches, one in Switzerland one in London. It confirmed the success of its service offering to real estate, private equity and securitisation fund managers. The Group optimised its solutions for institutional investors, creating a single European platform for portfolio valuation. Finally, CACEIS continued the digitisation of its products, deploying OLIS Mobile to investment fund managers. OLIS Mobile is a mobile web app for portfolio monitoring.

SPECIALISED FINANCIAL SERVICES

Consumer finance

Business and organisation

Crédit Agricole Consumer Finance is present in 21 countries, including 19 in Europe, and offers its customers and partners a broad range of financing and insurance solutions, via six distribution channels:

- Crédit Agricole Group banking networks in France, Italy and Morocco, for which it provides all or part of the management of consumer finance (revolving loans and personal loans);
- direct selling, in branches and online;
- retail points of sale, using partner business introducers;
- major partnerships, including with companies in the automotive, retail and institutional (banking and insurance) sectors;
- joint ventures with major car manufacturers as part of captive finance companies;
- broker networks.

Crédit Agricole Consumer Finance consists of the following entities: Agos (Italy, 61% owned), CreditPlus Bank (Germany), Crédit Agricole Consumer Finance Nederland (Netherlands), Crédit Agricole Consumer Finance France, Credibom (Portugal), Credicom Consumer Finance (Greece), Credium (Czech Republic and Slovakia), Wafasalaf (Morocco, 49% owned), FCA Bank (50/50 JV with Fiat Chrysler Automobiles, present in 16 European countries), Forso Nordic (50/50 JV with Ford, present in Denmark, Finland, Sweden, Norway) and GAC Sofinco AFC (50/50 JV with Guangzhou Automobile Group CO, in China).

2015

Significant events

- Relaunch of consumer finance services in the Group's retail banking branch networks, turnaround of Agos and strong performances by the automotive joint ventures.
- Launch of the CACF 3.0 digital transformation project.
- CA Consumer Finance, Europe's leading player in a number of consumer finance securitisation deals.

In 2015, CA Consumer Finance's relation to the Group has been further strengthened. The Group's banks who entrust their consumer credit business to CA Consumer Finance have seen business grow by 16.6% in 2015. The 33 Regional Banks already involved in Conso 2.0 saw their new lending increase by up to 40%. LCL's production makes up 20% of new lending at CA Consumer Finance in France. Crédit du Maroc increased its production by nearly 17% through Wafasalaf. In Italy, Cariparma and Agos signed a new distribution agreement and launched a loan product in partnership with CACI, a subsidiary of CA Assurances specialising in creditor insurance.

Agos confirmed its financial recovery and is back on track to commercial growth. The new agreement signed at year-end between CA Consumer Finance and Banco Popolare, the two shareholders, provides for permanent terms for refinancing and distribution of its products.

The automotive joint ventures, including FCA Bank in Europe and GAC Sofinco in China continued their expansion to post record results.

With the aims of improving the customer experience, stimulating innovation and accelerating its development, in 2015 CA Consumer Finance launched the CACF 3.0 digital transformation project. Significant results include: the inter-entity hackathon which brought together some thirty employees and led to development of an application simplifying the customer pathway, slated for roll-out in Germany and Italy in 2016, the partnership signed with Google in October 2015, the Labo Sofinco in France – which has had 37 prototypes approved in 18 months of existence -, e-signatures at Agos, and Skype-based identification at CreditPlus.

JP Morgan International ABS & CB Research ranked CA Consumer Finance Europe's leading player in a number of consumer finance securitisation deals, with 11 transactions completed in 2015 and number two in Europe on the market for euro-denominated securitisations totalling €5,210 million. Securitisation and deposit-taking (more than two billion euros of deposits taken since 2014) are major sources of external finance for CA Consumer Finance and further its policy of increasing self-funding.

Leasing & Factoring

Business and organisation

Crédit Agricole Leasing & Factoring (CAL&F) is the subsidiary of the Group with expertise in specialised financing. A major player in lease financing and factoring in France, with leading positions in Europe, CAL&F provides solutions for businesses of all sizes, not only for their equipment and property investment plans but also for the financing and management of their trade receivables.

CAL&F works closely with the retail banks within the Group in France and internationally as well as with non-banking partners. Through its presence in the regions, it is in close proximity to economic players, as well as being able to support its customers outside France from nine offices in Europe and North Africa.

Lease financing

CAL&F offers lease financing solutions designed to meet the needs of businesses and local authorities looking to invest in and replace equipment: equipment lease financing, finance leasing, IT operational leasing, property lease financing, financing of sustainable development projects as well as the public sector and its private sector partners.

In France, CAL&F is ranked third in property and equipment lease financing *(source: Company, March 2015)* and a major financer of renewable energy projects. Internationally, it operates in four countries. It is ranked eleventh in Europe in lease financing *(source: Leaseurope, 2014)*. In Poland, EFL is the leader in lease financing *(source: Company, 2015)*. In addition, CAL&F is part of the Unico Lease Network.

Factoring

CAL&F provides trade receivable financing and management solutions for corporates and small businesses, both for their day-to-day operations and for their expansion plans, in France and internationally: financing, dunning and collection of accounts receivable, guarantee against insolvency risk and managed services.

In France, one in four customers opted for the CAL&F factoring solutions. No. 2 factor in France, it is market leader in domestic transactions.

Thanks to its international network, CAL&F supports its customers and partners in the leading European countries (Germany, Italy, Spain, Portugal, Belgium, Poland, etc.) and overseas. It is a member of the international networks Factors Group and Factors Chain International.

2015

Significant events

- Business expansion with production of €4,769 billion in leasing and €12,681 billion in factoring.
- Launch of a dedicated offering for business creators called "Préférence Créateurs" in France.
- Continued digitisation of its customer relations with development of the Eurofacto Online mobile application.

2015 saw the launch of Corporate Project 2015-2017 focusing on development, utility and profitability. CAL&F continued its growth with production of €4,769 billion in leasing (up 11.8%) and €12,681 billion in factoring, up by 21.5%.

As an innovative contributor, CAL&F trialled its factoring range for business creators *Préférence Créateurs* deployed in 2016. CAL&F also overhauled its lease financing offer for farmers *Agilor-bail* aiming to double production in three years. Finally, it now offers a confidential line-by-line factoring range which means SMEs and SMIs have access to financing within 24 hours.

CAL&F has continued digitisation of its customer relations with development of the Eurofactor online mobile application with a simplified click path.

CAL&F is also committed to energy transition, a major theme for the Group It set up a department dedicated to financing energies and the territories (€425 million of environmental projects financed in 2015).

Internationally, the Eurofactor brand has been rolled out in Poland, Spain, Portugal, Germany and Benelux countries. Finally, Crédit du Maroc launched its own factoring business in April 2015.

CORPORATE CENTRE

CACIF – Crédit Agricole Capital Investissement & Finance

Significant event

- SODICA Millésime completed the disposal by CA Grands Crus of Château de Rayne Vigneau (the leading *Grand Cru Classé* in Sauternes) to the Trésor du Patrimoine Group.

CACIF holds its shareholder's investments in unlisted companies through a number of dedicated funds, most of which are managed by its subsidiary IDIA (handling private equity stakes in agriculture and food processing, wine-making – CA Grands Crus and Grands Crus Investissements – forestry and agricultural land interests and diversified private equity).

CACIF also provides services through SODICA Corporate Finance, specialising in M&A, financial engineering and mid-cap stock market services (SODICA ECM), as well as advisory on wine-making transactions (SODICA Millésime). SODICA is the Group's listing sponsor on Alternext.

Crédit Agricole Immobilier

Significant events

- Territorial development agreements with the Regional Banks to support customers on housing issues.
- Creation of a BBCA label, led by Crédit Agricole Immobilier, to improve the readability of buildings' carbon footprint.

As the Group's real estate specialist, Crédit Agricole Immobilier builds, sells and manages housing and offices of use to the territories and customers, in tandem with the Group's local banks, incorporating new urban and environmental constraints. As a trusted partner it supports real estate projects of private individuals through its residential property development and property administration service (Crédit Agricole Immobilier and Square Habitat), while businesses, local authorities and institutions benefit from its office development, property management, asset management and consulting and commercial property services.

A major player in providing access to housing and regional economic development, Crédit Agricole Immobilier coordinates a range of local and national expertise, in synergy with the Group entities.

Uni-Éditions

Significant events

- Kiosk volume sales up 3% in a market down 8%[(1)].
- Launch of the quarterly *Dossier Familial Expert* in kiosks and *full digital* version.

Crédit Agricole S.A.'s press subsidiary, Uni-Éditions is one of the top eight magazine publishers in France and continues to be one of the most profitable *(source: Precepta and Xerfi surveys, September 2015)*. With a workforce of 120 and revenues of near €90 million, the company publishes 11 magazines, which share the attributes of practicality, culture, expertise and proximity with the reader. In 2015, Uni-Éditions successfully established: *+ de Pep's* and *Secret d'histoire*.

Dossier Familial is still the top selling French monthly with 1,027,592 copies[(1)] bought. *Détente Jardin et Maison Créative* dominate the home and garden magazine market. *Régal* is still the leading food magazine. *Santé Magazine* is still the most read women's monthly. *Détours en France* achieved circulation of 100,000 copies sold in 2015[(1)].

In 2015, Uni-Éditions had over 2.5 million paying customers.

Payment Systems & Services

Significant events

- New payment strategy road map.
- Market launch of Smart TPE/Monem Mobile and Paylib.
- Rollout to Regional Banks of a comprehensive system to combat e-payment fraud in real time, installed on the Group's payment platform (3PG).

Payment Systems & Services is home to all the payments expertise of the Crédit Agricole group. Banks in the payments market face a number of major challenges including digital transformation, new uses, increasing regulatory constraints, intensifying competition from non-bank operators. That said, the business is today a real engine of development and value creation.

In this environment, the Group continued in 2015 to meet the new challenges and offer Group banks and their customers a full range of payment products and services yet closer to their needs with the constant aim of combining security and ease of use.

The Group plans to strengthen its position as a major player in the payments market, innovating and winning market share, in the interests of its customers.

(1) Source: Office de Justification de la Diffusion, OJD., January 2016.

2 ECONOMIC, SOCIAL AND ENVIRONMENTAL INFORMATION

CSR is the cornerstone of all our business lines

3 ambitions, 10 priorities

Ambition n° 1

Supporting the French territories in addressing their sustainable development challenges

1 Listen to **our** internal and external **stakeholders**, understand and take into consideration the economic, social and environmental issues that have influence on them.

2 Offer, **in all our business lines, innovative products and services** that respond to the main sustainable development challenges faced by our customers and partners.

3 Respond to the **societal challenges identified in Crédit Agricole's four fields of excellence**, that is agriculture and food processing, housing, health and ageing of the population, energy savings and environment.

Ambition n° 2

Striving for excellence in relation with our customers, with our employees and in our operations

4 **Aim to build lasting relationships** with our customers, by protecting their interests and ensuring the accessibility of our offerings.

5 Be a **responsible employer**, fostering the development and employability of our employees, guaranteeing equal treatment for all, promoting diversity, improving quality of life at work and encouraging social dialogue.

6 Limit and reduce our **direct environmental impact**, with particular focus on energy, paper and waste.

7 Consideration for social and environmental factors in our **purchasing procedures** and relationships with suppliers and sub-contractors.

Ambition n° 3

Managing all risks, including non-financial ones

8 Respect **ethics** in our business and in banking and financial transactions.

9 Reinforce the inclusion of **environmental, social and governance issues** right from the design stage of our products and services.

10 Continue to formalise and guarantee compliance with **sector-specific policies** which guide our actions and behaviour and affirm our exacting standards as a responsible financial partner and investor in certain sensitive or complex business sectors.

Expertise

N° 1 financial **partner for renewable energies in France**

€30 million **invested in local initiatives by the Regional banks**

1. REINFORCING THE CSR STRATEGY

1.1. A RESPONSIBLE BANK

The Executive Management has made the development of corporate social responsibility (CSR) a strategic priority for Crédit Agricole S.A. The aim is to carry out its banking and insurance activities responsibly and effectively as regards its stakeholders, and to assume its role as the leading financial partner of the French economy and its territories.

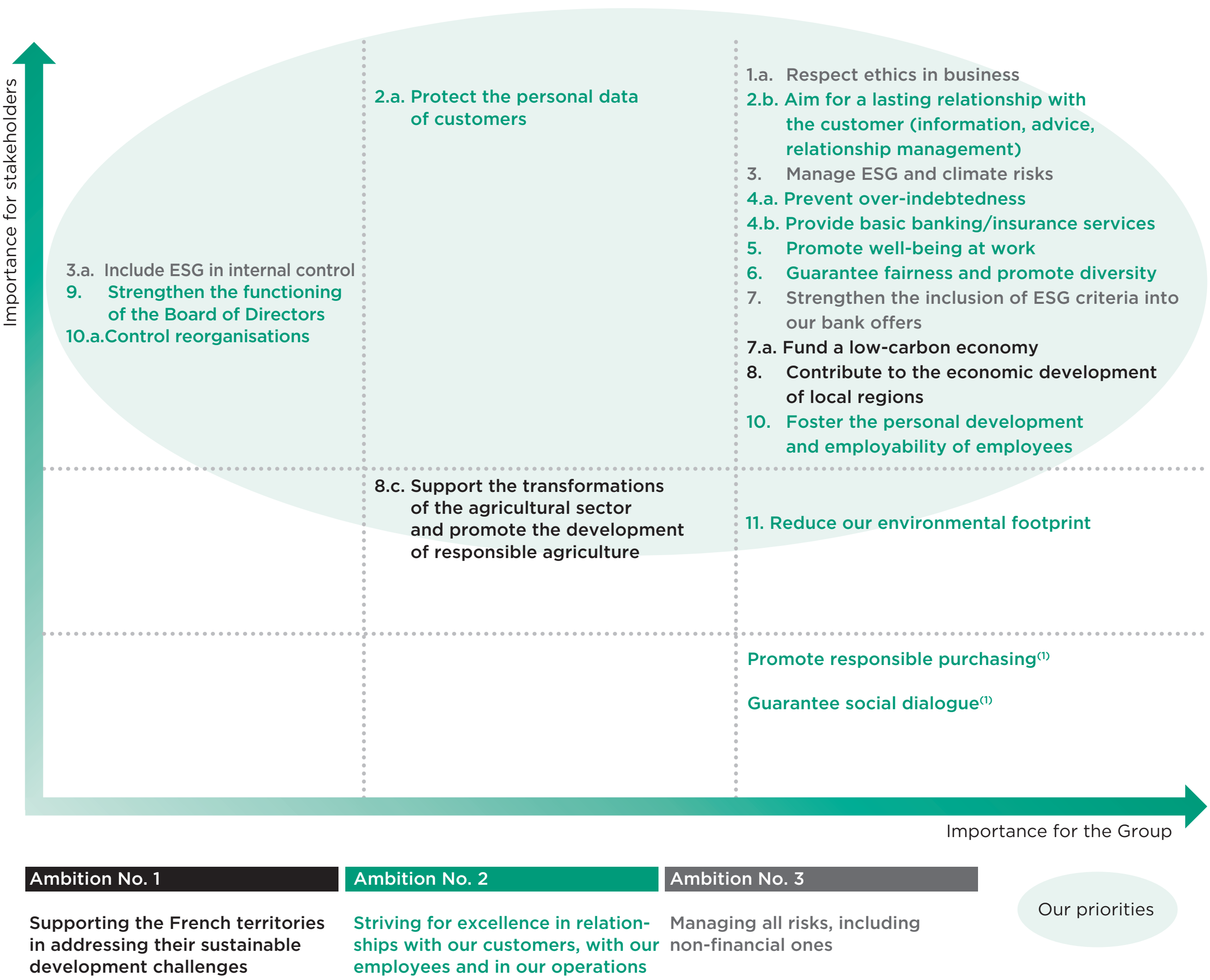
1.1.1. Three ambitions and ten lines of priorities

CSR has been the Group's central strategic challenge since the "2010 Group Project". Its position has been reinforced in each subsequent strategy plan. Established and shared within the decision-making bodies, the CSR policy was formalised in 2013, around three ambitions and ten lines of action.

1.1.2. Identify priorities

Having undertaken to assess its CSR policy in light of the opinions and expectations of stakeholders, the Group has developed a CSR barometer to gauge stakeholder perception of the banking sector in general and Crédit Agricole's conduct in particular. A total of 3,000 people – customers, employees, members of civil society, opinion leaders and experts – were surveyed between 2014 and 2015. Complemented by expert evaluation and set against the expectations of non-financial rating agencies, this dialogue with stakeholders has resulted in the identification of the key CSR challenges facing the Group.

MATRIX OF CSR CHALLENGES



(1) Pertinent subjects retained in the Group strategy, although not a top priority for stakeholders.

Crédit Agricole has accordingly defined priority objectives in relation to its challenges.

Challenges	Objectives
1. Respect ethics in business	1.a. Promote a compliant and ethical culture from top management
2. Aim to build lasting relationships with our customers by protecting their interests	2.a. Ensure the protection of personal data and transparency in their use
	2.b. Ensure real attentiveness and transparency of advice
3. Manage all risks, including ESG	3.a. Taking into account ESG criteria into internal control and risk management procedures
	3.b. Taking into account ESG criteria into investment decisions
4. Encourage financial inclusion	4.a. Prevent and tackle over-indebtedness
	4.b. Develop an offer available to financially vulnerable customers
5. Improve well-being at work	5.a. Align management culture with new social expectations and behaviour
	5.b. Prevent stress at work
6. Ensure fairness and promote diversity	6.a. Promote women among top level managers
	6.b. Ensure fairness in terms of social protection for our retail banks abroad
7. Reinforce the inclusion of environmental, social and governance (ESG) issues in our products and services	7.a. Support the transition to a low-carbon economy
	7.b. Finance the development of renewable energies in France
8. Assist the French territories in facing their sustainable development challenges	8.a. Allocate savings to activities with positive impacts (environmental and/or social) in the French territories
	8.b. Support the development of entrepreneurial activities
	8.c. Support the agricultural sector in the management and mitigation of climate risks, and provide responses to social and economic challenges
9. Improve governance	9.a. Strengthen the operation of the Board of Directors
10. Foster personal development and employability of staff	10.a. Anticipate and accompany changes in jobs
11. Manage our environmental footprint	11.a. Reduce our greenhouse gas emissions

1.1.3. Manage our CSR performance: FReD

Crédit Agricole's CSR is more specifically embodied in FReD. FReD is an initiative designed to deploy, manage and measure CSR progress, and is a mean of supporting the CSR policy of the Group and its subsidiaries. It is based on three pillars and 19 commitments aimed at strengthening trust (Fides), developing Humans and Company's ecosystem (Respect) and protecting the environment (Demeter). In 2015, for the fourth consecutive year, Crédit Agricole S.A. published the results of its FReD index, an indicator measuring improvement in the Group's CSR performance. The 2015 score of 2.3 was validated by PricewaterhouseCoopers. 13 entities[1] are involved in the process, with 240 plans underway in 2015. Other than Cariparma, which has taken part in FReD from the outset, several International Retail Banking subsidiaries apply the procedure without yet contributing to the overall score (Crédit Agricole Bank Polska, Crédit du Maroc, Crédit Agricole Egypt). The FReD approach and its results are described on the Crédit Agricole S.A. website: http://www.credit-agricole.com/en/Responsible-and-committed/Measuring-our-performance/FReD-an-original-CSR-approach.

Credit Agricole S.A. aims to strengthen its overall CSR performance by building on the portfolios of FReD action plans and any other actions taken as part of its CSR policy. The Group's inclusion in major CSR benchmarks was again confirmed in 2015: NYSE-Euronext Vigeo® indices, FTSE4Good, STOXX ESG Leaders, Oekom Prime.

(1) *Amundi, CACEIS, Crédit Agricole Assurances, Crédit Agricole Corporate and Investment Bank, Crédit Agricole Consumer Finance, Crédit Agricole Immobilier, Crédit Agricole Leasing & Factoring, Crédit Agricole Private Banking (CA Indosuez Private Banking, CA Luxembourg, CFM and Crédit Agricole Suisse) Cariparma, Crédit Agricole S.A. Holding, LCL, Payment Systems & Services and Uni-Editions.*

1.2. BEING A COMMITTED GROUP

For over 10 years, Crédit Agricole has demonstrated its involvement through its various commitments, many of which have focused on the development of “climate finance”.

Signatory of the:

- United Nations Global Compact since 2003;
- Equator Principles since 2003;
- Principles for Responsible Investment since 2006;
- Diversity Charter since 2008;
- Sustainable Purchasing Charter since 2010;
- Charter for the energy efficiency of commercial buildings since 2013.

Co-founding member of the:

- Green Bonds Principles since 2014;
- Portfolio Decarbonization Coalition since 2014;
- Mainstreaming of Climate Action Within Financial Institutions since 2015;
- Catalytic Finance Initiative since 2015;
- French Business Climate Pledge since 2015;
- BBCA association (low-carbon building) since 2015.

Participant in the:

- call for carbon pricing at the initiative of the World Bank Group in 2014;
- Montreal Carbon Pledge since 2015;
- Paris Appeal on Climate Change since end 2015.

1.3. INVOLVING ALL BUSINESSES

To better coordinate and disseminate the Group’s CSR policy, Crédit Agricole S.A. has set up a seven-member Sustainable Development department that reports directly to the Secretary General. Firm in the belief that all stakeholders must play a role in the governance of the CSR policy, the Group has established an organisation combining several bodies with distinct tasks. Its main goal is to increase awareness of CSR risks and opportunities within the Group.

Bodies	Main tasks
Strategy and CSR Committee	Guarantees CSR values and principles, ensures that CSR challenges are factored into the strategy and operations.
Crédit Agricole S.A. Executive Committee	Validates CSR policy and provides the means for its implementation.
Sustainable Development Committee (comprising the CEOs of key subsidiaries and business lines)	Makes recommendations on the Group’s CSR policy, coordinates its implementation, manages and selects action plans and projects.
CSR managers	Coordinate the implementation of wide-reaching action plans operationally.
CSR community	Organises activities, exchanges and implementation of action plans.

For the purposes of this registration document, the Group has decided to classify the initiatives taken in 2015 in accordance with the following topics:

- strengthen the trust of its customers and partners;
- develop “climate finance”;
- help customers meet their social, environmental and interdependent challenges;
- contribute to employees development;
- promote economic, cultural and social development in the territories where it operates;
- limit its direct environmental impact.

CSR information corresponding to the “Grenelle II” Decree (Article R. 225-105-1 of the French Commercial Code) is thus provided in each of the above-mentioned actions. A table of cross-references to the list of social and environmental disclosures required by law is provided at the end of this chapter. The reporting scopes of the various consolidated indicators are specified throughout the text, in the corresponding paragraphs.

2. STRENGTHENING TRUST

2.1. SATISFYING CUSTOMERS

The Group measures the trust and satisfaction of its customers and places it at the heart of its actions, a process involving all of its employees.

2.1.1. Be attentive

A. Train employees to excel in customer relations

Crédit Agricole promotes high quality advice by encouraging its employees to be actively attentive. A number of training programmes were implemented in 2015 so that everyone, including those with no direct customer contact, bears in mind the primacy of the customer's interests.

To improve the quality of advice provided to customers and in accordance with regulations, Crédit Agricole Group has, since 1 July 2010, used a system for training and verifying the professional knowledge of employees, notably that of its account managers. It deals with the protection of customers whenever information or advice is provided. To involve its employees who are not in direct contact with customers, Crédit Agricole S.A. put in place in June 2013 a frontline immersion programme for its employees.

B. Develop a balanced relationship

IN THE REGIONAL BANKS

Continuing the transformation of its distribution model through the Multichannel Retail Banking project, Crédit Agricole has launched 17 digital innovation projects. Using new development methods based on short cycles, the bank aims to offer its customers new uses and new services through a redesigned digital architecture. As such, the acceleration of the shift to paperless services, interruptible and interoperable digital processes available on various devices for initial contacts, mortgage lending, consumer finance and savings allow customers and users to enjoy a new and differentiating experience in their interactions with the bank. Customers will be able to build on tools allowing them to contextualise situations and communicate freely with their account manager. They will also enjoy better support in temporary or permanent situations of mobility through *FACILIT*, a dedicated service based on the multimedia contact centres operated by Crédit Agricole Titres. Over 300 players from all Group entities (Regional Banks, subsidiaries, FNCA, Crédit Agricole S.A.) were enlisted to implement these projects. The rollout of the initial projects will start in the first half of 2016, and the process will run until 2017.

The adoption of the *Relation Client 2.0* plan, already targeting specialised customer groups within the commercial networks of the 39 Regional Banks, was intensified in 2015. To date, a total of 18 Regional Banks have adopted the plan for small businesses and farmers, and a further 28 have rolled out the approach in the services of the headquarters of the Regional Banks. Two new projects emanating from the *RC 2.0* plan were also launched in 2015: the section dedicated to high net worth customers, for which ten Regional Banks have already trained their network, and *Relation Client Entreprise*, a project that already involves nine Regional Banks.

AT LCL: DIALOGUE AND CO-CONSTRUCTION WITH CUSTOMERS

The *Centricité Clients 2018* plan aims to place customers at the centre of an interconnected, relationship-focused and digital bank so as to meet their increasing expectations and offer them a smooth experience in their contacts with the bank. Several major projects are underway, targeting individual customers, small businesses and SMEs.

This translates into direct exchanges with customers through different channels (phone, email, online and mobile banking, social networks, etc.) and through co-construction workshops. To mark its tenth anniversary, LCL launched an online exchange platform allowing the co-construction with customers of new product offerings and services that match their needs. LCL will select 1,000 customers, who will be asked to express and share their ideas and suggestions at four workshops every year. In addition, in order to assist customers in dealing with their requests, specific after-sales services have been set up to advise them in complex processes (legacies, payment systems, home loans, account management for protected adults). Internally, work continued on services such as the *Tremplin* programme promoting new practices within the networks, the development of collaborative networks and co-creation or coaching workshops.

C. Monitor customers' expectations

MEASURING SATISFACTION

In recent years, the majority of Group business lines have developed their own barometers and/or studies to survey customer satisfaction. Analyses are validated at each key stage of the relationship or of the product's lifecycle. They help define the priority actions associated with improving this satisfaction.

Each Regional Bank conducts satisfaction surveys to gain a deeper insight into its customer relationship. These regional surveys are conducted by Crédit Agricole S.A. among network customers in all markets (individuals, corporates, small businesses, farmers) by mail and in some cases online for individuals. Almost 285,000 customers from three Regional Banks were interviewed in 2015.

For each point of contact (branch, e-mail, website, telephone, mobile applications), LCL offers its customers a performance review to gage their inclination to recommend LCL and to canvass suggestions for improvement. In 2015, LCL received comments from nearly 2.9 million customers across all markets, and collected more than 335,000 performance reviews.

Crédit Agricole Consumer Finance (CACF), the Group's consumer finance subsidiary, has an entity dedicated to measuring and managing customer satisfaction within its Business departments in France.

IRC, AN EXACTING BUSINESS INDEX

In addition to the traditional barometers, and to go beyond a mere sense of satisfaction, the customer recommendation index (*indice de recommandation client*, IRC) represents an indicator of the quality of service. By means of an annual barometer taking readings across all markets, this global synthetic indicator measures customers' attachment to their bank based on whether or not they would recommend it to a close relative or friend. The fourth reading of the IRC, at national level, was carried out across all markets in 2014. Regional IRCs were also launched for the fourth year in the individual customer markets of 31 Regional Banks. The third reading of the IRC in more specialised markets, such as high net worth customers or small businesses, was also completed in 2015. Two IRCs devoted to specific markets (corporates and farmers) were performed for the first time in 2015.

The IRC method is deployed in the majority of Group entities both in France and abroad.

COMPLAINTS

Crédit Agricole S.A. has a customer relations service dedicated to managing complaints sent only by mail or e-mail from customers of the Regional Banks and the subsidiaries in France and abroad. These entities also have their own customer service department and an ombudsman, in accordance with the recommendations of the French Regulatory and Resolution Supervisory Authority. Complaints sent to Crédit Agricole S.A. are dealt with within 19 calendar days on average.

Handling complaints made by individual and small business customers within LCL is organised around three distinct and successive levels: branch, the customer relations department and the LCL ombudsman. Customers are informed of this mechanism through their account statements, the website or through the pricing guides and the bank's general provisions. In addition, a customer satisfaction and relationship improvement tool lists the grievances of individual and business customers in the various distribution channels and measures their volume. This tool also makes it possible to monitor each complaint, analyse the reasons for it and respond to it.

In consumer finance, CACF has established a consumer service. Attached to the Satisfaction Client France entity, its role is to handle sensitive complaints, resolve procedural malfunctions, pre-empt customer dissatisfaction and re-establish a trusting relationship with customers. The reasons for complaints are also monitored, such as those related to a lack of information or following a marketing campaign.

2.1.2. Provide support to all our customers

In order to better meet the needs of its customers and to assist them throughout the relationship, Crédit Agricole, forges ahead with its efforts to provide a service to all of its customers, including the most vulnerable.

A. Prevent situations of risk

CACF has established several action plans to help prevent over-indebtedness.

In September 2012, CACF drew up a plan designed to prevent and deal with over-indebtedness. In November 2015, bearing in mind that 40% of cases of over-indebtedness nationwide affecting households are actually existing cases filed again for moratorium purposes (debt relief plan by which the Banque de France and creditors agree on a suspension of the customer's obligations), CACF began implementing an action plan to improve the treatment process of such plans. Thus, since January 2016, with a view to limiting the number of new cases, both of CACF's National Agencies for Assistance to Individuals (*Agences Nationales d'Aide aux Particuliers*, ANAP) have offered customers tailored solutions at the end of the moratorium. These solutions will enable them to clear their debts and avoid falling into over-indebtedness. Forty-one ANAP employees have been trained in the new system.

Furthermore, the customer support agency, established in 2013, meets the requirements of the French Charter of Credit Institutions and Investment Firms (AFECEI) requiring credit institutions to implement, by the end of 2015, measures making it possible to better prevent over-indebtedness and to develop mechanisms to detect and deal with their customers' difficulties at an early stage. The agency, which is located in Roubaix and comprises 10 people, is intended to assist customers in the event of short-term hardship. It handles customers who show signs of vulnerability and assesses their overall personal and financial situation using diagnostic tools. Through this agency and its other action plans, CACF contacted 6,711 vulnerable customers, conducted 2,597 assessments and budget reviews and proposed 1,948 solutions in 2015.

Crédit Agricole Assurances (CAA) conducts preventative action with customers, combined with protective equipment or specific training solutions. Increased support for customers is provided on certain issues or for certain targets: free post-driving licence instruction courses for young drivers, special prices for protective equipment, verification of electrical installations, remote monitoring systems against theft or helplines for elderly people. Personalised coaching is also available for people aged over 50 with dependency policies and their caregivers. CAA also works alongside the Regional Banks, offering their members training on the prevention of road hazards, everyday accidents and the risk of falls for the elderly, etc. In 2015, approximately 4,000 people participated in meetings devoted to these issues.

B. Make products and services more accessible to people with disabilities

LCL has initiated work to make the 1,900 branches in its network accessible to people with disabilities. To date, work has been carried out on more than 1,000 branches. In the remaining 900 branches, the replacement of ATMs (two-thirds) and work to facilitate access for people with visual and sensory impairments (the remaining third) will be necessary. Developments are also planned on the remote banking offering to make LCL's services accessible to all. LCL also offers customers with hearing disabilities a free solution allowing them to speak with their advisor by phone, independently and without an appointment.

In addition, a qualitative survey was carried out in 2015 among customers and prospects with a physical disability (partial, severe, age-related), a hearing impairment, or visual, motor or hand disabilities with a view to obtaining a clearer picture of their attitudes, their behaviour, their difficulties and the expectations they have of remote banking. The results of the survey will provide the foundations for an action plan in 2016 by adapting communication tools and by creating dedicated banking products and services within the Regional Banks.

2.1.3. Provide assistance in difficult situations

A. Create gateways, avoid exclusion

Created by Crédit Agricole more than 15 years ago, the *Points passerelle* mechanism is supported by 31 of its Regional Banks and helps people affected by a life crisis (unemployment, death of a loved one, divorce, etc.) regain stability. Firstly a place where people are received and a centre for mediation and monitoring, this interdependent mechanism proposes social and financial solutions in partnership with social services. The support mechanism covers all solutions, from approaches involving legal or social services to personal budget monitoring and loans, so as to open up new horizons for socio-economically vulnerable people. Since the creation of the first *Point passerelle* in 1979, more than 75,000 people have been helped. With the assistance of a network of 120 advisors and over 800 volunteers (elected representatives and retired Crédit Agricole employees), 10,800 people have been assisted, 10,300 of whom managed to regain a steady economic footing.

In cooperation with the Regional Banks and the Fédération Nationale du Crédit Agricole, CAA has created leaflets for *Points passerelle* advisors, with practical advice on insurance problems to facilitate assistance: procedures in the event of death, systems for the reimbursement of health costs, etc.

CACF is also a partner of several *Points passerelle*. The objective of this partnership is to strengthen work to prevent over-indebtedness through information sharing and the communication of records of vulnerable customers from Crédit Agricole or CACF between the two entities.

B. Show commitment at sensitive times

LCL continues to improve its support system for financially vulnerable customers by offering them personal budget analysis and suitable payment instruments through a specific offer with a set of banking services. This mechanism was built with the help of account managers and tested in branches. Individual account managers received training to help them adjust their manner when dealing with situations of hardship and find the right solutions at the right time. LCL also has a department dedicated to preventing court-ordered debt-collection procedures in each of its markets.

Pacifica, CAA's property & casualty insurance subsidiary, is part of the Supplementary Universal Health Insurance (CMU-C) programme. Free for the most disadvantaged, this health insurance supplement is offered in addition to statutory social security or the CMU and facilitates access to health care without paying any up-front or residual costs. CAA also complies with the AREAS convention, which is aimed at facilitating access to insurance and loans for people who have or have had a serious health problem. CACI, the creditor insurance subsidiary, offers a specialised service with contracts tailored to the needs of customers requiring such agreements.

C. Give credit to all customers

Other products are offered within the retail banking network to help certain vulnerable customers: the Prêt *Coup de Main* ("Helping hand" loan) or personal microcredit enabling people not eligible for credit to benefit from a banking service while at the same time controlling their budgets. Reserved for disadvantaged people who do not have access to traditional credit, personal microcredit is a solidarity-based response linked to a social need. Crédit Agricole Group has been rolling it out to promote banking inclusion. Twenty-four Regional Banks are part of this initiative. Almost 1,200 guaranteed personal microcredits were granted. Such loans, ranging from €300 to €3,000, usually have a purpose linked to employment and mobility, such as covering the financing of a driving licence, or buying or repairing a means of transport, etc.

The Regional Banks have for more than 12 years worked alongside major business-creation support networks such as Initiative France, a network of local initiative platforms, France Active, the Entreprendre network and ADIE. Crédit Agricole is the leading sponsor of local initiative platforms, with 3,600 business creators funded. Moreover, the partnership with ADIE (Association for the right to economic initiative) has resulted in the granting of 1,360 microcredits to small businesses, in a total amount of €3.6 million.

D. Come to the aid of distressed customers

Crédit Agricole, the financial partner of nine out of 10 farmers, was heavily involved in support for the livestock sector and the plan implemented by the government in 2015. Since April, more than 10,000 farmers, including 7,000 livestock farmers, have benefited from adjustment measures of various types, including the deferral of all or part of their annual payments in 2015. The extent of this action was made possible by harnessing the network of 1,800 agricultural advisors in the 39 Regional Banks, which advise individual farmers on the best solution for their specific case, allowing them to get through their difficulties and preserve their capacity to invest for the future. The Regional Banks implemented a total of more than 15,500 actions to help farmers facing hardship.

Claims management (fire, theft, water damage, hail, road accidents, etc.) is a major challenge for insurers. Pacifica accordingly offers fast customer support, with qualitative assistance. The claims management centres and partner networks involved in this service are in close proximity to the distressed customer and are therefore able to offer a solution tailored to each situation. Following weather events, Pacifica is able to deal with an increasing number of urgent situations, as was the case in 2015 after heavy rain in early September and the major flooding that affected South-East France in early October. In 2015, 36% of Pacifica customers declared their willingness to recommend their insurer to family members, friends or colleagues.

2.1.4. Educating for better action

Crédit Agricole is intensifying its efforts in prevention and personal finance education so as to avoid over-indebtedness and to raise awareness of financial risks and opportunities at an early age. Eighteen Regional Banks conduct educational work in partnership with schools, associations and social organisations in the aim of raising awareness about personal finance, notably among young people and vulnerable households. Training programmes enable them to gain the knowledge needed to manage their budgets and feel more comfortable with financial issues thanks chiefly to the tools and advice available. This year, 100 personal finance workshops were held, and more than 1,000 people received training on how to frame a budget.

In Poland, Crédit Agricole Bank Polska has launched a new edition of the social education campaign "*Bank with* class" (Everything you need to know about banking). Volunteer employees are committed to sharing their knowledge and time, teaching primary school pupils the basics of finance, banking and economics. Since its launch in 2011, more than 4,000 students in 90 primary schools throughout Poland have benefited from this programme.

CreditPlus Bank, a German subsidiary of Crédit Agricole Consumer Finance, has partnered with several schools in Germany to promote financial and economic education in schools. These partnerships aim to help young people better manage their budgets. Nearly 1,500 students have received training to date, and more than 30 employees have given their time to teaching on a voluntary basis.

2.2. INTEGRATING ETHICS IN BUSINESS

2.2.1. Deploy a responsible compliance approach

A. To comply with customers' interests: market products transparently

Within Crédit Agricole, new activities, new products and new services are analysed by internal committees (known as NAP Committees). These committees are specific to each business line in France and abroad, and are made up of representatives from the Compliance, Legal Affairs and Risk Management and Permanent Control departments. The work of these Committees (around 40 sessions at Crédit Agricole S.A. in 2015) makes it possible to ensure that all products and activities offered in the distribution networks comply with legal and regulatory requirements: clarity of the information provided to customers, suitability of the product for the target customer identified, information provided to the customer on the benefits and remuneration received by the distributor, prevention of money laundering and the financing of terrorism, fraud prevention, FATCA, etc.

B. Prevention of money laundering

Crédit Agricole Group rolled out a training programme for the prevention of money laundering and the financing of terrorism in 2013. It aims to set out the obligations of financial bodies and identify situations of risk. The practical modules, compatible with the training module already in place, were made available to the retail bank entities in France. At the end of 2015, 83% of Crédit Agricole S.A. employees had been trained in classroom sessions and through e-learning.

International sanctions (asset freezes and embargoes) are a crucial issue and are taken into account by the Group's business lines. There is a risk of significant financial and disciplinary penalties if these sanctions are not respected. In October 2015, the Crédit Agricole Group signed an agreement with US authorities on a framework of sanctions pronounced against it in respect of infractions dating back to the period between 2003 and 2008. A remediation plan will be implemented over a period of approximately three years starting in February 2016, covering the scope of the Crédit Agricole Group. Training for all employees (in all areas of activity and all countries) was initiated on the topic of international sanctions in early 2015. This training will help employees understand the different international sanctions and the different regulations applicable, but also how to respect the different rules.

C. Prevent fraud

The fraud prevention system was deployed in all entities of Crédit Agricole Group at the end of 2015. The number of proven and thwarted cases of fraud reported to Crédit Agricole S.A. under a specific process increased by more than 16% in 2015 (+20% between 2013 and 2014), thanks notably to more efficient systems within the different entities. In 2015, the Group continued its initiatives to counter new forms of organised external fraud that use increasingly sophisticated techniques. Awareness raising is key to increasing vigilance measures. With the mounting volume of cases of attempted fraud from external sources and their increasing complexity (notably through cyber crime), the main challenges now lie in ensuring a proactive response among banks. Based on a new three-year cycle on the prevention of fraud, nearly 70% of Crédit Agricole S.A. employees received training in either e-learning or classroom formats.

D. Fight against corruption

The Crédit Agricole Group considers the fight against corruption to be a major component of good business practice. Keen to demonstrate its commitment and to highlight the quality of its anti-corruption programme, the Crédit Agricole Group aims to assess and enhance its dedicated mechanisms through an assessment performed by an independent third party. To this end, a process of certification of the anti-corruption programme was initiated in 2015, with the support of a specialised firm. The purpose is to certify that:

- corruption risks have been properly identified and analysed by the Crédit Agricole Group;
- the anti-corruption programme is designed to limit these risks and to comply with international best practice as defined by the various regulations and guidelines;
- the programme is effective and properly applied across the various entities of the Crédit Agricole Group.

The certification process, which will take place in 2016, will include audits of the Group's most highly exposed entities. Existing mechanisms contribute to the fight against corruption. Checks have been implemented in relation to the anti-money laundering systems, fraud prevention, the identification of sensitive offices, the purchasing policy, the separation of functions policy, the management of conflicts of interest, the reporting of non-compliance and the gifts and benefits policy. Moreover, 82% of Crédit Agricole S.A. employees received anti-corruption training in 2015.

E. Report dysfunctions

The compliance framework (organisation, procedures, training programmes) created an environment favourable to the enhancement of the control framework within the Group. Nonetheless, when preventive measures do not play their expected role and a dysfunction occurs, it is important that it is:

- detected and then analysed as quickly as possible;
- notified to the operational managers of the Compliance function at the most appropriate level within each business line;
- monitored and corrected, and its causes eliminated;
- communicated to the supervisory authority as regards to the most significant dysfunctions.

The centralisation of reported dysfunction events is described in a specific procedure and organised *via* an *ad hoc* tool which assesses non-compliance risk at the highest level of Crédit Agricole S.A. As soon as an employee has reasonable grounds for suspicion or observes the existence of a compliance-related dysfunction, he must inform his superior, who informs the Compliance team. The framework is completed by a right of alert allowing employees, if they observe an anomaly in the usual process of reporting dysfunctions or if they feel under pressure to allow a dysfunction to occur, to notify the entity's Compliance Officer of the situation without going through line management. The employee's identity remains anonymous when the alert is processed. The Compliance Officers of each entity report the state of observed dysfunctions to the Compliance department, which is responsible for informing the Compliance Management Committee. This Committee takes note of the situation and approves proposals aimed at remedying the dysfunction.

F. Get employees involved in risk prevention: employee information and training

The Crédit Agricole S.A. Compliance department has made training and awareness modules available for employees. The modules are based on general guidelines and have been adapted to the Group's main business lines. A handbook deals with 14 major compliance issues (financial security, advisory duty, conflicts of interest, etc.). This document is available in nine languages, thereby reaching a maximum number of employees. At the end of 2015, a new compliance Intranet opened. It is accessible to all employees with a Group Intranet account. Bilingual virtually in its entirety, it describes the main compliance issues in an informative way, and sets out the positions and tasks of the Compliance department.

2.2.2. Establish a committed tax policy

Tax practices are an important part of corporate social responsibility. With governments increasingly forced to adopt austerity policies, there is growing public interest in whether companies pay a fair share of taxes on their profits, and concern that they should not promote tax evasion. Expectations go beyond compliance with (or use of) the complex fabric of national, regional and international tax rules. In accordance with the criteria set by its key stakeholders, Crédit Agricole is a responsible company in respect of tax. In addition to €2.3 billion in labour charges, Crédit Agricole Group is one of France's biggest taxpayers. It paid €5 billion in taxes to the French authorities in 2015. Crédit Agricole S.A.'s effective tax rate (26.8% in 2015) only relates to part of the overall tax charge borne by the Group: although the Regional Banks are consolidated for tax purposes with Crédit Agricole S.A. their profit or loss and tax charges are accounted for by the equity method. This means that Crédit Agricole S.A.'s effective tax rate does not include all the corporate income tax paid by the various Group entities. The effective tax rate of Crédit Agricole Group in 2015 was 33.34%. Crédit Agricole S.A. also applies a transfer pricing policy in line with the principles of the OECD: it declares its revenues and pays the corresponding taxes in the States in which it pursues its banking or financial activity. The Crédit Agricole Group earns three-quarters of its revenues in France. It also pays three-quarters of its taxes in France. Thus its tax charges are in line with its business activities.

Crédit Agricole S.A. has developed, under the oversight of its Executive Management, a set of rules that have led it to withdraw from States classed as non-cooperating by the OECD. This policy is implemented under the control of the Group Compliance, Public Affairs and Tax departments. Crédit Agricole S.A. is also committed to withdrawing its operations from states that may be considered to be tax havens. Crédit Agricole Suisse Ltd (Bahamas) has accordingly been liquidated, and the process of leaving the British Virgin Islands is being finalised. In addition, entities established in Guernsey, the Cayman Islands and Bermuda are taxed in France (under Article 209 B of the French General Tax Code), the United States and the United Kingdom respectively.

Crédit Agricole SA is also transparent about its organisation, the location of its establishments, its structure and its operations. It has also published country-by-country reporting that allows stakeholders in all jurisdictions where it has a tax residence (subsidiary or branch) to grasp the key determinants of its income tax expense. In its 2014 Registration document, Crédit Agricole S.A. published a breakdown by country of its full-time equivalent employees, revenues generated locally, its pre-tax income, taxes and taxable profit in each country (broken down by current tax and deferred tax) plus all public subsidies it received. This information is also provided in the 2015 Registration document. These figures show aggregate data for each country.

Crédit Agricole S.A. maintains a professional and cooperative relationship with tax authorities in all countries where it operates, and fully and frankly discloses all relevant information in compliance with legal disclosure requirements whenever disputes arise. Crédit Agricole S.A. annually publishes a list of all of its operations, with their name, business type and geographic location. When the Group operates in countries where income tax is considerably lower than French income tax, it can prove that it operates a bona fide banking and finance activity in these countries and has real economic substance in these locations (technical expertise, employees and material resources specific to its business). It also communicates transparently on tax audits performed within the Group, any adjustments notified by the tax authorities and the resulting provisions.

The Crédit Agricole S.A. Tax department ensures that the Group's tax practices pursue broad goals of responsibility, not just the narrower purpose of managing the cost of tax and tax risk. Accordingly, Crédit Agricole S.A. provides no help or encouragement for customers in violating tax laws and regulations, nor does it facilitate or support transactions where tax efficiency for the customer is derived from the non-disclosure of facts to the tax authorities. Moreover, in December 2014, the Economic and Financial Affairs Council of the European Union adopted a revised administrative cooperation directive, which implements within the EU the standard governing the automatic exchange of information developed by the OECD in the context of the fight against tax evasion. Like all financial institutions based in the signatory countries of this directive, the Crédit Agricole Group now identifies the holders of accounts who are tax residents of countries with which an exchange agreement has been concluded, and sends annual information to their tax authorities, which forward them to the relevant authorities.

Crédit Agricole S.A. is transparent in its advocacy with legislators and fiscal policy-makers, and its tax is determined by the legal tax regime applicable to all other similar taxpayers. As Crédit Agricole S.A. wishes its lobbying activity to take place transparently with all stakeholders and to comply with best practice, it has issued a charter on lobbying in order to define corporate lobbying practices applicable to Crédit Agricole S.A. and all of its entities.

Lastly, Crédit Agricole S.A. regularly checks its use of tax incentives and deductions to ensure that they contribute to investment, employment or any other factor. For example, given that the legislative intent when introducing the tax credit for competitiveness and employment *(Crédit d'Impôt pour la Compétitivité et l'Emploi – CICE)* was to reduce employee expenses, Crédit Agricole S.A. Group chose to recognise it as a reduction in employee expenses.

2.3. CONDUCTING A TRANSPARENT LOBBYING POLICY

2.3.1. Align with best practices

To ensure that its lobbying activities comply with best practice, Crédit Agricole S.A. adopted a lobbying charter in 2013. The charter applies to Crédit Agricole S.A. and all of its entities. In February 2014, it signed the joint statement of Transparency International France, thereby pledging to take into account the principles of transparency, fairness and integrity recommended by this association.

Registered since 2009 on the European Union Transparency Register, Crédit Agricole S.A. has undertaken to adopt the Code of Conduct for interest representatives. In France, Crédit Agricole S.A. is also registered with the registers of interest groups of the National Assembly and the Senate. It has accordingly undertaken to comply with the transparency, ethics and fairness requirements laid down by the French Parliament.

2.3.2. Organise transparently

The Public Affairs department manages lobbying activity within Crédit Agricole S.A. It has a staff of nine people, three of whom work full time in Brussels. It works alongside correspondents within the Management of the Group and its subsidiaries.

Also subject to the internal code of business conduct and control of its budget by the Finance department, the Public Affairs department regularly communicates key messages and positions advocated by internal bodies, including the Executive Committee, the enlarged Executive Committee and the specialised Committees of the Board of Directors.

Since 1 January 2016, the functions of the Director of the Public Affairs department have been extended to cover the entire Crédit Agricole Group, including the Regional Banks, the *Fédération Nationale du Crédit Agricole* and Crédit Agricole S.A.

2.3.3. Address key issues

Crédit Agricole S.A.'s Public Affairs department operates primarily in two geographic areas, namely France and the European Union. Many of the subjects it addresses are dealt with in close cooperation with the French Banking Federation as regards France, and, as regards Europe, with the European Banking Federation (the Association for Financial Markets in Europe) and/or, at the request of the Fédération Nationale du Crédit Agricole, which is a member, the European Association of Cooperative Banks.

The implementation of the banking union has been accompanied by the creation of a single resolution authority and a single supervisory mechanism, which has placed the major European banks, including Crédit Agricole under the supervision of the European Central Bank. In 2015, the Public Affairs department directly or indirectly lobbied these authorities to advocate the inclusion in their requirements of national specificities such as the weight of regulated savings or specific aspects of a structural nature resulting notably from the Crédit Agricole Group's membership of the cooperative sector. It also participated in the numerous public consultations undertaken by the European Commission (including the cumulative impact of financial reform regulations), the European Banking Authority, the European Securities Markets Authority and the European Insurance and Occupational Pensions Authority on technical standards intended to apply to all (universal) banks in Europe. The Public Affairs department also relayed to European institutions the position of French banks on the draft regulation concerning the separation of banking activities, the draft regulations on securitisation and the planned European tax on financial transactions, at the heart of a reinforced co-operation agreement between 10 of the 28 states comprising the European Union.

2.4. BEING RESPONSIBLE ALONG THE ENTIRE CHAIN

Crédit Agricole S.A. has finalised a new policy encompassing CSR issues in regard to sourcing. Progress resulted in late 2014 in the receipt of the *Responsible Supplier Relations* label awarded by the government ombudsman for a period of three years. The label was renewed for Crédit Agricole S.A. in December 2015. This approach allowed us to formalise internally the sustainable sourcing policy signed by the Secretary General and distributed to all employees in three areas:

- ensure responsible behaviour in the purchasing process;
- have a product and service-provision approach that is more respectful of the environment, social aspects, human rights and ethics;
- make purchasing a driver for innovation in our territories.

2.4.1. Assessing suppliers

Included systematically in all calls for tender, CSR assessment of suppliers focuses on their CSR management system and their offer itself. This type of assessment has been entrusted to an independent third party expert, EcoVadis, since 2012. The EcoVadis methodology includes 21 criteria grouped into four themes: the environment, social issues, ethics and supply chain management. The score obtained is included in the usual multicriteria table and accounts for 10% in awarding the contract to the supplier. If the results do not meet the requirements set by the Group Purchasing department *i.e.* if the score is less than 35/100, the final decision as to whether or not to accept the provider falls to the Purchasing Committee. If the supplier is chosen, the Purchasing department can assist it in establishing a CSR progress plan. At 31 December 2015, 1,240 suppliers involved in calls for tender and/or panels had been asked to undergo assessment by EcoVadis. In total, 761 suppliers agreed to take the assessment.

2.4.2. Incorporating environmental and social criteria

Crédit Agricole S.A. assesses the CSR quality of the supplier's offer (product or service) by including technical sustainable development criteria specific to each family of purchases in the tender specifications. Upstream of this approach, mapping of risks and opportunities was conducted internally to identify purchasing families for which the inclusion of CSR clauses in specifications as well as in contracts should be prioritised. The supplier must show that their procedures comply with the stated principles during the whole life cycle of the project and provide documentary evidence of this. In addition to this analysis of the written documents, suppliers are questioned on their positioning as regards sustainable development and their related action plans.

Crédit Agricole S.A.'s Purchasing department also includes in its tender specifications criteria linked to social principles, reflecting, among other things, compliance with the rules of the United Nations Global Compact and use of the sheltered sector and disabilityfriendly companies, either directly or through joint contracting. By signing with Crédit Agricole S.A., suppliers undertake to comply with these rules and certify that their products meet these standards.

2.4.3. Encourage the use of the sheltered and disability-friendly sector

A joint roadmap combining the Group's Purchasing and Diversity departments is drawn up annually to meet the target set for the period covered by the handicap agreement (2014-2016), namely to increase purchases from the sheltered and disability-friendly sector by 50%.

Numerous actions have already been taken, including:

- implementation of an audit and creation of an assessment by a specialist firm to identify categories in which purchases can be made from the sheltered and disability friendly sector, to analyse the offering and specify the structures able to meet the Group's requirements;
- implementation of a one-day training module for buyers and decision-makers allowing them to better grasp the offering of the sheltered and disability-friendly sector. The module is included in the purchasing professional-development pathway offered in partnership with the Group's training institute, IFCAM;
- support for lawyers through a work session led by a law firm to envisage all contractual possibilities with the sheltered and disability-friendly sector, highlighting areas of concern;
- provision of tools to share information about the sheltered and disability-friendly sector and best practices to disseminate.

Several Group entities have accordingly undertaken to work with structures within the sheltered and disability-friendly sector for several years, for the recycling of electronic and IT equipment or the destruction of files and multi-technique work for instance.

2.4.4. Facilitate internal and external communication

In order to motivate the Purchasing business line and the Supplier community, an event devoted to responsible purchasing is organised each year, alternating between:

- a one-day forum on responsible and solidarity-based purchasing bringing together the purchasing, sustainable development and disability-diversity business lines. Suppliers are also invited to come and talk about their best practices on specific subjects;
- the *Trophées Horizon* awards which are given to the Group suppliers who show the most commitment and innovation in sustainable development. In 2015, the fifth edition focused on partnership and buyer-supplier collaboration across the entire value chain.

2.4.5. Promote continuous improvement of our practices

The Crédit Agricole Group has included its responsible purchasing strategy in a broader continuous improvement process, working chiefly on two areas:

- a plan to provide assistance to human resources and to the purchasing business line. The purchaser of the future will have to appropriate new buying patterns, support the transformation of the Company, participate in the expression of a need as early as possible to allow the selection of co-construction offers with business lines, maintain a watch on market innovation, playing an increasingly expert advisory role in relation to decision-makers, create comprehensive new channels and factor compliance and CSR into relations with suppliers. This will involve developing the skills of teams within the purchasing business line so as to enhance their professionalism. For this, training modules are available to the Group's entire purchasing business line through its training organisation, IFCAM. CSR and sustainable purchasing constitute a module in themselves.

- Satisfaction surveys are part of a regular process for the collection of opinions from both suppliers and internal decision-makers, with three objectives: measure supplier satisfaction with the relationship with the Group, measure the satisfaction of decision-makers on supplier panels with services by family of purchases and provide support for purchasing.

3. DEVELOPING “CLIMATE FINANCE”

Crédit Agricole is one of the major players in financing the energy transition. It aims to help support the emergence of a development model that uses less energy and is more respectful of the environment.

3.1. FINANCING THE ENERGY TRANSITION

The Group has reaffirmed its leadership in the financing of the energy transition (renewable energy, energy efficiency, green transport) and its determination to fight climate change through new targets announced at the 21st Conference of the Parties (COP21) to the United Nations Framework Convention on Climate Change in December 2015. Its new objectives are:

- €60 billion in new structured finance over the coming three years;
- the doubling of renewable energy funding in France through the Regional Banks, LCL and CAL&F, its specialised subsidiary in the coming two years;
- energy transition project finance of up to €5 billion by 2020 through the Amundi-EDF and Amundi-ABC joint ventures.

On this occasion, Crédit Agricole CIB also announced that it had made the four commitments taken to the UN in September 2014, at the Climate Summit.

3.1.1. Innovate in financial markets

As one of the leading financers of renewable energies, Crédit Agricole CIB financed a total of 330 wind farms generating more than 15,200 megawatts (MW) and 57 solar farms totalling more than 2,500 MW of installed capacity. In terms of number of loans, renewable energy represented almost 50% of electricity generation project finance in 2015.

In addition to project finance, Crédit Agricole CIB fights climate change by structuring numerous social and environmental bonds. Operating in this market since 2010, Crédit Agricole CIB arranged close to $17.5 billion in Green Bonds, Social Bonds and Sustainability Bonds for its major customers in 2015, as well as a number of transactions on its own account (green notes in the amount of €1,313 billion), thereby confirming its position as a leading arranger in this market worldwide.

In autumn 2015, Crédit Agricole CIB decided to phase in the principle of factoring climate change and a carbon price into its analysis when reviewing lending applications. It has been decided initially to apply these criteria to structured transactions maturing after 2020 and the Bank’s main customers in sectors and countries where the carbon intensity of funding is the greatest. The carbon intensity of funding is calculated using the P9XCA methodology outlined below.

3.1.2. Intensify renewable energy financing

Crédit Agricole Leasing & Factoring (CAL&F) has, through its subsidiary Unifergie, a project finance expertise in the fields of energy and the environment. Unifergie finances projects for farmers, businesses and communities, stakeholders in the energy transition, in several areas: renewable energy (biogas, biomass, wind, photovoltaic, etc.), energy efficiency (cogeneration, public lighting, building rehabilitation, networks heat energy equipment), environment (waste, water), land use (public real estate, infrastructure, telecommunication networks). CAL&F regularly partners with other Group entities (mainly Regional Banks and Crédit Agricole CIB) to finance projects in these sectors. In addition, CAL&F has adapted its commercial organisation since 2015, with the creation of a department dedicated to the financing of energy and the territories. In 2015, Unifergie funded 74 projects worth €425 million, equivalent to 423 MW. As a major player in the financing of renewable energies in France, the cumulated power financed by CAL&F exceeded 2,800 MW at the end of 2015; this electricity production helped power 1,250,000 French homes.

3.1.3. Promote new initiatives

Amundi promotes investment in projects contributing to the energy transition and the shift to a low-carbon economy. An partnership was formed in October 2014 with EDF, its objective being to raise funds of €1.5 billion from institutional and private investors and manage, on behalf of third parties, funds for financing projects for the energy transition (production of renewable energy, B-to-B energy savings). In 2016, Amundi will partner with the Agricultural Bank of China to create a joint management company, on the same model as that created with EDF.

Amundi has also participated in the launch of a range of low-carbon economy indexes, the MSCI Low Carbon Leaders Indexes, alongside its customers, the Swedish AP4 pension funds and the French Pension Reserve Fund (*Fonds de Réserve pour les Retraites*, FRR). Following this experiment, Amundi has since spring 2015 offered its institutional investor customers index-tracking investment solutions that promote low-carbon economic growth. A total of € five billion has been invested in this new range of low-carbon index-tracking funds.

Created in 2013, the *Amundi Sustainable Values* fund invests in European companies that carry out a significant part of their business in the development of so-called “green” technologies: renewable energy, improving energy efficiency, water management and waste management. At 31 December 2015, the fund’s assets totalled €182 million. In 2015, Amundi also established the *Amundi Green Bonds* fund to offer customers a bond investment solution that helps finance the energy and climate transition.

Lastly, under Article 173 of the French Energy Transition Law extending section 224 of the Grenelle II law to French institutional investors, Amundi has undertaken alongside Trucost, a global leader in environmental research and the provision of carbon data, to obtain the most accurate information possible about the carbon impact of Amundi funds and to pass this information on to its customers. Direct and indirect emissions (scopes 1, 2 and 3) and carbon reserves are covered so as to facilitate the calculation of the corresponding carbon footprints.

3.2. MEASURING CO_2 EMISSIONS RELATED TO BANKING ACTIVITIES

Since 2011, Crédit Agricole CIB has used P9XCA methodology, developed in partnership with the Chair in Quantitative Finance and Sustainable Development at Paris Dauphine University and École Polytechnique to estimate the carbon footprint of its portfolio and to undertake sector-based and geographical mapping of the carbon emissions it generates. Thus, annual emissions have been estimated since 2012 at 160 million tonnes of CO_2 equivalent, of which 100 million tonnes are from major infrastructure projects in France and worldwide. An update of this estimate was performed in 2014, yielding comparable results.

Crédit Agricole S.A. has shared this methodology with the marketplace, and P9XCA is now recommended for corporate and investment banks in the financial sector guide to “conducting an assessment of greenhouse gas emissions” published in 2014 by the Agency for Environment and Energy Management, the Observatory on Corporate Social Responsibility and the Bilan Carbone Association.

3.3. CLOSE PROXIMITY TO CUSTOMERS

Promoter for the distribution of the Eco-PTZ (interest-free loan) accounting for 30% of loans distributed[(1)], Crédit Agricole provides support for the projects of the farmers, companies, local authorities and individual customers to which it offers car and home insurance, thereby encouraging environmentally responsible behaviour. The Regional Banks are very active in the “green savings” sector and support projects for the energy efficiency of homes *via* energy-saving loans (PEE) and other “green” loans, sometimes in collaboration with local authorities.

3.3.1. Promote eco-housing

The Regional Bank network markets various loans that help finance work intended to improve housing energy performance, such as:

- the interest-free eco-loan (Eco-PTZ). Between its launch by the public authorities in April 2009 and 30 September 2015, nearly 88,000 Eco-PTZ loans were provided by Crédit Agricole, in a total amount of more than €2 billion;
- energy-saving loans offered by the Group since 2007. Between their introduction and 30 September 2015, the total amount of loans marketed by all Regional Banks reached €2 billion.

A home simulator, Calculéo, is also available on the Regional Banks’ websites. It allows individual customers to determine the amount of any assistance to which they are entitled to finance energy saving work. In 2016, a test will be undertaken in several Regional Banks so as to broaden the advisory services provided to customers by informing them about the energy savings certificates they can obtain and use online.

3.3.2. Preventing and adapting to climate change

Policyholders who drive less than 5,000 km per year receive a discount on their premiums, of 2% to 12%, depending on the age of the vehicle and the number of years it has been owned. If the policy is tied to a car loan, the policyholder can also receive a discount of 5% on insurance for vehicles emitting less than 140 g/CO_2/km. The excess will be waived for vehicles that emit less than 106 g/CO_2/km.

Crédit Agricole Assurances introduced insurance cover for renewable energy facilities (solar panels, wind turbines) as part of its comprehensive home insurance policies and comprehensive professional and farming insurance. In addition to this programme, customers taking out an Eco-PTZ loan are offered a 25% discount on comprehensive home insurance in the first year.

(1) SGFGAS published data for the period from 1/1/2015 to 30/09/2015.

Pacifica has developed an insurance range to cover property damage (fire, storm-hail-snow, water damage, flooding, theft, vandalism, broken machinery, electrical damage), operating losses and energy supplier civil liability (in the case of the resale of electricity, heat or gas) and employer gross negligence civil liability (when employees are present) linked to the biogas business.

In property & casualty insurance, products in the individual, small business and farmers ranges take into account climate constraints through insurance cover protecting policyholders and their property from storms, natural disasters, or weather events (hail and frost). In this context, Pacifica offers forest insurance to protect against forest risks, which at the end of 2015 represented a portfolio of over 1 million hectares insured. Pacifica also supports farmers by offering insurance for the majority of crops (large-scale farming, vines, arboriculture) against a number of weather events (drought, hail, excess rainfall, floods, storms, frost, etc.). At 31 December 2015, Pacifica managed more than 20,000 such contracts.

Since June 2015, after a three-year pilot, Crédit Agricole Assurances has offered *Prairie Insurance* to manage climate risk for farmers.

For six years, a research initiative on new agricultural risks (particularly related to climate change) and the means to address them has been conducted in conjunction with several universities. The Grameen Crédit Agricole Foundation is also associated due to its expertise in developing countries.

4. HELPING CUSTOMERS TO MEET THEIR SOCIAL, ENVIRONMENTAL AND SOLIDARITY CHALLENGES

For several years, Crédit Agricole has been committed to reducing its negative impacts on its direct environment and to better protecting the environment. The Group has identified the main issues raised by its various activities in terms of:

- development of a specific and incentivising commercial offer;
- examination of risks and risk management relating to the environmental and social impacts of the Group's activities;
- promotion of responsible agriculture.

4.1. OFFERING CUSTOMERS PRODUCTS WITH SOCIAL AND SOCIETAL COMPONENTS

4.1.1. Offering savings with socially responsible components

For the past three years, Crédit Agricole has offered a range of socially responsible savings products. Marketed under the name *L'Autre Épargne* (Alternative Savings Accounts), the range consists of three types of products: the Mutual Shareholders passbook account where customers can earn Tookets, two mutual funds certified by Finansol, which support two organisations (Food Banks and *Habitat et Humanisme*) and the Predica *Contrat Solidaire* life insurance product.

With these products, Crédit Agricole seeks to offer an alternative to customers who want to do something more meaningful with their savings. The products are used to finance community projects that contribute towards the local economy under the aegis of non-profit organisations. Crédit Agricole and its customers share a mutual commitment in donating the money either directly or indirectly to local charities.

4.1.2. Implementing an engaged management

Amundi is developing a comprehensive and innovative offering for social impact management. Its aim is to galvanise local development by supporting innovative projects. Amundi has identified three commitments: providing long-term support for SMEs, diversifying the portfolio of charities and publishing transparent information, mainly in the form of a social impact report.

Social impact management in 2015:

- €1.264 billion in outstandings, representing growth of 22.6% compared with 2014;
- 50 socially responsible companies met with every year;
- 22 socially responsible companies funded, with the addition of four in 2015;
- 18 Finansol-certified products;
- seven themes: jobs (education, training and integration), housing, health, environment, associations, over-indebtedness, and international aid.

4.1.3. Meeting the challenges of tomorrow

Crédit Agricole Assurances has built an offering centred around products that address major social issues.

A. Responding to an ageing population

Predica offers a new product to assist people once they are in need of care. Certified by the French Federation of Insurance Companies, this product guarantees a minimum income of at least €500 in cases of serious long-term care. This can pay for personal services or cover some of the costs of living in a care home. It also pays €1,000 a year towards the costs of organising respite for carers and providing home-care services. Predica's healthcare partners are committed to providing a response within 72 hours and a solution within 30 days, for insured looking to go into a care home. At the end of 2014, Predica covered more than 180,000 insured for long-term care risks. In parallel with this new offering, Crédit Agricole is launching a website on the first health awareness programme for senior customers, aimed at its insured customers and prospective policyholders of the insurance product *Vers l'autonomie* ("Towards autonomy"). In addition, Predica has developed a public information website that addresses the issues linked with long-term care.

B. Meeting public health challenges

Pacifica has a range of solidarity-based and responsible health products for individuals. There are no medical screening requirements, the coordinated care pathway is followed, minimum reimbursement amounts (consultation patient charges, pharmacy, hospital flat fees) are applied and preventive procedures are covered.

C. Supporting the increase in life expectancy

Pacifica has raised the age limit for subscription to its products to 75. A broad range of services is available, including household cleaning services in case of an accident, repatriation from abroad, a network of eye care specialists, reduction in the residual costs payable by the customer, as well as preventive services, such as flu vaccinations.

4.2. INCORPORATING AND MANAGING THE RISKS RELATED TO THE ENVIRONMENTAL AND SOCIAL IMPACTS OF ITS BUSINESS LINES

4.2.1. Taking environmental risk into account when financing mid-caps

As part of its FReD initiative for 2015, Crédit Agricole S.A. has renewed its action plan aimed at integrating environmental, social and governance (ESG) risks into the credit analysis of the Group's various entities. The aim of the plan is to incorporate ESG criteria in assessing creditors. A working group with members from the Group's various entities and business lines was formed and, towards the end of 2014, a pilot was launched in the Rhône-Alpes region with two Regional Banks and the local LCL network, with a target of 100 mid-caps. Based on the trial's findings, it was decided to incorporate ESG criteria in the economic analysis part of the Analysis of Company Commitments File.

4.2.2. Investing responsibly

As a signatory to the Principles for Responsible Investment (PRI) since their launch in 2006, Amundi includes environmental, social and governance (ESG) criteria in its analysis process and investment decisions. This approach, which gives a 360-degree vision of the firm, means that ESG criteria are incorporated into active management, combined with a policy of engagement. More specifically, it is applied according to strict rules in socially responsible investment (SRI).

A. Proposing extensive and incentivising SRI

Amundi selected the "best-in-class" approach as the basis of its SRI strategy. This approach consists of comparing actors within the same sector to identify best practices and encourage all issuers to embark upon a progress initiative. Issuers are rated on non-financial criteria from A to G, A being the highest ranking. Those with the lowest ratings (E, F and G) within their sector are excluded from SRI portfolios to avoid financial and reputational risk for the investor. Furthermore, the ESG analysis of firms is based on universal regulations such as the United Nations Global Compact, the OECD Guidelines on Corporate Governance, and the International Labour Organization (ILO), etc.

SRI assets under management at 31/12	2013	2014	2015
Assets under management *(in billions of euros)*	68.4	71.6	159.1
As a % of Amundi's total assets	8.8	8.3	16.2

B. Disseminating a committed ESG policy

The Principles of Responsible Investing (PRI) at Amundi include:

- a strict normative screening policy: Amundi applies strict rules for incorporating ESG criteria into its active management (excluding tracker funds and Exchange Traded Funds - ETFs constrained by their benchmark). In 2015, this resulted in around 130 issuers being excluded from management portfolios;
- distribution of ESG ratings to all managers. In addition to the extra-financial rankings and sector reviews they receive, analysts are also tasked with monitoring particular themes associated with the major challenges of sustainable development (endocrine disruptors, child labour in the cocoa industry, coal, governance of Japanese companies, human rights in the mining and oil industries, conflict minerals, etc.);
- solutions for all types of customers: Amundi offers a broad range of funds in all asset classes, a comprehensive range of SRI employee savings and retirement schemes, as well as tailored ESG products to meet the needs of institutional customers. Amundi is also the first asset management company to have its SRI strategy certified by AFNOR. The certification is a hallmark of the quality and transparency of the SRI process, based on seven service commitments (expertise, traceability of data, information, responsiveness, etc.).

To meet the expectations of its stakeholders for quality and transparency, Amundi introduced a dedicated governance model: a Steering Committee to monitor SRI deployment, a Rating Committee to endorse and publish extra-financial ratings, a think tank to examine responsible finance, an Advisory Committee to provide advice and alerts, and dedicated teams.

To achieve its responsibility goals, Amundi created a responsible investment department with 20 people, external extra-financial analysts and the resources of other teams focusing on voting policy at General Meetings and shareholder dialogue with companies, among others.

C. A formal policy of engagement

ENGAGEMENT FOR INFLUENCE

Amundi conducts a policy of engagement for influence on specific themes to encourage companies to adopt better practices. Topics in 2015 covered: compliance of minerals from conflict zones, exercising influence responsibly, respect for human rights by the oil and mining sectors, access to food and cutting down on food waste by supermarkets. Amundi also supports international shareholder collective initiatives to induce public authorities to adopt incentive measures and to encourage companies to improve their practices.

VOTING POLICY

Shareholder dialogue is based on regular and constructive discussions and consists of highlighting Amundi's expectations as a responsible investor on the topics presented to General Meetings of Shareholders. This dialogue is structured according to a formalised process (e.g. pre-alerts ahead of General Meetings of Shareholders) and leads to greater transparency, additional commitments and to companies modifying or even relinquishing certain practices. Extra-financial analysts meet with companies throughout the year to fine-tune the ratings. Companies are selected according to Amundi's share of their capital and their weighting in its portfolios or in benchmark indices. In 2015, Amundi's extra-financial analysts met with 274 companies and 93 Executive Management teams.

Voting campaign at General Meetings of Shareholders	2014	2015
Number of AGMs concerned	2,576	2,565
Number of resolutions considered	31,237	32,396
Number of resolutions voted against	5,220	5,825

D. Committed to investment in other entities

As a leading institutional investor and signatory of the PRIs, Crédit Agricole Assurances also uses extra-financial criteria in its investment decisions, by applying an ESG filter to issuer selection. This screening policy is backed by a thematic investment policy: health and ageing through investments in long-term care facilities, and environment, by way of investments in properties that have obtained environmental certification. Crédit Agricole Assurances also invests in renewable energies, in particular in energy infrastructure projects - in France for the most part. At the end of 2015, €148 million had been invested in renewable energy programmes. The Crédit Agricole Assurances Group continues to increase property with environmental quality certification, such as HQE, BREEAM and LEED, as a share of its total commercial and office real estate. It now aims to obtain environmental certification for all new developments. At year-end 2015, green real estate accounted for 32% of the area (sq.m.) invested in offices (*i.e.* 370,000 sq.m.) and 8% of the total invested in commercial real estate (*i.e.* 33,000 sq.m.).

E. Offering SRI opportunities to customers

Predica also offers SRI (socially responsible investment) units in some of the multi-vehicle life insurance contracts distributed by its networks. The international subsidiaries are gradually adopting this approach. Since the launch of the unit linked SRI, several initiatives have been carried out to promote this type of investment in distribution networks and to customers: creation of an information pack, network activities during industry events (*e.g.* Sustainable Development Week, SRI Week, Social Finance Week), internal awareness-raising, customer communication on SRI and customer chats.

In partnership with Amundi's SRI analysts, Crédit Agricole Private Banking offers to evaluate customers' portfolios based on SRI criteria, together with price and performance criteria. Resolutely innovative, this method means that a rating can then be assigned to asset classes in the portfolio, giving customers a dynamic view of the SRI performance of their investments. This process is already operational in Switzerland, and will soon be extended to the wealth management entities.

4.2.3. Assessing and managing environmental and social risks

Negative environmental and/or social impacts related to financing and investments are taken into account using three pillars: application of the Equator Principles, CSR sector policies, and an assessment of the environmental and social aspects of operations. In addition to this approach, Crédit Agricole CIB introduced a scoring system for all corporate customers in 2013.

A. Applying the Equator Principles to all financing

The Equator Principles were developed in response to limitations and triggers related to project financing, as defined by the Basel Committee on Banking Supervision. They constitute a methodological framework for assessing and preventing the social and environmental impacts of project financing once it is linked to building a specific industrial asset, such as a plant or transport infrastructure.

Although initially confined to project finance, since 1 January 2014 these principles have been extended to the four areas of banking defined by the Equator Principles: project finance advisory services, project finance, project-related corporate loans and bridge loans.

In addition to the cases provided in the Equator Principles Charter, Crédit Agricole CIB endeavours to apply these principles on a voluntary basis to all other financing that is directly related to a project.

In 2015, 36 projects were signed and classified as A, B or C. A total of 387 projects were in the portfolio at 31 December 2015. The classification of projects breaks down as:

- 31 projects classified as A, 4 of them in 2015;
- 296 projects classified as B, 29 of them in 2015;
- 60 projects classified as C, 3 of them in 2015.

The breakdown by sector and region is as follows:

	Class A	Class B	Class C
TOTAL	**4**	**29**	**3**
Sector			
Infrastructure	1	7	2
Mining	1		
Oil and gas	2	3	
Other			
Power stations		19	1
Region			
North America	1	13	
Latin America	1	8	
Europe		6	2
Middle East/Africa	2	1	
Asia-Pacific		1	1

4 Project-Related Corporate Loans were signed in 2015 and were classified as A, B or C. The classification of projects breaks down as:

- no project was classified as A;
- 4 projects classified as B;
- no project was classified as C.

The breakdown by sector and region is as follows:

	Class A	Class B	Class C
TOTAL		**4**	
Sector			
Infrastructure			
Mining			
Oil and gas		1	
Other		3	
Power stations			
Region			
North America			
Latin America		2	
Europe		2	
Middle East/Africa			
Asia-Pacific			

B. Introducing CSR sector policies

In 2013, Crédit Agricole CIB introduced sector policies to go further in recognising the social and environmental impacts of its activities. These are applied Group-wide. These policies demonstrate the commitment of the business to incorporate civic issues such as human rights, global warming and biodiversity. Sector policies set the conditions for investment and define the criteria for analysis and screening in all transactions involving the following sectors:

- armaments (2010);
- energy (oil and gas, shale gas, coal-fired power stations, hydro plants, nuclear) (2012);
- mining and metals (2013);
- transport (aviation, maritime and automotive) (2013);
- transport infrastructure (2014);
- real estate (2015);
- forests and palm oil (2015).

Crédit Agricole CIB published revised sector policies on coal-fired plants, mines and metals in 2015. During its 2015 General Meeting of Shareholders, Crédit Agricole S.A. made a commitment not to finance coal mines or customers whose core business is coal mining, and not to fund new coal-fired power plants in countries that meet the World Bank's definition of high-income countries.

Real estate, forests and palm oil sector policies were published at the end of 2015, reflecting the importance of biodiversity issues in these sectors. The highest emphasis is placed on effective certification of forestry operations and palm oil plantations, predicated on protecting high conservation value natural areas, amongst other concerns.

C. Assessing the environmental and social aspects of its operations

Crédit Agricole CIB has assessed the environmental and social aspects of its operations since 2009. The Environmental and Social Risk Assessment Committee (CERES) issues recommendations prior to the Credit Committee Meeting for all transactions whose environmental or social impact it feels need close monitoring. In 2015, the CERES Committee met five times and examined 24 transactions before they were handed over to the Credit Committee in view of the importance and sensitivity of the potential social or environmental impacts. In one case, it was decided not to pursue commercial opportunities based on its recommendation, while in other cases, specific conditions for managing environmental and social risks were imposed.

D. Assessing customers

At the end of 2013, Crédit Agricole CIB introduced a CSR scoring system for all its corporate customers designed to supplement the environmental and social risk assessment system for transactions. Customers are scored each year on a scale composed of three levels (Advanced, Adequate or Sensitive), based on whether the customer complies with existing sector policies (Adequate), whether there is an image risk for the Bank (Sensitive), and whether the customer is listed in the main global CSR indices (Advanced).

4.3. PROMOTING RESPONSIBLE AGRICULTURE IN FRANCE AND WORLDWIDE

The leading financial partner of French farmers, Crédit Agricole aims to support its customers from day one by financing their investments as well as securing their revenues, thanks to insurance and savings solutions.

An advocate of a strong agricultural sector, both economically, socially and in terms of the environment, it also helps farmers diversify their income by investing in renewable energy generation: wood biomass and solar, or even methanation, the latter being is used in the treatment of manure.

Crédit Agricole is the bank for all forms of agriculture: it is a longstanding partner of the *Forum de l'agriculture raisonnée* (French forum for sustainable agriculture), of the *Agence Bio* and of the French Agricultural Ministry's Sustainable Agriculture Awards. It also finances the sustainable agriculture projects of its customers. Several Regional Banks have instituted "organic offerings" designed to help farmers convert their farms and to meet their cash and investment needs in specialised equipment. A network of specialised advisers from major agricultural and food-processing industries has been deployed throughout the Regional Banks. These experts are well equipped to help farmers and entrepreneurs within the industry ensure profitability and growth of their business.

In 2015, Crédit Agricole once again partnered with *Agence Bio* for the fourth organic excellence awards, showcasing the innovative initiatives of farmers and businesses involved in the processing and distribution of organic food. Since the partnership was formed in 2010, the jury panel has reviewed some 120 submissions by companies in food production and processing. A publication in 2016 will throw the spotlight on the 32 actions nominated for these four annual excellence awards. Crédit Agricole is also a regular exhibitor at the Tech&Bio show, held every two years in the Drôme region in south-east France, with a stand run by the *Regional Banks of Rhône-Alpes*. With over 15,000 visitors, 240 exhibitors and 12 international delegations, the show is increasingly well-attended, reflecting the growing interest in organic farming and alternative techniques.

The Crédit Agricole Group is one of the founding members of the Foundation for World Agriculture and Rural Life (FARM). A non-profit association, FARM is a think tank that seeks to promote efficient, sustainable farming and food production in southern countries that are fair to both producers and consumers. FARM strengthened its position as a critical association in the development sector in 2015 and consolidated its commitment to agricultural economic organisations in West and North Africa. Through its research, conferences and publications, the foundation's work acts to inform and to stimulate discussion on topics that range from strengthening the agri-food sector and the impact of climate change on agriculture to "responsible" fertilisation practices and mechanisation. On 14 December 2015, FARM organised a conference on the theme of "Private investment in sustainable development: the agri-food industry in Africa", providing the opportunity for stakeholders, and the private sector in particular, to discuss how the expectations of civil society can act to spur the development of their activity. The conference focused on three main topics: the integration of CSR standards, ways of working with small producers, and the distribution of roles between the public and private sectors.

5. DEVELOPING PEOPLE

The FReD Respect pillar – in the sense of respect for employees – represents the Group's social initiatives and is built around a number of commitments:

5.1 Encouraging and facilitating staff development and employability;

5.2 Ensuring fairness and promoting diversity;

5.3 Improving the quality of work life;

5.4 Fostering employee engagement and social dialogue.

In 2015, the Human Resources policy made significant progress through various activities, two of which particularly stand out:

- the report on strategic workforce planning (*Gestion Prospective des Emplois et des Compétences*-GPEC);
- the collaborative and cross-cutting approach to improve social performance.

Strategic workforce planning (GPEC)

Signed in July 2012, the three-year strategic workforce planning agreement seeks to support the various changes and transformations in our business by facilitating employee professional development and mobility. The agreement is overseen by two internal bodies: the GPEC Committee and the Group-level business study centre (*Observatoire des métiers*). In the space of three years, the GPEC Committee, a joint employer-employee body, met 11 times to examine the future development of the business and the impact this will have on jobs. The Group-level business study centre met 28 times to discuss the potential changes in the labour market, in both plenary session and working groups. This agreement covers 40,000 employees in France. The highlights since 2012 are:

1. the introduction of the **forward planning approach, *Nos métiers demain***, a concept that consists of fact sheets explaining how jobs and business lines throughout the Crédit Agricole S.A. Group in France will evolve over the next three to five years. The fact sheets cover LCL and Crédit Agricole CIB back-office functions, LCL sales positions, as well as the Compliance, Information Systems and Purchasing business lines in 2015.

   The Group's businesses are impacted by changes in three major areas:

   a. new technologies, particularly digital, which will "disrupt" the business and promote the emergence of new skills.

   Strategic workforce planning seeks to anticipate needs, particularly in the area of employee training, to provide support for these far-reaching changes.

Significant event in 2015

Raising awareness of the challenges of innovation and the digital transformation

By way of illustration, Crédit Agricole Assurances, Crédit Agricole Consumer Finance, Crédit Agricole S.A. corporate entity and the Regional Bank of Franche-Comté provided access for their employees to *Netexplo Academy*, an online digital training platform designed to equip them to meet the challenges of new digital positions in banking, through emerging uses and start-ups in the digital world. In six months, 1,300 digital training passports were awarded and more than 2,000 employees received training.

In 2016, more than 21,000 International retail banking staff (in Egypt, Italy, Morocco, Poland, Romania, Serbia and Ukraine) will also receive digital training *via Netexplo Academy*.

   Digital transformation is an integral part of CA Consumer Finance France's *Focus* 2014-2016 medium-term plan. Its strategy in France, called *CACF 3.0*, takes in 20 digital and participatory projects, rolled out first to managers and then to all personnel. The Human Resources department is currently mapping digital skills and preparing initiatives to support employees and develop their skills.

   Crédit Agricole Leasing & Factoring launched, its strategic workforce planning approach for the period 2014-2017 (*EVOL 2017)*. Under this plan, it has mapped jobs, overhauled the enterprise skills catalogue (effective as of November 2015), and drawn up formal mobility areas and career development paths. It is also engaged in forward planning to manage the changes ushered in by digital technology,

   b. Banking regulations generate a need for new skills and greater expertise to adapt to the new requirements.

   In an increasingly complex regulatory environment, the Compliance function is one of the bank's major challenges for the next few years. Strategic workforce planning focused on increasing the visibility of this function to encourage mobility, attract talent and create appropriate training for these new profiles,

   c. The change in the Group's demographics continued with a wave of retirements;

2. highlighting **mobility within and between Group entities** with a view to facilitating and streamlining the process. Information days are held and meetings take place between employees, HR professionals and managers every year. In three years, mobility opportunities attracted almost 3,500 employees, 1,150 of whom were called for an interview by the members of the Human Resources community, and interviews took place with 360 staff from the various business lines;

3. adoption of a **new Group-wide tool** for use in all subsidiaries to satisfy performance needs and meet the challenges of external recruitment and developing mobility. Around 60 staff from Human Resources took part in the various forums and workshops. Launched in 2014, this specific tool, called, *MyJobs*, is used by 500 Human Resources experts for internal and external recruitment and by Group employees to search for career opportunities within the Company. The new tool optimises and harmonises the recruitment and mobility processes, highlighting the international and multi-disciplinary nature of Crédit Agricole's business. At 7 December 2015, one year after its launch, almost 28,000 *MyJobs* accounts had been set up by employees, which is 58% of the workforce in the Group's 26 subsidiaries in 36 countries. At 14 December, close to 7,000 offers had been announced and almost 17,500 applications received from inside the Group.

Group preparations for the 2016 negotiations on the strategic workforce planning agreement started in September 2015, with joint working groups with 50 trade union members and 40 internal HR professionals. 16 joint workshops were organised, focusing on four topics:

- strategy, governance and forward planning methodology;
- skills, mobility, professional development and training;
- employee representative careers and diversity;
- culture of change and innovation.

The collaborative and cross-cutting approach to improve social performance

In 2015, cooperation between the different entities helped to improve social performance: the *Canopée* project aimed at pooling death and disability risk at Group Level (the Group disability policy introduced in 2005), are particularly good illustrations of this approach.

Canopée, pooling death & disability risks across the Group

Significant events in 2015

Group death & disability plan

Canopée (Crédit Agricole *Nouvelle Organisation Prévoyance Équilibrée en Entreprise*) pools death & disability insurance contracts (death, disability and temporary incapacity to work) for the 40,000 employees of Crédit Agricole Group in France.

The death & disability contracts in the various entities are insured locally, but are 100% reinsured by Predica, a Crédit Agricole Assurances subsidiary. By using Predica as the reinsurer, *Canopée* intensifies internal Group synergy, smooths the risk curve over the Group as a whole, and increases the security of the insurance plan. In time, it will create the conditions to improve both cover and prices.

Canopée's governance rules were signed in June 2015. The plan is the fruit of two years' cooperation between the Group HR department, the Compensation & Benefits and Labour Relations teams in Crédit Agricole S.A. Group entities.

The *Take Care* project, launched in 2015, also set out to guarantee fairness in terms of social protection for our International retail banks, and to ensure that all the men and women in the Group have equal protection, in line with local and international standards.

Stronger together: 10 years of Disability agreements

Crédit Agricole S.A. Group has a proactive policy on the employment and integration of people with disabilities. Since the enactment of the February 2005 law in France, four Group agreements, each spanning three years and drawn up on the initiative of Executive Management, were signed by all entities and personnel representative bodies. These agreements provide the framework for our policy and action plans structured around four priorities: recruitment with specific targets, retention by providing a range of human resources and equipment to adapt workstations where necessary, communication and training, and outsourcing to the sheltered and disability-friendly sector.

In real terms, the employment rate of disabled persons rose from 2.74% at the end of 2007 to 4.57% at the end of 2014. Note that these employment rates factor in reduction ratios linked to the employer's efforts (for example, for hiring or retaining a disabled employee aged under 26 or 50 and over).

Hiring exceeded our targets for each of the three-year agreements:

- 125 new hires, outstripping the target of 110 for the first agreement covering 2005 to 2007;
- 142 new hires, beating the target of 115 for the period 2008 to 2010;
- 202 new hires, well over the 140 target for 2011 to 2013 (see the figures for the fourth agreement under 5.2.2.5).

The Group outsources some activities to the sheltered employment and disability-friendly sector to increase indirect employment. Indirect employment rose from 77 full-time equivalents (FTE) at end-2007 to 346 FTEs at the end of 2014.

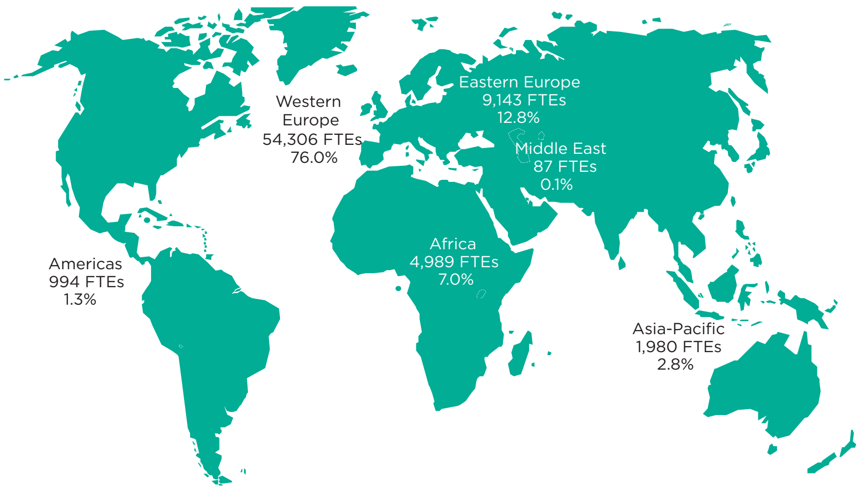
There can be no doubt that our dynamic policy and the collective efforts of all involved have enabled the Group to improve direct and indirect employment, as well as the retention rates for disabled employees in the past 10 years.

The face of the Group

HEADCOUNT BY TYPE OF CONTRACT (FULL-TIME EQUIVALENT)

	2015			2014		
	France	International	Total	France	International	Total
Active permanent contract (CDI) employees	36,688	31,119	**67,807**	37,306	31,415	**68,721**
Fixed-term contract (CDD) employees	872	2,820	**3,692**	806	3,040	**3,846**
TOTAL Active Employees	**37,560**	**33,939**	**71,499**	**38,112**	**34,455**	**72,567**
Non active permanent contract (CDI) employees	1,261	1,446	**2,707**	1,219	1,610	**2,829**
TOTAL	**38,821**	**35,385**	**74,206**	**39,331**	**36,065**	**75,396**

GLOBAL PRESENCE



BREAKDOWN OF HEADCOUNT BY BUSINESS LINE

	2015		2014	
	Headcount (FTE)	%	Headcount (FTE)	%
French retail banking	19,644	27.5	19,867	27.4
International retail banking	20,711	29.0	21,394	29.5
Savings management and Insurance	11,632	16.3	11,287	15.6
Specialised financial services	9,039	12.5	9,214	12.6
Corporate and investment banking	7,145	10.0	7,115	9.8
Corporate centre	3,328	4.7	3,690	5.1
CRÉDIT AGRICOLE S.A.	**71,499**	**100.0**	**72,567**	**100.0**
o/w France	37,560	52.5	38,112	52.5
o/w Rest of the world	33,939	47.5	34,455	47.5
World coverage		*100%*		*100%*

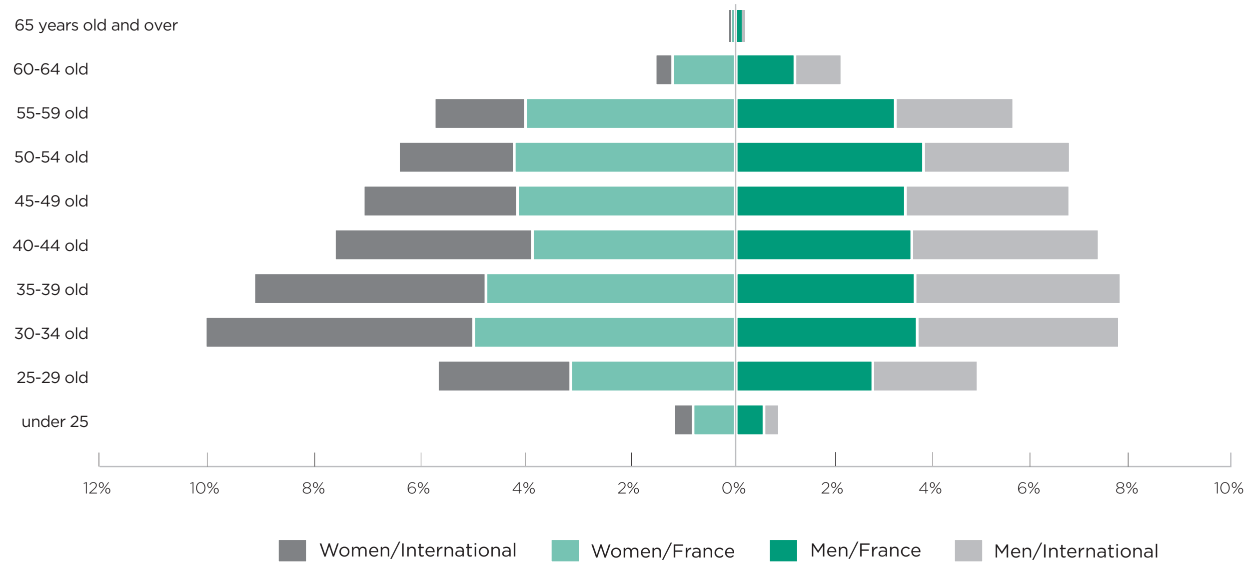
EMPLOYEES BY GENDER IN FRANCE

	2015		2014	
	Women	Men	Women	Men
Headcount in France *(in %)*	56.1	43.9	56.5	43.5
France Coverage		*99%*		*99%*

EMPLOYEES BY STATUS IN FRANCE

	2015		2014	
	Managers	Non-managers	Managers	Non-managers
HEADCOUNT IN FRANCE *(in %)*	**61.4**	**38.6**	**58.7**	**41.3**
Women *(in %)*	50.8	49.2	48.1	51.9
Men *(in %)*	75.0	25.0	72.4	27.6
France Coverage		*99%*		*99%*

AGE STRUCTURE AND AVERAGE AGE



AVERAGE AGE

	2015			2014		
	France	International	Total	France	International	Total
Average age	43 years	41 years and 5 months	**42 years and 4 months**	43 years and 6 months	41 years	**42 years and 5 months**

PROPORTION OF PART-TIME EMPLOYEES

	2015			2014		
	Managers	Non-managers	Total	Managers	Non-managers	Total
Part-time employees	2,098	3,359	5,457	2,114	3,857	5,971
Part-time employees as % of total	9.1	23.1	14.5	9.5	24.5	15.7
Women as % of part-time employees			89.7			89.0
France Coverage			*99%*			*99%*

5.1. ENCOURAGING AND FACILITATING STAFF DEVELOPMENT AND EMPLOYABILITY

In 2015, managers benefited from several management programmes to assist them in their roles. Initiatives are also under way to foster employee mobility and improve fluidity between entities.

5.1.1. Promoting and embodying responsible and respectful management

In France and abroad, Crédit Agricole Group is pursuing its efforts to foster a shared management culture among level-1 Executive Managers (including the Regional Banks) and level-2 senior management.

A. Executive Manager programme

Since it was introduced in 2012, 96% of Executive Managers have completed the *Top Leaders* programme. The *Leading Performance* programme launched in 2013 has been completed by 45% of level-2 senior managers.

In parallel with these efforts, Crédit Agricole CIB is continuing to use a *360-degree* questionnaire as part of the appraisal process for all members of the Executive Committee (level-1 Executive Managers). Since 2013, this evaluation process has also been extended to the 118 level-2 managers. Crédit Agricole Bank Polska assessed 310 managers and their immediate superiors this year with the help of the *360-degree* questionnaire. The results provide individual reports showing strengths and opportunities for improvement.

B. Key resources programmes

Since 2006, 337 key resources – or high-potential employees who represent the future generation of Group leaders – have taken part in the *International Perspective* programme. The pilot scheme *Move Forward leadership et mixité* (Move Forward leadership and diversity) was launched in 2014 for 49 individuals within this target group (71% of whom are women). The aim is to develop self-leadership in order to transform and boost their careers.

In 2015, 27 key staff from the Group Human Resources business line, including the Regional Banks, attended the pilot *Senior HR Programme* training in France and abroad (in partnership with the Paris Institute of Political Studies, Sciences Po). They graduated with a certificate in Strategic Human Resources Management.

CA Consumer Finance launched its *Future leaders* programme, with an initial intake of 10 managers from the Group's entities in France and around the world. Managers will take part in leadership, strategic planning and management workshops to boost their management skills and deepen their corporate culture. The results and feedback from the programme will also inform HR development plans in the Group.

April 2015 saw the Cariparma group in Italy introduce *WeN - Our development plan* for 80 managers (excluding the members of the Management Committee). It sets out to improve management skills using an array of development tools and activities focusing on team management, communication and change management.

CA Bank Polska has just embarked on the fifth year of its *Share the knowledge* initiative. Internal business experts are asked to share their knowledge in some 30 areas (finance, risk and HR management) with colleagues. Since its launch in 2010, more than 2,200 employees — 1,037 in 2015 — have received training through 200 programmes.

Significant event in 2015

For the first time this year, the members of the Board of Directors and Executive Management led seminars on strategy, marketing and brand management. The programme is singled out for special mention in the Benchmark CSR report "Responsible companies in Poland: best practices".

C. Talent management

Talent management encompasses all actions that attract, identify, develop and retain "young talent and key resources" at Crédit Agricole S.A.

2015 saw the continuation of a number of projects initiated in 2014:

- the *Young Graduate* programme for high-potential graduates provides training courses and support over a four-year period, with two positions of responsibility, including international exposure. Between 2014 and 2015, around 25 people were recruited in various entities, and the target positions are central to the Group's transformation challenges;
- the *MyWay* programme, designed to assess and develop the Group's young talent through an online tool (personality inventory and tests), is followed by an interview with the manager and HR to set up a personal development plan. More than 220 employees have already benefited from this scheme;
- deployment of the *Talent Mobility* tool across all regions, in cooperation with Fédération Nationale du Crédit Agricole. It brings together the Human Resources departments at the Regional Banks and subsidiaries of Crédit Agricole S.A. in the labour-market area to encourage inter-entity mobility. A total of 16 Committee Meetings take place each year in all regions to provide regional exposure;
- Key resource reviews are conducted with the cross-disciplinary business lines to promote mobility within the Group and to share specific skills needs in order to devise appropriate career trajectories. Five key resource reviews took place in 2015, enhancing the visibility of more than 270 employees.

5.1.2. Local managers: at the forefront of transformation

The Group is constantly looking to provide managers with the necessary training and tools to equip them for their role.

Significant event in 2015

Professional interview: managers' contribution

To meet the needs of the professional training reform, from the end of 2015, the annual performance appraisal is now broken down into two interviews: the annual appraisal interview and the professional interview.

Several subsidiaries have developed training for managers to facilitate them in managing each stage of the professional interview. Crédit Agricole Immobilier provides a good example: it organised 18 training sessions and 12 plenary sessions on rolling out the new system. A "HR hotline" was also available throughout the management campaign. The Crédit Agricole S.A. corporate entity organised 12 management training workshops and two meetings to launch the annual performance appraisals for 300 employees and managers. On a wider level, 16 "management community" meetings were organized, providing a forum for discussion on HR challenges and best practices (mobility, training and recruitment) to advance employees' career development and support transformation.

To boost management efficiency, CA Consumer Finance rolled out its *Managerial transformation* programme to more than 550 managers, who clocked up in excess of 19,000 training hours, as at 30 November 2015. The programme sets out to ensure buy-in and implementation by managers of the core management principles embedded in the Group's DNA. It gives them the tools to improve commercial performance, to coordinate and lead their business, and to engage and develop talent from across all functions. The *Managerial transformation* programme is broken down into three components — environment, customers and employees — and eight practical action principles. Managers receive the support of dedicated HR development officers and a new management course has been developed for newly promoted managers.

Employees and managers of Crédit Agricole Leasing & Factoring (CAL&F) France took part in the fifth *Manager Objective* course run by our partner business school. In total, nearly 50 of them obtained a degree-level business management qualification. In 2015, 16 employees attended 2-year and 4-year post-secondary training and degree-level training for a total of 4,000 training hours. The aim of the course is to develop an overview of how the business works and to expand their professional horizons. Mindful of the need to improve the professionalism of HR managers, 51% of managers in 2015 benefited from the *Actes RH* (HR Acts) training tool, which was first introduced in 2014.

Crédit Agricole CIB continued to offer the *Management Academy* to further develop a shared management culture in France and in the international market focusing on four spheres of competence: leadership, management, support for change and personal development. Since its launch in 2012, 1,961 managers have attended at least one training session, 769 in France and 1,192 abroad at 31 December 2015. This year, case studies on gender equality and internal mobility were included in the *Management Academy*.

CACEIS is continuing to implement its management model, *Management by CACEIS*. It provides all Group managers with a series of tools: the *Manager Chart* and, the *Manager Passport,* on being appointed as a manager, and for the purposes of continuing professional development, *Being a Manager in CACEIS* for more than 280 top managers and local managers (responsible for teams of 6 to 20 employees). The *Manager Kit* contains useful development and managerial tools, and the *Managers Lab* is a forum for HR best practices and feedback on HR tools. In 2015, *Management by CACEIS* also included initiatives to improve daily working life for managers: *Teamlunch*, a procedure for organising team lunches *Creaceis* a method to develop and encourage creativity in teams or for cross-functional projects, and *Fairpay*, an annual guide to reinforce the link between total compensation and employees' performance.

5.1.3. Helping employees to grow with professional development plans designed in consultation with line managers and HR managers

The priority for the Human Resources manager and the line manager is to enable each employee to grow and thus attain the highest possible level of competency and responsibility. Offering career development prospects, encouraging mobility, organising training programmes and putting in place the appropriate tools are all measures that contribute to successful employee management.

A. Actions for employee mobility

Under the strategic workforce planning agreement (GPEC), Crédit Agricole S.A. places emphasis on mobility within and between Group entities. Internal, regional and functional mobility is encouraged, with a view to constantly adapting the Company's resources to its needs.

Significant events in 2015

New professional development systems

For the first time in 2015, *Mobili'Jobs* days offered all Group employees the opportunity to apply for positions within the Group and meet with managers, without CV screening.

Mobili'Meetings are interactive meetings led by the Internal mobility team and experienced HR managers to discuss the employment situation and opportunities in the Group.

In the space of one year, progress with the *MyJobs* mobility tool resulted in:

- more than 500 Human Resources community members being trained in the tool;
- its extension abroad to include 26 subsidiaries in 36 countries;
- and almost 28,000 employee user accounts created.

June 2015 saw the creation of the Group's social network, "PULSE", dedicated to career development: Employees have access to practical information on the Group's businesses and opportunities. They receive support from experienced members of the community, known as ***PULSE LEADERS,*** to work on advancing their career plans.

Mobili'Jobs days were organised at the Evergreen and SQY PARK campuses. These events are an opportunity for employees to learn about the Group's businesses, entities and mobility schemes. For the first time, regardless of their home entity, employees were offered speed-interviews with managers responsible for the vacancies published in *MyJobs*, with no pre-selection and no CV screening. Key figures: nine participating entities, the involvement of more than 100 managers, 200 internal job opportunities, 15 meetings for a total of 700 employees, 250 of whom took part in HR workshops.

In 2015, 142 Group employees took part in the first *Mobili'Meetings* to energise their career plans, test or boost their knowledge of the Group, find out about current employment opportunities, learn the mobility tools and rules and discuss their plans with an HR professional.

To streamline access to mobility and throw light on business issues, the *PULSE* social network was launched in June 2015. The network is designed as a tool to promote contacts between Crédit Agricole S.A. Group employees and *PULSE LEADERS*. These professionals guide the discussions, share their experiences and help other members of the network with their career projects. The *PULSE* social network also functions as an information forum providing insight and advice, and a multidimensional peer-to-peer forum for: contacts between regions, countries, entities, businesses and the generations. From its launch to the end of November 2015, *PULSE* has had 3,370 visits and led to 33 contacts between the 80 *PULSE LEADERS*.

In addition to these Group-wide initiatives, CACEIS has reaffirmed its commitment to the personal and career development of its staff, to enhancing skills and increasing versatility through the *Moov* programme, introduced in June 2015. Two *Moov Days* were held in September 2015 covering a total labour market of 1,600 people. They featured business stands, attracting 165 employees, with a total of 87 people interviewed by HR managers to help them prepare their mobility plans (CVs and motivation), and business talks, attended by 121 employees. Other initiatives set out to promote mobility: *Flash Training* sessions where managers presented their activity and vacancies, together with testimonials from employees with experience of taking up mobility opportunities, published monthly on the Intranet Community, *Omnia*.

The Crédit Agricole CIB Mobility team was formed in 2013 to promote the various events and tools in the Group and encourage mobility in the Corporate and investment bank. It organised two *Business forums* in June and November 2015. More than 400 employees met with staff at 18 business stands and attended 11 mini-conferences.

In the same vein, *Passerelles* (Gateways) is a freely accessible system (no sign-up required) that can be used at any time by LCL employees considering their career development options to find out about job opportunities. It also gives more visibility to a library of 120 internal LCL job profiles (at end-2015), setting out the roles, responsibilities and conditions for each position. Questionnaires can be filled out to identify the job profile(s) that match employees' motivating factors and growth potential. They receive support from their line manager and Human Resources manager to analyse their professional career plans.

SILCA continued the mobility initiatives introduced in November 2013 for all employees and set up the *Job Passerelle* (Job gateway) portal in 2015. The site maps all jobs in SILCA, gives the job index, and identifies the gateways between jobs. In addition, the mobility unit conducted 120 interviews and issues regular information on internal mobility opportunities by providing a link with *MyJobs* and informing staff about vacant positions in the Group. SILCA offers training through "*SQY Academy*" to raise awareness of innovations and their impact (cloud computing, Big Data, social media, mobility and connected objects). SILCA's other initiative is *AlteRHego* to listen to employees and help them to realise their mobility ambitions, to provide support and give them the advice they need during a period of change in their job.

In 2015, Crédit Agricole Immobilier (CA Immobilier) introduced its HR tool *Passerelle* (Gateway) to support staff in their internal mobility and skills development efforts. *Passerelle* also provides assistance in developing skills in line with the needs of their job and the transformation of the Company. The establishment of CA Immobilier's *Observatoire des Métiers* (Group-level business study centre) at the end of 2015 will lead to deeper business knowledge, and provide a shared methodology and language to assess the impact of technological or organisational changes on the skills required.

In 2015, Crédit Agricole Assurances (CAA) set up a comprehensive view of opportunities in the CAA Group by putting a new organisation by business line and HR manager in place. This move was further strengthened by creating 40 Career Committees and conducting more than 600 individual interviews.

The Amundi Group Human Resources department continued the Business Campus events in 2015 with five events focusing on management and risk. The aim is to give employees a better understanding of the diversity of business lines and how they actually operate. These Business Campus events are also the opportunity to shed light on career management and mobility within the Company, mainly through staff testimonials.

For the past four years, Group employees have also been involved in a collaborative scheme entitled *DestiNations à l'International* (International DestiNations), promoting international exchanges and missions to countries where the Group operates. Under the scheme, more than 600 exchanges and more than 100 expert missions had taken place between Group entities in France and the International Retail Banks at the end of 2015.

INTERNAL MOBILITY

	2015	2014
Mobility within one entity	11,805	11,999
Mobility between entities	943	751
TOTAL	**12,748**	**12,750**
Coverage	*95%*	*95%*

TRAINING

	2015 (11 months)	2014 (11 months)
Number of employees trained		
France	36,861	35,260
International	28,474	24,199
TOTAL	**65,335**	**59,459**
coverage	*97%*	*90%*
Number of training hours		
France	912,585	778,064
International	713,295	674,418
TOTAL	**1,625,880**	**1,452,482**
coverage	*97%*	*90%*

TRAINING TOPICS

	2015 (11 months)				2014 (11 months)	
	Total	%	o/w France	o/w international	Total	%
Knowledge of Crédit Agricole S.A.	15,725	1.0	8,890	6,835	24,745	1.7
Personnel and business management	122,231	7.5	76,996	45,235	109,783	7.6
Banking, law and economics	430,840	26.5	323,730	107,110	338,466	23.3
Insurance	318,486	19.6	178,058	140,428	230,265	15.9
Financial management (accountancy, tax, etc.)	39,095	2.4	18,147	20,948	83,190	5.7
Risk	64,406	4.0	40,414	23,992	65,386	4.5
Compliance	85,679	5.3	30,238	55,441	112,306	7.7
Methods, organisation, quality	47,928	2.9	18,307	29,621	39,299	2.7
Purchasing, marketing, distribution	56,709	3.5	16,325	40,384	66,689	4.6
IT systems, networks, telecommunications	47,756	2.9	30,682	17,074	53,627	3.7
Languages	135,825	8.4	47,067	88,758	124,375	8.6
Office systems, software, new ICT	46,175	2.8	19,834	26,341	49,526	3.4
Personal development, communication	110,927	6.8	60,290	50,637	88,989	6.1
Health and safety	55,727	3.4	15,066	40,661	43,512	3.0
Human rights and the environment	3,145	0.2	228	2,917	3,154	0.2
Human resources	45,226	2.8	28,313	16,913	19,170	1.3
TOTAL	**1,625,880**	**100.0**	**912,585**	**713,295**	**1,452,482**	**100.0**
France Coverage			*97%*			*90%*

PROMOTIONS IN FRANCE

	2015			2014		
	Women	Men	Total	Women	Men	Total
Promotion in the non-manager category	1,366	652	**2,018**	1,281	558	**1,839**
Promotion from non-manager to manager	329	198	**527**	367	191	**558**
Promotion in the manager category	568	614	**1,182**	598	734	**1,332**
TOTAL	**2,263**	**1,464**	**3,727**	**2,246**	**1,483**	**3,729**
%	60.7	39.3	**100.0**	60.2	39.8	**100.0**
France Coverage			*98%*			*98%*

5.2. ENSURING FAIRNESS AND PROMOTING DIVERSITY

5.2.1. Ensuring fairness

Wage policy is central to the strategic management of Human Resources: it affects employee commitment. This thus requires the utilisation of tools that consider internal fairness, particularly gender equality at work, the rewarding of team and individual performance and the sharing of corporate values.

ANNUAL FIXED SALARY SCALE

AVERAGE MONTHLY SALARIES OF ACTIVE PERMANENT CONTRACT EMPLOYEES IN FRANCE (GROSS BASIC SALARY)

(in euros)		2015	2014
Managers	Men	5,037	4,936
	Women	4,180	4,102
	Overall	4,639	4,549
Non-managers	Men	2,349	2,686
	Women	2,393	2,454
	Overall	2,381	2,521
TOTAL	**MEN**	**4,363**	**4,315**
	WOMEN	**3,302**	**3,247**
	OVERALL	**3,768**	**3,711**
France Coverage		*98%*	*99%*

A. Gender equity

Most of the Group's entities in France sign three-year agreements on gender equality. These agreements are specific to each entity and their particular characteristics and may include:

- measures aimed at identifying and correcting genderrelated inequalities, especially regarding salaries (*e.g.* budget allocated to correct disparities between men's and women's wages);
- preventive measures to reduce or prevent inequality (*e.g.* automatic minimum pay increase on return from maternity leave);
- egalitarian measures to ensure equal rights for employees (*e.g.* salary protection during paternity leave).

In addition, within Group Risk Management, the Operational Research Group has developed an objective and relevant methodology based on the Blinder-Oaxaca decomposition technique for identifying unjustified wage differentials potentially caused by the employee's gender. Alongside the agreements on gender equality, since 2013 this department has carried out studies within Crédit Agricole CIB, LCL and Amundi.

At LCL, internal fairness and gender equality at work is measured annually by three indicators within each professional category, which ensure that:

- the percentage of women benefiting from individual wage increases is at least equal to that of men;
- the promotion rate for women is at least equal to that of men;
- the average level of individual wage increases among women is at least equal to that of men.

The results of the study undertaken with the Operational Research Group led LCL to allocate a total of €1 million for wage disparities affecting women over the 2014-2016 period.

B. PERCO *(Plan d'Épargne Retraite Collectif –* Collective Pension Savings Plan)

The implementation of a PERCO (*Plan d'Épargne Retraite Collectif* – Collective Pension Savings Plan) by the Group's main entities in France provides favourable conditions for employees to save for their retirement. Year-on-year, PERCO assets rose 20% to over €300 million at 31 December 2015.

Numerous employees have an agreement defining a CET (*Compte Épargne Temps* - Time Savings Account), a system that allows the employee to save up holidays not taken during the year. In many cases, these agreements also specify retirement support measures offering various possibilities:

- monetising CET days to fund a payment to the PERCO or a supplementary pension scheme (with an additional contribution from the employer, if applicable);
- using the CET to fund part-time working arrangements for senior workers;
- taking paid early retirement (with an additional contribution from the employer, if applicable);
- monetising days to fund the buyback of career contribution quarters (with an additional contribution from the employer, if applicable);
- saving more days than set out in the agreement or saving variable compensation for one of the purposes mentioned above.

C. Profit-sharing

COLLECTIVE VARIABLE COMPENSATION PAID DURING THE YEAR ON THE BASIS OF THE PREVIOUS YEAR'S RESULTS IN FRANCE

	2015			2014		
	Total amount *(in thousands of euros)*	Number of beneficiaries	Average amount *(in euros)*	Total amount *(in thousands of euros)*	Number of beneficiaries	Average amount *(in euros)*
Profit-sharing	57,335	35,650	1,608	71,133	39,577	1,797
Incentive plans	164,061	45,067	3,640	149,793	45,100	3,321
Employer's additional contribution	41,468	40,164	1,032	41,920	39,202	1,069
TOTAL	**262,864**			**262,846**		
France Coverage			*98%*			*98%*

Collective variable compensation plans that allow profit-sharing are defined separately for each entity in order to reflect their actual conditions as closely as possible. In France, the Group's companies negotiate their own incentive and profit-sharing agreements.

In 2015, a total of €263 million was paid out (profit-sharing, incentive plans, employer's additional contributions to employee savings plans).

Current and former employees held over €1.9 billion in employee savings at 31 December 2015, representing an average of over €28,000 per person.

In addition, several of the Group's foreign entities have an incentive or *profit-sharing scheme*. This is notably the case for International retail banking entities in Egypt, Italy and Serbia.

With respect to employee shareholding, 2015 saw the delivery of bonus shares under a plan established in 2011. This plan was established to give all Crédit Agricole S.A. Group employees a stake in the Company. Specifically, all employees were awarded the same number of shares (60 shares) regardless of their business line, position or country. The delivery of the shares in November 2015 involved over thirty countries (the calendar was adapted to the specific circumstances of each country and in some, such as France and Italy, delivery took place in 2013 followed by a minimum two-year lock-up period.) In total, over 70,000 people benefited from this plan.

At end-2015, the employee shareholding plan included more than 120,000 employees and former employees of Crédit Agricole Group. Together, they own 3.66% of Crédit Agricole S.A.'s share capital

Significant events in 2015

Bonus Share Plan

In November 2015, employees in 30 Group countries each received 60 bonus Crédit Agricole S.A. shares. This award followed the initial delivery of 60 shares in 2013 to each French, Italian and Polish employee. In total, over 70,000 employees have benefited from this plan.

D. Compensation policy

The Group aims to develop a compensation system that ensures motivating and competitive compensation of employees in accordance with the reference markets, specifics of its business lines, legal entities and legal constraints in each country. This compensation policy is aimed at rewarding performance, whether it is by an individual or group, in keeping with the Group's practices and values of fairness and merit. Skills and responsibility level are rewarded by a basic salary in line with the specific characteristics of each business line in its local market, with a view to offering competitive and attractive compensation. In the majority of the Group's companies, variable compensation plans linked to individual and collective performance are implemented on the basis of targets and the results of the entity. Variable compensation is set in such a way that it does not hinder the ability of Group entities to strengthen their solvency. It takes all risks into account, including liquidity risk, as well as the cost of capital. Two variable compensation systems exist within Crédit Agricole S.A. Group linked to individual performance:

- Individual variable compensation, based on the achievement of pre-defined individual and collective targets within an employee's area of responsibility;
- the bonus, based on the overall amount set aside for each business line and which is shared between individual employees by line management through a broad assessment of their individual and collective performances.

5.2.2. Promoting diversity

Significant events in 2015

Creation of the Diversity department

We take equal opportunity and diversity very seriously: diversity is now one of the key tools for successfully transforming our organisations.

In February 2015, Crédit Agricole S.A. Group created the Diversity department to handle the various regulatory, performance and innovation challenges, all of which drive economic efficiency.

The Group's commitment to promoting equal opportunity has resulted in the implementation of policies and action plans structured around five themes in 2015:

- a juniors policy;
- gender equality at work;
- religion in the workplace;
- a seniors policy;
- employment and integration of people with disabilities.

5.2.2.1. The policy for junior employees

In 2013, ten companies within Crédit Agricole S.A. Group, France scope, (Amundi, CAAGIS, CACEIS, CA Immobilier, Crédit Agricole Indosuez Private Banking, CA Consumer Finance, Crédit Agricole S.A. corporate entity, CAL&F, LCL and Pacifica), accounting for over 70% of employees in France, entered into agreements relating to the *Contrat de génération* (intergenerational contract) with terms up to three years.

Crédit Agricole S.A. thereby showed its commitment to hire and integrate young people and retain senior staff, ensuring skills and knowhow are passed on.

As a consequence, one of the negotiated measures concerned an employment policy promoting the integration of young people, embodied by a 5.25% rate of work-study contracts and of VIE (Volunteer for International Experience) contracts. In addition, a pool of interns people, work-study contracts and VIE contracts, was formed in 2013 to facilitate the long-term integration of young people into the Group's entities in France and abroad. These young people and future graduates who were personally monitored and assessed by their manager, have access to job placements and opportunities within the Group. This pool has been rolled out across eight entities, including CA Private Banking and Amundi in 2015. For instance, in 2015, Crédit Agricole Assurances transformed 44% of the work-study contracts of the graduating class into fixed-term and permanent employment contracts. Crédit Agricole Egypt converted 114 fixed-term employment contracts into permanent employment contracts.

A system has also been in place for work-study contracts and interns since 2011 *via* the community for talented young people *Student@Work*. In 2015, this community was extended to six Group entities (Crédit Agricole S.A., SILCA, CA Immobilier, Crédit Agricole Cards & Payments, Crédit Agricole Assurances and CAL&F) and has 450 work-study contracts and 150 interns. 14 encounters were organised between November 2014 and November 2015 including morning onboarding sessions, thematic breakfasts, coaching with members of the Human Resources Community, etc.

For the second year running, Amundi was awarded the *Happy Trainees* badge by work-study contracts and interns. These young people rewarded the quality of their assignments as well as their autonomy and the trust shown, with an overall rating of 4.03/5 and 91.6% recommendation rate (compared with 3.99/5 and 82.8% in 2014). Amundi is one of the top 20 large companies.

A. BANK TRAINING PROGRAMMES

The Group trains young people seeking to enter the banking business through new training programmes.

The *Césure Master Talents* programme is open to *Master 1* graduate students: the Group (Regional Banks, Crédit Agricole CIB, Crédit Agricole S.A. corporate entity and LCL) offer them two separate internships of up to six months in two different entities. The second class (2015) has about ten students.

In 2015, LCL signed a partnership agreement with the *Agence pour l'Éducation par le Sport* (APELS) to establish the *Point de rencontre* programme. The idea is to offer young people with little or few educational certificates, involved in sport, the chance of joining an 18-month training programme combining theory and practice, to become an Individual Customer Advisor or Back Office Technician in the banking sector. 35 young people signed up, with a view to the Company hiring them on permanent employment contracts upon completion of this insertion programme.

LCL's *Pépinières* programme, launched in 2014, designed for young people with five years' post-secondary education, with no banking experience, was continued in 2015. These young graduates sign a 12-month professional training contract comprising alternating periods of training and hands-on practical experience so they can learn the banking business.

Amundi's contribution to the training and integration of young people came through a specifically-focused proactive policy. In 2015, over 300 students worked on internships, work-study contracts, VIE contracts and CIFRE (*Conventions Industrielles de Formation par la Recherche* - Industrial Training for Research Agreements) doctoral programmes.

Young people under 30 make up over 38% of CACEIS hires, with an initial target of 33% over three years. In the case of *CACEIS school*, the *Tutoring* project is part of the process of transferring knowledge from expert employees supporting the integration, upskilling and careers of young graduates. At end-2015, 80% of the tutors had been trained and received the "tutoring guide". Furthermore, the *Graduate@CACEIS* project was launched in January 2015 to retain 20 newly hired young graduates (under 30 with five years' post-secondary education). 95% of young graduates express satisfaction with this two-year integration and monitoring programme, which has three main strands: integration and skills development, monitoring of career and development, recognition and appreciation.

The Group puts forward concrete actions to promote equal opportunities and, more in particular, strives for greater diversity.

B. YOUTH PROGRAMMES

"Grand Prix Étudiantes Crédit Agricole Louise Tallerie"

The Group launched the third Grand Prix Étudiantes Crédit Agricole Louise Tallerie, an award for the young female professionals of the future, with the aim of bringing together gender equality and employment for young people. 87 finalists (out of over 1,000 registered students), accompanied by experts and coaches from the Group and divided in groups of up to five students, spent a day developing an innovative project on a strategic Group theme. The winners will be mentored for a year by Group managers.

Two associations supported by the Group "*Nos Quartiers ont des Talents*" and "Mozaïk RH"

The association *Nos quartiers ont des talents* (Our Neighbourhoods Have Talents) helps young graduates from working-class areas with two or three years' post-secondary education in their search for jobs. Partners since 2008, the Group and nine Regional Banks in 2015 (Alsace Vosges, Midi-Pyrénées, Pyrénées Gascogne, Aquitaine, Alpes Provence, Provence Côte d'Azur, Île-de-France, Brie Picardie, Normandie-Seine) offer these young graduates sponsorship by Senior Executives. In December 2015, 136 Group sponsors mentored them on a volunteer basis. For the sixth consecutive year, the Group also partnered with the association Mozaïk RH, which specialises in promoting equal opportunity and diversity. The "Mozaïk Alternance" event was held in June 2015: 8 young people out of 52 were hired under work-study contracts.

School captains

172 Group employees are involved in the Higher Education Relations scheme as Team Members and 16 as "School Captains" in 19 schools. They share their experience in the bank's various lines of business at forums in France and abroad, and at events such as conferences, educational projects, facility visits, participation in classes, etc.

RECRUITMENT BY REGION AND BY BUSINESS LINE

	Number of employees hired on permanent contracts[1]							
	FRB	IRB	SFS	Savings management	CIB	Corporate centre	Total 2015	2014
France	1,568	-	136	429	331	186	**2,650**	1,788
Western europe		61	175	430	136		**802**	672
Eastern europe	-	850	95	11	14	-	**970**	1,200
Africa	-	366	46	-	5	-	**417**	161
Asia-Pacific	-	-	-	98	207	-	**305**	263
Middle East	-	-	-	-	11	-	**11**	6
Americas	-	-	-	39	82	-	**121**	159
TOTAL 2015	**1,568**	**1,277**	**452**	**1,007**	**786**	**186**	**5,276**	
Total 2014	**915**	**1,340**	**486**	**706**	**669**	**133**		**4,249**
Coverage							***99%***	*99%*

(1) Including conversions of definite-term contracts into indefinite-term contracts.

INTERNSHIPS AND WORK-STUDY CONTRACTS IN FRANCE (MONTHLY AVERAGE FTE)

	2015	2014
Work-study contracts	1,958	1,863
Internships	537	577
France Coverage	*99%*	*99%*

5.2.2.2. Gender equality at work

Having considered gender equality as a strategic asset for corporate and economic performance since 2008, Crédit Agricole S.A. Group signed the *Charte de la diversité* (Diversity Charter) followed in 2009 by the *Charte des droits humains et de la parentalité en entreprise* (Charter of Human Rights and Parenting in the Workplace), recently signed by Amundi. In 2014, LCL signed the Single-Parenting Charter. Executive Management pledged in the 2014-2016 Medium-Term Plan to increase the number of women in positions of leadership, with the goal of having women account for 20% of level-1 managers and 25% of level-2 managers by the end of 2016. The proportion of women among level-1 and level-2 managers has risen from 12% to 15.8% and from 18% to 23% respectively since 2014. The enlarged Executive Committee had two female members at end-2015. The Group pursues a proactive policy to promote gender equality, by raising awareness amongst its employees and by developing Human Resources policies, in particular to identify and enhance the visibility of female employees who are likely to achieve executive roles.

Crédit Agricole S.A.'s gender equality policy is structured around three complementary priorities:

- change the culture of the Group by raising awareness on gender stereotypes;
- involve men, particularly managers, whose decisions impact the careers of women;
- change the managerial model by rethinking modes of work and organisation.

Each entity is thereby committed to carrying out a project geared towards the development of the role of women every year.

PROPORTION OF WOMEN (%)

	2015		2014	
	%	Coverage	%	Coverage
Among all employees	53.9	*99%*	54.1	*99%*
Among permanent contract employees	51.1	*99%*	54.3	*99%*
Among the Group Executive Committee	2 out of 28	*100%*	1 out of 23	*100%*
Among management levels 1 and 2	21.2	*100%*	19.9	*100%*
Among the top 10% of highest-earning employees in each subsidiary (fixed compensation)	28.8	*98%*	27.9	*99%*

A. GENDER EQUALITY WEEK

As part of the campaign to raise the awareness of all employees on the challenges of gender equality, Crédit Agricole S.A. created a "Gender equality" week in 2012. As part of this event, a quiz was launched in 2015 across Group companies in France on "Gender Equality and Innovation", involving around 1,500 participants, and 20,000 copies of the "50/50" magazine were distributed throughout the Group. This magazine highlights the Group programmes that help promote gender equality, the EVE programme, *Pulse*, *Move Forward*, etc, and promotes the profile of the *Potenti'Elles* women's network. Various workshops and conferences were held to allow employees to share their views on this issue and to propose concrete ideas.

B. THE GENDER EQUALITY NETWORK

A gender equality network was established in 2013 to ensure the coordination of the Group's activities in this field. Its membership consisted of 25 Gender Equality Managers in 2015. The network meets monthly to promote the Group's policy, share best practices and initiatives of the various entities, and set shared indicators:

- the percentage of women as level-1 and level-2 managers;
- the percentage of women in the Group;
- the percentage of women per Group entity;
- indicators from the 2014 *Financi'Elles consultation*.

A number of actions promoting gender equality were carried out throughout the year at all Crédit Agricole S.A. companies.

For example, in late 2014 LCL launched a module on gender equality and automatically enrols all managers, labour relations managers and human resource managers. Made up of two blocks "The legal framework and LCL's commitments" and "Applying the approach on a daily basis" this training enables them to adopt best practices and the tools for fostering professional equality. As of 15 November 2015, 44% of those registered had completed this training.

The Group provides a number of programmes, including in particular training for people working in human resources "Hiring without discriminating" and "Decision-making biases in recruitment". Crédit Agricole CIB offers workshops on "Self-marketing: how to proactively manage your image" to employees and managers in France, with 180 of them signing up to workshops. Outside France, two compulsory trainings were launched: in London, open to all employees, on diversity in the workplace and in Asia, for managers, on anti-discrimination.

As part of the Gender Equality at Work project known as *Happy mixte*, CA Consumer Finance promotes gender equality by encouraging, more specifically, female representation at certain decision-making levels within the Company's hierarchy. Amongst the actions implemented in 2015, the mentoring pilot, launched in 2014, was run again, involving eight female mentees assisted by eight mentors who assisted them in fulfilling their personal and professional development requirements. The *Female Leadership* course allows women to acquire the skills and behaviour to reaffirm their leadership. This training was taken by 22 female employees and opened the door for nine of them to take up managerial roles. A new class of 12 women began in November.

Outside France, in 2015, Cariparma pushed forward with its *Artemisia* project and the development of its strategy for women. The working group established in 2014 met five times in 2015 to review progress on the three main projects:

- the development of female talent to overcome career inequality and increase the percentage of women managers;

- work/life balance through the implementation of concrete measures such as flexible working (pilot being run in 2016 involving some fifty people);
- internal communication including to clients and shareholders to make them aware of the Company's culture and values;

One of the actions *MAAM* (Maternity as a Master) was continued in order to help female employees before, during and after maternity leave.

At Crédit Agricole Ukraine, 33% of the members of the Executive Committee are women (4 out of 12), 291 of 459 middle managers are also women. A quarterly scorecard makes it possible to monitor the women/men ratio, particularly as regards compensation.

C. THE EVE PROGRAMME: GRASPING THE ISSUES OF GENDER EQUALITY

"Dare to be yourself in order to act": this is the essence of the "EVE" programme, created in 2010 by a number of major French companies and of which Crédit Agricole S.A. is a founding partner. In 2015, the sixth EVE seminar included workshops and plenary sessions on social issues and original leadership experiences. Since its launch, 222 employees from Crédit Agricole S.A. and the Regional Banks (including 14% men) have taken part in this programme. This year, nine employees from Crédit Agricole CIB participated in the EVE seminar in Shanghai.

D. NETWORKING FOR WOMEN

The first *Potenti'Elles* female network was established in 2010 at the initiative of Crédit Agricole CIB female employees. It counted 425 members in 2015. Other networks promoting gender equality in India, New York and more recently London, organise events open to everyone, (round tables, conferences and networking sessions).

Established in 2013, the *Potenti'Elles* networks have 157 members at CA Assurances and 280 at Crédit Agricole S.A. The Italian subsidiaries CA Vita and CA Assicurazioni have been engaged since 2014 in the development of women at all levels of the Company. They are pursuing their partnership with *Valore D* (D for "Donne" or woman), the leading association of large companies formed in Italy to support female leadership in the business world. They organise meetings and seminars to spread the culture and promote female values.

Crédit Agricole S.A. has been a *Financi'Elles partner* since its launch in March 2011. In 2015, the federation had twelve networks from large companies in the banking, financial and insurance industry. The second *Financi'Elles* consultation, carried out in 2014 involving 10,000 male and female Group managers (46% women and 54% men), gave rise to action plans. At CA Assurances, in March 2015 Executive Management signed the Gender equality action plan, which includes key indicators for measuring the breakdown of men/women in talent pools, recruitment, promotions, mobility, as well as awareness actions for managers and employees. At Crédit Agricole CIB a study was carried out on maternity leave involving 307 employees. The 67% response rate and employee discussion workshops give rise to an action plan based on information, organisation, cover and support upon return from leave for those concerned.

Gender equality

In summary, the Group has for many years been putting in place systems to promote gender equality in recruitment, training, pay and career management.

In 2015, the Group continued:

- to sign three-year agreements specific to each entity;
- to reduce compensation gaps;
- programmes and trainings to foster the promotion of women and gender equality in the management teams;
- the mentoring pilot;
- events such as the "Grand Prix Étudiantes Crédit Agricole Louise Tallerie" and gender equality week;
- synergies through the *Potenti'Elles* networks;
- recruitment tests to screen candidates without any discriminating criteria, etc.

5.2.2.3. Religion in the workplace

Work has been ongoing over the past two years with both internal and external experts to address the issue of religion in the workplace. This gave rise to the creation of a "Religion in the workplace" guide.

This tool, intended for human resources and managers helps them manage the complex situations with which they may be faced on a daily basis and provides guidance: information on the legal framework, specific responses regarding the Group's policy and specific examples on issues such as working time, the wearing of religious symbols, etc.

This guide was distributed in November 2015 to 200 members of the Crédit Agricole S.A. inter-company human resources community. This was followed by a discussion chaired by Patrick Banon, religious anthropologist and research fellow at the Management and Diversity Chair at Paris-Dauphine University.

In 2016, this guide will be distributed more widely to executives and managers in accordance with the arrangements put in place in each company.

5.2.2.4. The seniors policy

In signing **inter-generational contracts**, Crédit Agricole S.A. Group entities undertake to hire and retain senior staff. A plan is devoted to retirement information and support, the development of specific skills and the organisation of knowledge transmission.

Consequently, the Group's French companies offer employees aged 55 and over clear and accurate answers to employee questions on retirement issues (dedicated telephone support) and to help them plan for their retirement (personalised and confidential retirement review, online pension simulator, analysis of quarter buybacks, continuation of basic pension contributions, plus supplementary for part-time employees over 60).

Within Crédit Agricole S.A. corporate entity, in 2015 the seniors policy notably involved the presentation of existing retirement schemes at open plenary meetings: over 300 employees attended.

In 2015, CACEIS continued to conduct the retirement reviews requested by employees aged 55 and over. It also organised training activities to prepare employees aged 58 and over for retirement, retirement information meetings for 133 employees given by advisers from the *Caisse Nationale de l'Assurance Vieillesse* (CNAV) along with 62 personal retirement interviews with a CNAV adviser. Since 2013, CACEIS has offered *Meet the senior* late stage career interviews. A total of over 200 employees, aged 57 and over in France, and aged 59 and over in Germany and Luxembourg benefited from this.

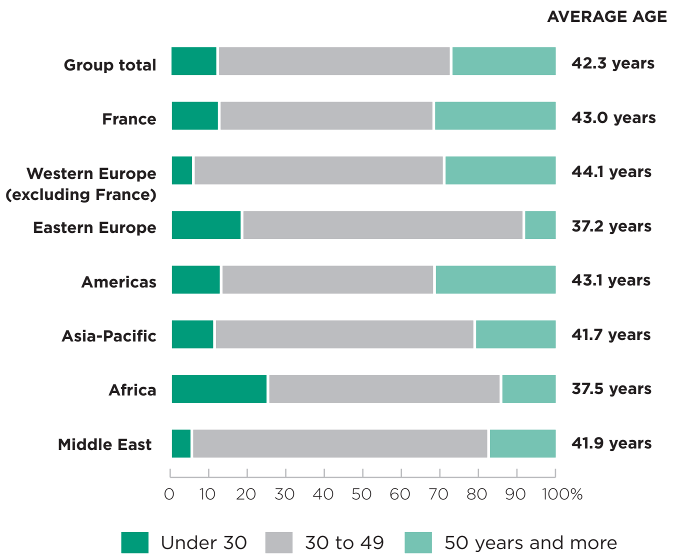
In the case of LCL, it hired 90 employees aged 45 and over on permanent employment contracts in 2015 (compared with 39 in 2014), including 61 externally (compared with 24 in 2014), excluding intra-group transfers. Employees aged 58 and over are given priority to become "consultant-trainer" tutor to young people hired on work-study contracts. The consultant-trainer assignment is valued through the interview skills evaluation guidelines and individual variable compensation. Finally, the retirement information and support service provided to employees aged 55 and over since 1 April 2014, had received as of 30 November 2015:

- almost 400 calls, most of them asking for further information on individual benefits;
- over 500 requests for a pension calculation with no presets, fully paid for by LCL.

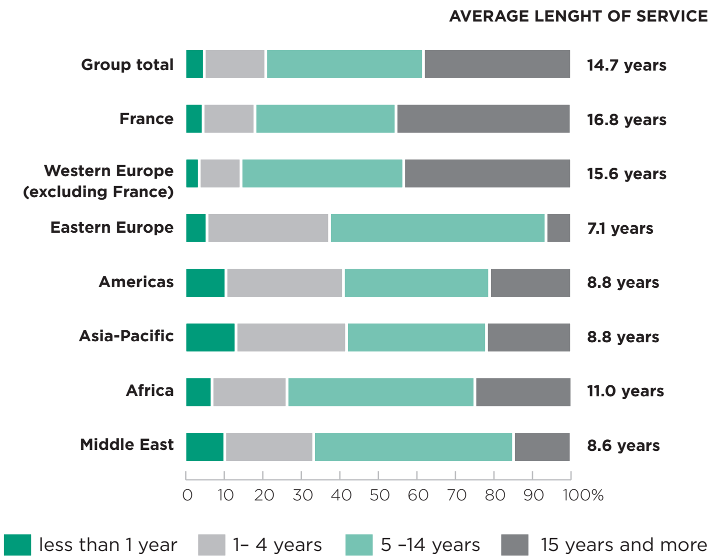
In signing the inter-generational contract in February 2015 for a period of three years, Crédit Agricole CIB built on the action plan for seniors in place since 2010. Human resource managers thus offer employees, from their 45th birthday, a mid-career review. In the course of their professional development, dedicated consultants from APEC may also provide support.

Cariparma provides training for employees aged 55 and over, with a total of 271 activities and 4,140 hours given in a series of fields, including self leadership, time management, tutoring and language classes.

PERMANENT CONTRACT EMPLOYEES BY AGE



PERMANENT CONTRACT EMPLOYEES BY SENIORITY



PROJECTED NUMBER OF EMPLOYEES TURNING 60 IN THE NEXT 10 YEARS

DEPARTURES OF PERMANENT CONTRACT EMPLOYEES BY REASON

	2015				2014			
	France	International	Total	%	France	International	Total	%
Resignation	631	1,281	**1,912**	34.2	542	1,211	**1,753**	33.0
Retirement and early retirement	1,656	359	**2,015**	36.0	1,092	495	**1,587**	29.9
Lay-off	165	353	**518**	9.3	265	584	**849**	16.0
Death	43	25	**68**	1.2	32	13	**45**	0.8
Other	340	740	**1,080**	19.3	315	763	**1,078**	20.3
TOTAL PERMANENT CONTRACTS	**2,835**	**2,758**	**5,593**	**100.0**	**2,246**	**3,066**	**5,312**	**100.0**
Coverage				*99%*				*99%*

5.2.2.5. Employment and integration of people with disabilitiesen situation

Significant events in 2015

Achievements under the 4th agreement on disability

The disability policy has been shared across all French subsidiaries of Crédit Agricole S.A. Group since 2005.

On 13 March 2014, the Group Human Resources department and the five trade unions (CFDT, CFTC, CGC, CGT and FO) unanimously agreed to sign the fourth Group agreement to promote the employment of people with disabilities for the 2014-2016 period.

The achievements include:

- 117 new hires including 52 on permanent employment contracts from 2014 to end-October 2015 (compared with a target of 190 by end-2016);
- 666 actions to retain employees involving 344 employees across the Group in 2015;
- almost €2.5 million in purchases from the sheltered and disability friendly sectors at end-2014.

The Group Central Disability team is responsible for overseeing the agreement, leading and coordinating all major projects and actions during the year. Since 2013, it has had the PEPITH business software. Major updates were brought to this software in order to optimise the management and monitoring of expenses under the agreement in 2015.

This policy is also driven by a disability integration relay network (RRIH) in each entity, which works with multi-disciplinary teams on a daily basis. It met three times with the Group Central Disability Team. The trade unions met four times during the year.

A. RECRUITMENT

To help achieve the end-2016 targets, various entities have occasional recourse to specialised recruitment agencies.

In 2015, LCL continued its partnership with “HandiFormaBanques”, which it part founded, to teach the banking business to 14 candidates with disabilities, on work-study contracts. One candidate is taken on a work-study contract under this scheme by CA Consumer Finance and two apprentices joined CACEIS under the “HandiFormaFinance” scheme in partnership with Nanterre University.

The “Apprenticeship and disability month” was held by Amundi in 2015 to help train and integrate students with disabilities. This initiative involved raising awareness and engaging the Human Resources community. Six students, having completed from two to five years of postsecondary education, were hired during the 2015 apprenticeship campaign, thus taking the number of apprentices with disabilities being trained within Amundi to ten.

Outside France, at Crédit Agricole Ukraine, employees with disabilities accounted for 4% of the headcount, thereby meeting its legal requirements. Cariparma hired 16 people with disabilities this year, across both the sales network and support functions.

B. RETENTION

The retention actions encompassed not only the environment and workstation but also adapting working time, co-financing prostheses or providing home/work transportation. In the past two years, these actions entail around 75% of the budget provided for under the agreement.

A partnership with the Technological Innovation department of Crédit Agricole S.A. Group helps improve working conditions, primarily computer hardware and telephones, such as for example eye tracking to control the computer. Solutions provided to employees are extended to LCL customers through “ACCEO” for hard of hearing and deaf customers. Since 2015, using “ACCEO” they can telephone their customer advisor *via* a specialist operator providing a written transcription or video in French sign language.

C. SHELTERED AND DISABILITY-FRIENDLY SECTORS

There has been a sharp and ongoing increase in the level of indirect employment. This increase was primarily achieved through the establishment in 2015 of a caretaker service at Amundi and CACEIS by selecting a disability-friendly business and through the partnership between the IT department of CAL&F and an IT services company accredited as a disability-friendly business, for the development and maintenance of desktop tools and applications. The CA Consumer Finance call centre specialised in recovery and customer relations has 15 people with disabilities. Finally, Crédit Agricole CIB outsources printing and gardening services to the sheltered and disability-friendly sectors (see section 2.4.3).

D. RAISING AWARENESS

Classroom-based training was offered to recruitment managers in all entities in 2015. It is a further tool to make the approach taken by Human Resources with regard to disability more professional and enable the commitments under the agreement to be met collectively.

During the 2015 Week for the Employment of People with Disabilities, 35,000 copies of the *Handi'Minutes* magazine were distributed in France. This magazine, the editorial of which was signed by the Chief Executive Officer of Crédit Agricole S.A., is intended to remind everyone of the Group's goals through the major themes of the disability policy in the 4th agreement and to present the entities most significant achievements.

All French entities take part every year in this national event under the banner “*On dit HandiCap et on agit!*”. In 2015, all employees were made aware of musculoskeletal disorders and sight problems. This event was an opportunity for all entities to encourage employees through activities to identify their perceptions and prejudices.

5.3. IMPROVING THE QUALITY OF WORK LIFE

ABSENTEEISM IN FRANCE IN CALENDAR DAYS

	2015							2014		
	Managers		Non-managers		Total		Total Average no. of days' absence per employee	Total		Total Average no. of days' absence per employee
	Women	*Men*	*Women*	*Men*	*No. of days*	*%*		*No. of days*	*%*	
Sickness	94,518	59,019	178,128	46,546	**378,211**	**52.7**	9.7	390,147	52.9	10.0
Accident	3,844	1,842	8,121	1,505	**15,312**	**2.1**	0.4	17,381	2.4	0.4
Maternity, paternity and breast feeding	98,778	6,474	146,661	2,571	**254,484**	**35.5**	6.5	266,635	36.1	6.9
Authorised leave	18,246	15,225	19,618	6,667	**59,756**	**8.3**	1.5	55,386	7.5	1.4
Other	3,801	2,879	2,409	951	**10,040**	**1.4**	0.3	8,598	1.1	0.2
TOTAL	**219,187**	**85,439**	**354,937**	**58,240**	**717,803**	**100.0**	**18.4**	**738,147**	**100.0**	**18.9**
France coverage							*99%*			*99%*

In the 2014 social audit of Crédit Agricole S.A. corporate entity, 35 occupational accidents were listed (none for serious risks): 23 associated with falls/drops, four associated with traffic/handling and storage accidents, eight associated with everyday accidents, and no occupational illness. The frequency rate of occupational accidents was 0.2%.

Health and social security are core concerns for the Group. A number of actions are carried out to ensure employees enjoy a favourable environment and conditions at work that they can reconcile with their personal life.

5.3.1. Guaranteeing an environment and conditions which ensure the health and safety of employees at work

A. Raising awareness and providing training on psychosocial risks (PSR)

In 2015, the Group's entities continued to apply their policy of preventing and raising awareness about psychosocial risks (PSR) through the implementation of action plans or signing agreements.

Significant events in 2015

Predica 2015-2018 triennial agreement on the Quality of Work Life (QWL)

Following the implementation of ten major QWL actions in the course of 2015, Predica, a Crédit Agricole Assurances subsidiary, signed a three-year agreement on QWL on 23 December 2015. This agreement provides for an action plan jointly agreed each year with the trade unions to implement five to ten new joint actions with regard to major QWL issues.

In May 2015, Predica also signed a charter on preventing harassment. In accordance with the commitments under this charter, a prevention campaign will be undertaken in the form of manager training and employee awareness-raising. The goal will be to identify high risk situations and the appropriate responses to such risks. At end-December, 70 managers had completed this training. Furthermore, the psychological support helpline continues to be available to all Predica employees, and allows everyone to ask personal or work-related questions. Finally, the charter provides for joint investigation *via* an *ad hoc* joint committee.

In 2015, LCL implemented an action plan to prevent PSR, in order to strengthen the mechanisms to protect all employees in supporting change management.

In 2015, this LCL plan resulted in:

- the training of key players: raising awareness amongst members of the LCL Management Committee;
- two-day training for human resources managers and labour relations managers. This training is designed to develop their ability to provide psychological counselling on change. The goal is to help them manage their own stress and help employees impacted by change. Finally, in 2015 the managerial training was given to all managers across the network, the banking services and insurance department and corporate banking and wealth management, representing close to 1,000 people. Training for support function managers is planned for 2016;
- a mechanism for managing and monitoring complex situations: a psychological counselling unit for everyone

is available 24/7, to deal with any personal or work-related issue. This unit also helps human resources managers analyse and manage difficult situations. When further help is required, multi-disciplinary regional warning and support units (CASR) have been in place since July 2015 to deal with sensitive situations. If the situation is not resolved by the CASR, the matter is referred to a multi-disciplinary national unit (CASN) (a member of the Executive Committee, a representative of the Human Resources Management Committee, the coordinating doctor, the head of the social unit and a representative of labour relations and employment law) by the human resources manager.

The agreement unanimously signed by the Human Resources department of the Crédit Agricole S.A. corporate entity and the trade unions in September 2014 on PSR, established:

- a monthly multidisciplinary joint monitoring committee. It brings together medical and social staff (doctors, nurses, social workers), the Human Resources department and members of the Health, Safety and Working Conditions Committee (CHSCT). It is responsible for the early detection of risk situations, finding operational solutions for individual and/or collective situations and defining and coordinating the actions to be carried out;
- an e-learning course to raise awareness and train managers about PSR. A pilot was launched in 2015 involving some twenty managers of Crédit Agricole S.A. and Crédit Agricole Cards & Payments management committees. In 2016, this training will be rolled out to all managers and conferences will be held for the employees;
- employees of the Crédit Agricole S.A. corporate entity have access to the 24/7 active helpline up to five times a year. They can speak free of charge and anonymously with professional psychologists about any problems they are facing. Help and advice is also available to the employee’s close family

Launched in 2009 with the rollout of training, Crédit Agricole CIB’s commitment to preventing stress at work is ongoing: 117 managers attended the training course *Managing the stress of your employees* in 2014 and 2015. Outside France, sessions and e-learning modules on stress prevention have also been offered to new managers: as of December 2015, 84% of them had been trained in France and abroad. The Study centre for the prevention of PSR met twice in 2015 to analyse the results of the survey (65% of employees in France responded) and present them to the social partners at the Psychosocial Risks Committee.

In November 2015, CACEIS launched the *FAB’LIFE* (For A Better Life) campaign for all employees, which brings together, under one banner, prevention programmes (*Be Zen*) and actions promoting well-being at work. The PSR procedure, rolled out in 2015, makes it possible to identify, understand and deal with stress, harassment and violence at work. The psychological counselling helpline has been available 24/7 since June 2015, guaranteeing anonymity and confidentiality. The Medical unit is also in place to measure the level of stress and well-being at work. On a collective level, it assesses the current situation and identifies the populations at risk, with a view to implementing corrective actions to reduce stress factors. At the individual level, it contributes to detecting psychological risks for prevention purposes. CACEIS Bank Luxembourg launched its action plan *Be Happy* which led in 2015 to the organisation of 175 sports training lessons (Nordic walking, running, etc.) for groups of 8 to 12 employees and the handing out of fruit baskets every quarter.

Amundi continued to pursue its policy of preventing PSR and of improving the quality of work life. Specific governance of PSR is based on a quarterly multi-disciplinary joint monitoring committee to collect the various indicators and a monthly human resources management committee dedicated to monitoring so-called “at risk” employees.

In 2015, the initiatives in place within Amundi were continued and in particular:

- the raising awareness of employees aspect involving a series of six conferences on attitude of detachment, leadership, shifting paradigms and living well values: over 560 employees took part;
- the creation of a contact network for employees who are struggling;
- the training of 120 Company managers, including raising awareness about work life balance with the aim of improving PSR prevention.

Prevention of stress and psychosocial risks: free psychological counselling by telephone

In short, the different Group entities offer their employees psychological support to fight psychosocial risks. Anonymous, confidential and free, the counselling service provides employees with help from outside professional psychologists to deal with work-related issues (interpersonal relationships, loss of interest at work, difficulty adapting, etc.), as well as personal and family-related issues. Help and advice is also provided to family members.

B. Awareness-raising and education on health and healthcare

Crédit Agricole S.A. Group continues to raise its employees’ awareness on health and hygiene.

In 2015, nurses at Crédit Agricole S.A. were trained in workstation ergonomics by an ergonomist and specialist in the prevention of occupational risks. The aim was to take a holistic approach to employees (physical and mental well-being) and prevent musculoskeletal disorders (MSD). That entity’s occupational health unit also organised four prevention actions in 2015: occupational well-being, skin cancer screening, breast cancer prevention and workstation ergonomics. Close to 350 employees took part in these actions.

As part of its Health Prevention Policy, in 2015 Crédit Agricole Assurances undertook to address the occurrence of MSD. Six events were thus held during the year to raise employees awareness, involving workshops on relaxation and self-massage, and discussions with specialists such as ergonomists, relaxation therapists, physiotherapists and occupational healthcare specialists to help them stay healthy.

This year, Crédit Agricole S.A. Group decided to put health at the heart of the system by offering interactive events and workshops on, in particular, sight problems and physical posture at work. CA Consumer Finance employees are each given a pamphlet, *Your Screen and Your Health* along with a mouse pad. Occupational healthcare at Roubaix and Evry offered them workshops and demonstrations of "good posture" and the option of vision screening. CACEIS organised six MSD awareness workshops as well as individual workshops on workstation posture with an ergonomist. Crédit Agricole CIB offered workshops on sight and provided each employee with a leaflet on eye disorders. LCL, in cooperation with occupational healthcare, raised awareness regarding movement and posture, stretching and presentation of ergonomic equipment. It provided employees in the network with a guide on posture and handed out stress balls.

In addition, in accordance with the agreement on working arrangements in customer relationship centres (CRC), signed on 31 March 2015, once a year LCL brings in a specialist in the prevention of occupational risks to each CRC. In the course of his/her prevention work, he/she carries out analyses and measurements in order to make proposals regarding workstation design or ergonomics.

At CAL&F, close to 300 employees participated in an awareness action on the quality of work life over the 2014/2015 period in order to give them some insights and allow them to try out some practical tools. Participants were also able to take a course on management of stress and emotions.

Crédit Agricole Bank Polska provided health and safety training to all new employees. This training covered accident risks, first aid and fire safety, as well as on-screen work. In addition, an e-learning course on fire safety is available to everyone on the Intranet. Seven defibrillators were installed at three sites in 2014 and 2015 to allow for immediate cardiopulmonary resuscitation.

Cariparma's main initiatives in the field of occupational health and safety were continued in 2015:

- the anonymous and free psychological counselling hotline, to listen to and advise employees and their families;
- updating of the "Risk assessment" document;
- the e-learning training programme open to all employees, as well as special measures for network managers on fire prevention and first aid;
- raising awareness on health and healthcare with the *Pillole salute ed alimentazione* campaign, in cooperation with the Veronesi Foundation, through ten videos on nutritional education.

C. Improving workplace safety

The Group sees the safety of its employees as more than a legal obligation, and is committed to establishing and implementing a preventive safety policy.

Being aware of the risk of hold-ups and incivility in banks, several entities developed and implemented training and preventive measures to ensure the safety of their employees, in addition to installing alarms.

In 2015, Crédit Agricole Bank Polska installed alarm systems across its banking network that are directly linked to a security unit. It responds within 15 minutes of the alarms being triggered. The bank buildings are also equipped with a video surveillance system. All employees across the network are required to undergo training on how to respond in the event of theft or if faced with a violent customer.

The training module, rolled out in 2013 by Crédit Agricole CIB to raise awareness on safety, has become mandatory for all new arrivals since 2015. This training is designed in coordination with the bank's security service, occupational medicine, the secretary and assistant secretary of the Health, Safety and Working Conditions Committee (CHFCT). The module comprises topics on safety/security (such as access control, accident and fire risk prevention, or the alert procedure). In 2015, 1,301 new employees (permanent, fixed term, interns) successfully completed this training.

LCL continued to roll out its automation plan for bank branches, to eliminate cash handling and significantly reduce hold-up attempts. Nearly 30 additional branches were automated in 2015, bringing the proportion of automated branches to 97% of the total number. In addition to these measures, LCL has a full range of training covering the security of people and property, for all automated and traditional branches. At end-November 2015, close to 5,000 employees had completed the security training.

The agreement signed at LCL between Management and the trade unions in March 2011 on prevention has been boosted concerning incivilities. The number of cases incivility reported in 2015 was up (1,129 at 30 September 2015 compared with 869 at 30 September 2014). LCL's Intranet provides operating processes and advice to prevent and defuse these phenomena, as well as the *Association Française des Banques* (French Banks Association) booklet *Agir ensemble* (Acting Together). In addition, a training component has been rolled out for Branch Managers with the incorporation of a module on incivility. Moreover, there were two specific self-paced e-learning training modules in 2015: "Management and prevention of incivility over the telephone" taken by 171 employees and "Management and prevention of incivility over the telephone and face to face" taken by 345 employees.

In 2015, Crédit Agricole Egypt provided security awareness training for 137 employees and 49 employees were trained in the emergency procedures applicable in the event of evacuation or emergencies. CA Consumer Finance provided fire and first aid training for almost 150 employees.

5.3.2. Developing a proactive policy to promote well-being at work

To help achieve a balance between work and personal life, the Group continued its efforts to organise work so as to reconcile well-being and performance.

A. Future services for employees

The two campuses at Montrouge (Evergreen) and Saint-Quentin-en-Yvelines (SQY PARK) have undergone a construction and refurbishment programme, and will see the number of employees at the two sites almost double in 2016, with the arrival of Crédit Agricole CIB employees at both Evergreen and SQY PARK and SILCA employees at SQY PARK. By end-2016, Evergreen will have almost 8,000 people on site compared with 3,500 currently, and SQY PARK close to 5,000 compared with 3,000 at present.

The Group Human Resources department has been supporting this transformation process through a participative approach launched in 2014. Following on from this, it has supported the discussions and work on redesigning the restaurant and caretaking services, the use of the new spaces, facilities and transportation. The introduction of open-plan spaces and new modes of working have also resulted in a new way of working together, characterised by more collaborative and exchange-based work, and encouraging greater managerial accessibility.

B. Tailored support for employee caregivers

In 2015, Crédit Agricole Assurances (CAA) Group took steps to help its caregiver employees. It is a partner in the *Responsage* programme, a platform providing guidance and personalised advice for employees caring for a dependent relative aged 60 or over. Fully paid for by CAA, *Responsage* was supporting 44 caregiving employees at end-October and had responded to 750 requests at end-August (release from hospital, search for day care, home help, etc.). This support ensures better coordination between professional and private life and increases presence at work. CAA also organises three *Cafés des aidants* discussion groups led by professionals for all employees at the Paris sites on issues such as the health of the caregiver, the personal autonomy allowance and personal services. Finally, *The Caregiving Employee Guide*, jointly developed with caregiving employees, is available on the Intranet.

C. Telework

Group entities have facilitated telework since 2011 to ensure work organisation is adaptive, but also to promote quality of life at work, with a view to boosting employee performance.

Significant events in 2015

Telework within the Group

In June 2015, over 1,000 employees across 9 Group entities were teleworking. The technology used allows them to access their applications, data and telephone environment but also to stay in touch with their teams. Various different telework formats are employed:

- either a standard format of one set day a week;
- an adjustable format involving non-set days or a fixed number of days per year, to be arranged depending on team needs and in agreement with the manager;
- or a flexible format that allows people to work remotely or in dedicated third party spaces.

As part of quality of work life projects, various CAA Group subsidiaries have signed agreements: Predica signed a three-year agreement in October 2015 that allows, in addition to traditional telework of one day a week, alternative or occasional forms such as one day a month, six days a quarter and ten days a year; CAA signed a telework agreement in December 2015 following an initial pilot phase and CAAGIS signed a three-year agreement in January 2015 with the option for managers to take up to ten non-set days. Various entities launched telework pilots in 2015 including BforBank, Crédit Agricole CIB and the Médicale and Pacifica insurance subsidiaries.

Following a period of experimentation, CACEIS introduced "nomadic working", which can take three forms: traditional telework in France, Germany, Luxembourg and North America; flexible remote working in the four countries (occasionally working from home without being classified as a teleworker for up to ten days a year), and finally dedicated spaces for nomadic workers in the workplace with provision of equipment (except in North America).

SILCA also offers employees two telework days per week, under certain conditions. It is expanding telework by allowing all employees one day per week of teleworking and plans, in connection with the move to SQY PARK in 2016, to offer employees co-working or "Third-party workplaces" near their home as an alternative to traditional telework.

D. Group banking offering

The preferential banking terms and conditions launched in January 2006 have changed in accordance with applicable regulations: the new access procedures have been in force since 1 April 2015. At present, most Crédit Agricole S.A. Group subsidiaries have signed up to the Group banking offering, which finances access by their employees under preferential conditions to all products and services distributed by Group companies.

5.4. FOSTERING EMPLOYEE ENGAGEMENT AND SOCIAL DIALOGUE

The Group encourages active and constructive dialogue with its employees and their representatives. This participation can take various forms: working groups, surveys, social benchmarks, internal social networks and communities for effective labour-management dialogue.

5.4.1. Disseminating and sharing information with employees to enable debate and endorsement

The dissemination and sharing of information with employees in relation to the Group's processes, schemes and challenges are essential for greater cohesion. This transparency will also allow them to become more involved in the corporate life.

LCL created the *LCL Part@ge* programme, which enables the facilitation of discussion groups and debate on managerial practices, the sharing of information and the transmission of knowledge between managers. In the space of a year, from October 2014 to September 2015, 74 meetings were held, with over 200 participants.

At Crédit Agricole CIB, teleconferences and meetings with senior management, organised in France and broadcast simultaneously abroad, allowed 750 executives to exchange regularly on strategic issues with the Executive Management when the quarterly results are published and throughout the year. Attendees were encouraged to submit their questions in advance in anonymously; the Executive Management then answered these questions during the meetings. A dedicated area on global Intranet *Insidelive* called *Managers corner* provides them with all the information they need to take back to their teams.

In order to increase the clarity of its direction and strategy, CACEIS organised five *Meet Your Executives* meetings between a member of the Executive Committee, the local manager and employees in France.

Crédit Agricole Ukraine organised monthly meetings of almost 70 top managers and members of the Executive Committee. These provided an opportunity to exchange ideas in working groups on the Company's challenges

5.4.2. Fostering programmes that favour the participation and expression of employees

The Group Human Resources strategy *Engage and take action with employees to transform the Group and deliver sustainable performance* challenges the concept of engagement. Since 2014, an index known as the *Engagement and Recommendation Index* (ERI) has been in place to measure the engagement of the Group's 140,000 employees, including those of the Regional Banks.

The ERI project thus employs a common methodology to measure employee engagement, improve dialogue and thereby strengthen the sense of belonging to their entity.

To plan the engagement survey and identify the key issues to be addressed, an inter-entity working group was set up with the Regional Banks to discuss the key motivational drivers of the Bank's employees. The working group defined the approach: sending a standard questionnaire to all Group entities to establish a broad-based ERI index. The questionnaire was designed by representatives (managers and staff) from all entities that volunteered to take part in the pilot phase, with methodological support from consultants at the Company commissioned to produce the ERI index.

Once all employees have been canvassed, the results will be analysed and sent to the appropriate sections of the Human Resources department. This will also represent a valuable opportunity to interact and involve Group managers in developing action plans to facilitate engagement. The action plans will be chosen by each entity and implemented based on the summary of recommendations. Each Group entity effectively has different business lines, competitive environments, values and cultures. Crédit Agricole S.A.'s transformations involve building a common vision and cross-cutting coordination of shared projects by teams working on different sites across France.

Significant events in 2015

Engagement and Recommendation Index (ERI) pilot

The engagement and recommendation survey pilot was launched at end-December 2014 and throughout 2015 involving over 30,000 employees. The goal of this initiative is to improve the overall performance of Group companies and serve as a reminder than employee engagement is intertwined with the success of the Company's strategy. The 70% overall participation rate thereby reflects employee commitment to their company and their desire to help improve.

A pilot engagement and recommendation survey was first launched by CA Consumer Finance between 1 and 17 December 2014. In total, 6,400 employees from 5 entities of CA Consumer Finance in France and abroad (in particular, Agos Ducato in Italy, CreditPlus in Germany and Credibom in Portugal) answered questions on their level of engagement with their entity and the Group. This opinion poll, named *Your voice, our future*, was conducted in an anonymous and confidential manner and achieved a response rate of 79%. The "Everyone on board" action plan covering six themes strengthens cross-disciplinarity and communication, but also listening to employees. Of the projects undertaken, "Employees+" is a feedback mechanism for employees designed to gather ideas on the ground, improvement suggestions and identify "annoyances" *via* a network of 84 ambassadors – employees and managers – spread across the Company. The goal is to target working conditions in order to improve operational efficiency and hence customer satisfaction.

Crédit Agricole CIB launched the global engagement survey between 3 and 23 February 2015 and achieved an overall response rate of 62%, representing a total of 4,350 respondents. This initiative is part of the effort to measure the Group ERI. The results were communicated to all employees on 6 July 2015 by means of a push mail from the Chief Executive Officer to all employees. On 25 September 2015, managers on the Management Committee spent a working session putting together action plans that were subsequently selected and approved by the Executive Committee of Crédit Agricole CIB and then implemented in early 2016.

These plans cover four major areas:

- Leadership & Strategy;
- Culture and Values;
- Image and Competitiveness;
- Career development and mobility.

In the first half of 2015, the pilot scheme continued at eight Regional Banks (6,556 respondents out of 9,850 employees surveyed) with a 67% response rate and a 72% response rate for the three Cariparma, Crédit Agricole Leasing & Factoring and CA Private Banking entities (9,703 respondents out of 13,459 employees interviewed). The overall response rate was 70%, namely 16,259 respondents out of 23,309 employees asked to express their views.

The progressive roll-out to all Regional Banks and Crédit Agricole S.A. entities is scheduled for 2016.

5.4.3. Paying attention to the corporate social environment

Many entities consult their employees through opinion polls and social surveys, thereby contributing to a process of progress and the implementation of human resources and management action plans.

In March and April 2015, at a time of almost constant change and high staff turnover, LCL conducted an internal opinion poll among a sample of 2,000 employees. The aim of this survey, which was based on a questionnaire, interviews and focus groups, was to:

- analyse employee perception of the recent changes and new strategic plan;
- canvass a wide range of employees on their work environment and day-to-day lives within the company.

Of the 2,000 employees contacted, 1,457 responded. This equates to a 73% participation rate. The results of the survey revealed four key points:

- an extremely close identification with LCL,
- management organization: a clear distinction between the macrostructure and local management,
- recognition: the need for a balance between individual stimulation and preservation of the collective framework,
- change: employees were open to change and sought empowerment to plan for the future.

In June 2015, Predica launched a company survey to which 75% (around 350 employees) responded. The suggested areas for improvement included managers' ability to communicate on Predica's strategy, career opportunities that fall short of expectations for the majority of employees and training support. Feedback is currently being sought within each department. In early 2016, employees and managers will be invited to workshops to share their views on the proposed action plans.

At the end of 2014, Crédit Agricole CIB launched a participatory support programme for the relocation project from La Défense to Saint-Quentin-en-Yvelines planned for 2016. During consultation sessions, around 200 managers expressed their views and those of their teams on the relocation. Permanent contract (CDI) employees in France, i.e. more than 3,600 staff, voiced their opinion by means of a survey (participation rate of 74%). The purpose was to measure their level of information and to canvass their views and expectations. The results of the survey will be communicated at the start of 2016 and will serve as a basis for the next stages of the project.

5.4.4. Establishing and maintaining an active dialogue with employee representatives

NUMBER OF AGREEMENTS SIGNED DURING THE YEAR IN FRANCE BY SUBJECT

	2015	2014
Compensation and benefits	53	49
Training	3	1
Employee representative bodies	9	14
Jobs	2	7
Working hours	8	10
Diversity and equality at work	2	8
Other	22	8
TOTAL	**99**	**97**
France coverage	*98%*	*98%*

In terms of workplace health and safety, an agreement on the *Quality of Work Life* was signed in 2015 (see section 5.3.1).

The European Works Council and the Group Council Committee promote Group-wide social dialogue.

Crédit Agricole's agreement on the European Works Council has been in force since 30 January 2008. The goal of the Council is to introduce an exchange of opinions and a dialogue on economic, financial and social matters which, due to their transnational and strategic nature, need to be addressed at the European level.

On 25 November 2015 this year, the Council, chaired by Dominique Lefebvre, brought together 21 employee representatives from 13 countries at the Montrouge campus. The meeting was attended by 14 principal members and one alternate member from eight represented countries, notably to discuss the issues of the 2014-2016 Medium Term Plan (MTP) and the Group's results from the third quarter of 2015.

The Council held a smaller meeting including nine members from five countries (France, UK, Italy, Poland, Luxembourg) on 27 May 2015. This year, Council members were invited to England and met with teams at Crédit Agricole CIB UK. They held discussions with the Managements of the various businesses, as well as Human Resources, in order to gain a better understanding of the strategic, financial and social aspects of the entities present in this country.

An independent accounting firm circulated a report on these meetings which was then presented and discussed by the European Works Council in a plenary session.

The Crédit Agricole Group Council enables a shared understanding of the Group's challenges in relation to its business, financial, economic and social position, as well as major changes and strategies. It had three plenary sessions in 2015: on 8 April 2015, with an extraordinary meeting on 23 June 2015 (re-election of the Group Council and election of the Secretary), and on 1 December 2015, chaired by Dominique Lefebvre, Chairman of the Fédération Nationale du Crédit Agricole and of Crédit Agricole S.A.

The Group Council had two Committee meetings: the Economic Committee on the review of the 2014 financial statements (12 June 2015), and the CSR Committee (22 October 2015) to discuss a study carried out by an independent firm on the Group's business, workforce and CSR policy.

At Crédit Agricole S.A., two bodies work to promote labour-management dialogue: the Consultative Committee and meetings of the Group union representations:

- the Crédit Agricole S.A. Consultative Committee met twice in 2015: on 9 March 2015 to present the IT strategy of Crédit Agricole Group and on 22 June 2015 to present the 2014 social policies;
- this year the Group's union representatives met 11 times to strengthen social dialogue and to share social information in an informal and constructive manner.

One of the provisions of the work planning agreement Ge*stion Prévisionnelle de l'Emploi et des Compétences* (GPEC) signed in 2012 relates to the training of union representatives leading to qualifications. The aims are to improve the quality of social dialogue and build multi-disciplinary expertise in economic, financial, social and strategic aspects, as well as developing soft skills such as interpersonal and organisational skills. The course is taught by Sciences Po Paris, and has been offered by LCL for the past four years. To date, 68 union representatives (33 women and 35 men) have obtained the qualification in economic and social culture. In 2014, the first cohort was appointed from nine Group entities: 10 participants qualified in 2015. A second cohort started the course in November 2015, with 12 participants from eight Group entities.

On 5 and 6 October 2015, internal experts gave a course on European social dialogue and welfare systems in Europe for the principal and alternate elected union representatives (*i.e.* 21 persons from the European Works Council).

6. PROMOTING THE ECONOMIC, CULTURAL AND SOCIAL DEVELOPMENT OF THE LOCAL AREA

6.1. HAVING A POSITIVE REGIONAL IMPACT

Crédit Agricole is a decentralised banking group with strong local roots. It is founded on the mutual values of its regional cooperative banks. The values of proximity, responsibility and solidarity drive the Group to promote actions that improve the development conditions of the regions in which it is present, both in France and abroad.

6.1.1. Contributing to economic and social dynamism in local regions

Using its strong local presence to benefit the regions, the Group funds projects to help foster and maintain local economic activity.

A. Supporting local entrepreneurship

The Group includes regional structures, such as the 26 regional investment companies that enable the Regional Banks to use some of their capital to help SMEs and intermediate-sized enterprises (ETIs). The Group also has national structures, such as CACIF, IDIA-SODICA and Amundi Private Equity Funds. With more than three billion assets under management, the Crédit Agricole Group is one of the major players in investment capital in France. It supports nearly 780 companies throughout France, 114 of them being new investments in 2015, for a total of €236 million.

Over the next two years, Crédit Agricole plans to help 600 young entrepreneurs at the various sites in France of *The Village* by CA, its start-up accelerator. 18 months on *The Village* by CA in Paris has helped 90 young entrepreneurs, chosen from among 950 applicants.

In addition, Crédit Agricole S.A. wants to promote and help innovative VSBs/SMEs in the local area or from underprivileged neighbourhoods to showcase their ideas and know-how. For the first time in 2015, Crédit Agricole S.A. Group has organised a speed meeting on technology and innovation. Following a call for proposals launched in partnership with Pacte SME and the *Entrepreneurial Diversity Agency*, around 258 firms applied and 128 were invited to give presentations. Panels composed of the Group's buyers and business experts ultimately selected 30 firms, which will have the opportunity to present their ideas to Crédit Agricole's businesses.

B. Participating in local community life and social development

Almost all of the Regional Banks pay into a fund for local development and local initiatives aimed at financing community support, cultural, environmental and sporting projects. Some of them draw on a dedicated sponsorship infrastructure (charities, foundations, endowment funds). In total, 12 Regional Banks now have their own foundation, 15 have a charity and three have a pension fund. A total of 17,000 local projects have been supported and €30 million invested by the Regional Banks this year.

In some Regional Banks, Crédit Agricole has also introduced "green" term deposits and socially responsible passbook accounts, which allow customers to support funding for sustainable projects in their regions. Further, in 2011, Crédit Agricole Pyrénées-Gascogne created a local charity reward currency known as the "Tooket" which corresponds to pledges. Since the Tookets were launched, over 300 million Tookets[1] have been awarded to 780,000 individuals and 5,000 organisations. In 2015, 13 Regional Banks joined the scheme. Predica also awards Tookets with its *Contrat Solidaire* life insurance product.

A pioneer in cultural sponsorship, in 1979 Crédit Agricole set up its foundation, Fondation du Crédit Agricole - Pays de France, recognised to be of public utility. In 2015, it committed alongside the Regional Banks to 44 new projects aimed at preserving and enhancing regional heritage, allocating almost €1.5 million in subsidies. These projects included a number of restorations. Since its creation, around 1,250 projects have been funded, for a total amount of over €36 million.

As part of its social policy, Crédit Agricole Assurances has been committed for five years to a sponsorship programme for local charities that work with almost 8 million voluntary caregivers in France. Since it began, almost 104 projects have been funded, and €1.5 million has been distributed.

Crédit Agricole S.A. provides financial support for the association "Dons Solidaires", involved in recycling unused non-food items (toiletries, clothing, school supplies, etc.) destined for charities working with the most disadvantaged.

Crédit Agricole Egypt has set aside €70,000 for community development projects in Egypt to improve learning opportunities and social equality and provide financial aid to families living below the poverty line.

Since 2014, Cariparma Group has financed visitor facilities in the paediatric department of the hospital in *Piacenza*, one of the cities where Cariparma has historically been based. It donated €40,000 in 2015.

The LCL Foundation is involved in numerous aspects of corporate philanthropy, such as educational grants, local employment for disadvantaged young people and healthcare and research subsidies.

C. Improving education

In partnership with Egyptian universities, Crédit Agricole Egypt offers 400 students the opportunity to work in the banking sector for a month, an experience that can ultimately lead to an employment contract.

Crédit Agricole Ukraine helps orphaned students in Ukraine's agricultural colleges by providing special grants and offering them professional support.

(1) 1 euro = 100 Tookets.

For the second time in 2015, Crédit Agricole CIB held a "Kids Day" for families. A total of 348 children aged between five and twelve were invited to the head office to learn about their parents' work through learning materials and activities.

The LCL Foundation continued to support the Frateli association in 2015. As part of the scheme, 20 LCL employees mentor promising students from modest backgrounds in the Paris region.

In partnership with the Paris Descartes University, CACEIS is working to offer its employees a *Continuous Professional Development* accreditation scheme for the *Back and Middle Office* professional diploma. Between 2013 and 2015, 29 employees obtained the qualification.

6.1.2. Getting employees involved to support economic, social and cultural initiatives

A. Developing solidarity programmes

"Solidaires", created in 2012, supports employee involvement in good causes in France and abroad (local and international solidarity, support for people with disabilities, culture and education). It also arranges voluntary placements with charities for Group employees, as well as supporting the initiatives of employees involved in charity work. "Solidarity Days" are held each year to showcase the achievements of the Solidarity programme and to educate, galvanise, meet and engage employees of the Crédit Agricole S.A. Group.

Established at the end of 2013, the *Comité Solidaires* is a forum for cross-functional discussion, dialogue and co-construction. The entities involved in the programme meet four times a year.

Significant events

Employee involvement in good causes

In 2015, the "*Coups de pouce Solidaires*" consisted of:

- eight participating entities (Amundi, CACEIS, Crédit Agricole Assurances, CA Consumer Finance, CAL&F, Crédit Agricole CIB, the corporate entity Crédit Agricole S.A. and LCL);
- 132 community projects chosen by a panel and eligible to receive a grant of up to €3,000;
- donations totalling €300,000.

Other entities are developing programmes to enable their staff to support charities.

In 2015, for the third consecutive year, Crédit Agricole Bank Polska awarded €7,300 to 15 projects voted on by members of staff. Most of the projects – involving 47 of its employees – are designed to help children and young people.

At Crédit Agricole Consumer Finance, 250 employees at four sites in France (Lille, Roubaix, Évry and Bordeaux) volunteered to collect almost €270,000 in pledges of support for the AIDS charity "Solidarité pour le Sidaction". Crédit Agricole Consumer Finance also donated €10 per hour of voluntary work by its employees, raising a total of €13,380.

For the second consecutive year, Crédit Agricole Egypt organised the "sacs du Ramadan" (Ramadan bags) operation. In 2015, over 8,600 bags were distributed throughout the country during Ramadan to people living in poverty, compared with an original target of 4,000 bags.

In 2015, Cariparma Group continued its "Payroll giving" project launched in 2014. Employees allocate a very small part of their salary (usually cents) towards a project, and the bank rounds it up to a euro. From the funds raised, several hospitals have been able to buy the latest medical equipment for infants, while in 2016 a paediatric oncology unit for adolescents will open.

B. Participating in charitable sporting events

Each year, thousands of employees from several Group entities in France and abroad take part in charitable sporting events:

- 10 entities in the Paris region took part in the financial community Telethon run, raising a total of €63,000;
- Crédit Agricole Ukraine employees took part in the "Run with faith in heart 2015", in aid of children with congenital heart disease. A total of €57,000 was raised, covering the costs of medical equipment;
- "Cariparma Running", organised for the past 18 years by Cariparma Group. In 2015, €9,000 was raised, which was doubled by the bank and donated to various charities;
- Amundi has sponsored the *Action Against Hunger* (ACF) inter-company challenge since 2010. In 2015, nearly 150 employees took part from five Group entities, raising €115,000 for ACF.

C. Promoting local sponsorship

As a patron that sees culture as a means of local development, the Group is a founding member of the InPACT endowment fund. InPACT stands for *Initiative pour le Partage Culturel* (Initiative for Sharing Culture). In 2015, Crédit Agricole S.A. committed over €340,000 to 32 cultural projects with a social impact, mainly aimed at young people and those unable to access culture through exclusion, indifference or remoteness. Since its inception, the Fund has sponsored 77 projects totalling over a million euros.

6.2. TAKING LOCAL COMMUNITY SUPPORT ACROSS BORDERS

Crédit Agricole Group contributes to development both in France and abroad: fight against poverty and exclusion, support for agriculture, rural development, etc. Offering a long-term commitment, Group bodies support multiple charity projects in all regions where they are present.

6.2.1. Tackling poverty

At 31 December 2015, the Grameen Crédit Agricole Foundation had implemented 23 new funding projects in the form of loans, guarantees or shareholdings for the benefit of microfinance institutions and social business enterprises. In seven years, the Grameen Crédit Agricole Foundation has approved 163 funding projects totalling €106 million. It now supports 46 partner microfinance institutions and 13 social businesses in 29 countries. In addition, at 30 September 2015, the Foundation's partner microfinance institutions had served some 3.2 million active borrowers, 84% of them women. 78% of these end beneficiaries live in rural areas and 24% live in sub-Saharan Africa.

In 2015, the Foundation continued to work on the development of the "Take-off facility for rural and agricultural microfinance in Africa", set up in 2013 with the support of the French Development Agency. At 31 December 2015, the Foundation was supporting 16 microfinance institutions as part of this programme, 14 with loans, having performed around 60 technical assistance missions. These investments represented 32% of microfinance commitments in sub-Saharan Africa.

The Foundation also continued to develop the Grameen Crédit Agricole Fund (GCA Fund), an investment fund dedicated to social business enterprises. The Foundation has already invested in the equity of 13 social business enterprises in 10 countries, including Haiti in 2015, in areas such as agriculture, health, culture, financial services and renewable energy. The target amount for this fund is €20 million. By the end of December 2015, the Foundation had already transferred 10 investments to the GCA Fund for a total of €3,965,000.

In agricultural insurance, the Foundation continued its support for *Assurance Récolte Sahel*, a pilot crop insurance project in four African countries managed by *Planet Guarantee* with funding from the World Bank. It also stepped up its involvement in the research initiative on index-based agricultural insurance in partnership with Pacifica, Institut Europlace de Finance, Airbus and Paris-Dauphine and Nanterre universities. During the year, the Foundation also consolidated its partnership with ACRE-Africa in Kenya, in which it has an 8.3% stake.

The Grameen Crédit Agricole Foundation also participates actively in debates and initiatives to promote responsible microfinance. It remains dedicated to its mission to fight poverty and exclusion, designing and circulating methods and indicators to evaluate the social performance of microfinance institutions. It plays an active role in the global body charged with developing standard methods for reporting social performance in microfinance and helps disseminate the social business approach as defined by 2006 Nobel Peace Prize winner Professor Yunus.

6.2.2. Combating exclusion

Founded in 1983, Crédit Agricole Solidarité et Développement (CASD) has been a recognised charity since December 2014. This has enabled it to finance 700 projects totalling over €18 million since its inception. Its mission is to empower disadvantaged people by supporting professional, economic and social integration schemes (educational success, digital divide, mobility, food self-sufficiency, budget management, etc.), as well as initiatives based around healthcare, housing and the elderly. A key factor in integration, housing is one of the Foundation's main areas of involvement. Since 2008, the Foundation has run the *Programme Solidarité Logement*, a social housing scheme. A total of 107 social housing construction or renovation projects have been funded at a cost of €3.8 million. The Foundation also supports the charity "Habitat et Humanisme", particularly on intergenerational housing projects.

7. LIMITING DIRECT ENVIRONMENTAL IMPACT

Many initiatives have been led by the Group in order to measure, reduce and offset the environmental impact of its activities.

7.1. MANAGING AND REDUCING CO_2 EMISSIONS

After reducing its energy consumption in the Île-de-France region by 16% between 2012 and 2014, a new target was set in 2015 for a 10% reduction in greenhouse gas emissions across the entire Crédit Agricole S.A. Group between 2016 and 2018. Crédit Agricole S.A. and its subsidiaries will look at energy, transport and procurement to find ways of reducing their CO_2 emissions.

7.1.1. Tackling energy consumption

A. Measuring the energy footprint

Since 2007, energy and water consumption have been monitored at the Group's main entities in France and abroad.

The Group activity does not raise significant threats concerning water resources.

In 2015, Crédit Agricole S.A. continued to broaden and deepen its reporting process in an effort to eventually incorporate all of its entities, both in France and abroad. The report on energy use published this year covered around 1,500,000 sq.m. and 42,715 employees, *i.e.* 60% of the FTE of Crédit Agricole S.A. at the end of 2015.

ENERGY AND WATER CONSUMPTION IN 2015

	MWh	Estimated coverage ratio(1)	Ratio	Tonnes eq. CO_2/year
Electricity	224,366 MWh	98%	154 KWh/sq.m	27,355
Gas	41,271 MWh	96%	100 KWh/sq.m	8,483
District heating	18,783 MWh	95%	70 KWh/sq.m	4,200
Water	383,901 m³	44%		

(1) *The coverage ratio of areas is estimated for each indicator. These rates allow for the assessment of the proportion of unreported data (in particular, consumption recognised in rental charges).*

ELECTRICITY AND WATER CONSUMPTION OF DATA CENTRES IN 2015(1)

Energy ratio *(in KWh/sq.m)*	2,723
Water ratio *(in m³/sq.m)*	0.045

(1) *The data centres have been isolated from their corresponding office buildings for some entities only: Greenfield (the Group data centre managed by Crédit Agricole Immobilier), Crédit Agricole CIB and CACF.*

Given the high consumption of data centres, and to avoid distorting energy ratios, its consumption has been isolated from the rest of the consumption figures.

B. Using green electricity

At 1 January 2016, the equivalent of 92% of Crédit Agricole's electricity consumption in France came from renewable energy. EDF will effectively reserve part of its renewable energy generation corresponding to the Group's consumption and will provide guarantees of origin attesting to its "green source". Following on from this, Crédit Agricole has opted to join the international initiative RE100, led by The Climate Group, which offers to supply companies with 100% renewable electricity.

C. Creating a sustainable work environment: a commitment by Crédit Agricole Immobilier

The Crédit Agricole Group's multi-business property specialist, Crédit Agricole Immobilier (CAI) advises its clients on how to create value throughout their property development projects. CAI has no fewer than seven areas of expertise it can call on: individual customers can take advantage of its Square Habitat networks, residential property development and property administration service, while businesses benefit from its asset management and consulting, commercial property, office development and property management services.

In 2015, CAI structured a new CSR policy. Central to its business plan, it is presented as a cross-functional project designed to foster cohesion, innovation and interaction between business lines and support functions to facilitate the development of the Group's business and synergies. The CSR policy consists of 14 priority issues covered by three key commitments – to work with employees to create an agile organisation with agile practices, to build trust with customers and partners, and finally to find new ways of respectfully integrating communities and the environment. This commitment-based approach is bolstered by a new incentive plan agreement signed in 2015, 25% of which is based on CSR criteria calculated from CAI's FReD index and the number of annual appraisals carried out.

In line with one of its key commitments, CAI views the reduction in its environmental impact as central to its activity, with a comprehensive strategy adapted for each of its business lines. CAI factors biodiversity and ecosociology into the design of its residential and commercial buildings, commissioning studies at its sites from specialised consultants and environmental experts. In 2015, 100% of operations performed or managed by Crédit Agricole Immobilier – both for large-scale renovations and residential new builds – obtained at least one of the following environmental certification labels: HQE®, BBC, BREEAM, Effinergie or RT 2012.

CAI also advises its clients on the sustainable use of their property (green leases, environmental audits, inclusion of environmental clauses in contracts, etc.) and supports them in their environmental certification processes, the aim being to optimise the operation, profitability and value of their assets. In December 2015, Crédit Agricole S.A.'s Montrouge campus was awarded HQE Exploitation certification, classified as "Very Good" for building, management and sustainable use. Following extensive renovation work, Credit Agricole S.A.'s Saint-Quentin-en-Yvelines campus is applying for BBC Renovation accreditation. Numerous sites managed by CAI have already been certified following energy audits, in anticipation of the new regulations.

Finally, to help reduce the carbon footprint of buildings during the construction phase, CAI is a founding member of the low-carbon building association BBCA, set up in October 2015. The association seeks to promote more virtuous buildings, mainly by using green materials and rationalising the use of materials. It aims to improve the transparency of a building's carbon footprint by creating a new label based solely on this criterion. This certification will be issued by an independent third party from the spring of 2016.

7.1.2. Tackling transport

The Group's carbon footprint assessments show that CO_2 emissions from personal transport are one of the largest sources of total estimated emissions (almost one quarter, on average). The results of these carbon footprint assessments also show that greenhouse gas emissions are generated mainly by employees' business travel, with air travel being the largest source, followed in a distant second by the use of personal vehicles for business travel, and then by company vehicles. Therefore, the Group has developed a series of initiatives to limit and reduce emissions due to business travel.

A. Minimising business travel

The travel policy is circulated to all Crédit Agricole S.A. Group employees and encourages all possible alternatives to travel. Travel by train is preferred and is automatic for certain destinations; air travel is more closely regulated. This mode of transport is approved only for trips exceeding three hours, first class is prohibited and preference is given to direct flights. The Group's general policy is based on three main areas: a grid of vehicles suggested for each job category, suppliers and service providers selected for each type of expense and a vehicle use charter.

As for commuting, most entities have established car-pooling systems using websites where employees can sign up. These sites may either be entity-specific or inter-company. Remote working is also being rolled out or considered in some entities.

In addition, several of Crédit Agricole S.A.'s sites in the Île-de-France region have electric cars and bicycles for employee use. This is a clear demonstration of the Group's commitment to reducing its greenhouse gas emissions. As a result of all the actions taken, direct CO_2 emissions, as measured by the carbon footprint assessment, have fallen by 18% in three years.

B. Measuring emissions due to business travel

The indicators on business journeys by train and plane cover 40,700 Crédit Agricole S.A. employees, i.e. 57% of the Group's FTEs, mostly the entities that have a contract with the Group's travel operator or another operator and which reported back on this information.

	Rail	Air	Total
Distances travelled in thousands of kilometres	45,553	123,443	168,996
CO_2 emissions in tonnes eq. CO_2	2,053	22,595	24,648

7.1.3. Offsetting the carbon footprint

Crédit Agricole Group is also a shareholder of the Livelihoods fund, an investment fund that seeks to improve the living conditions of rural populations in developing countries through carbon finance. The *Livelihoods* fund, which brings together Danone, Michelin, CDC, Crédit Agricole, Firmenich, Hermès, La Poste, SAP, Schneider Electric and Voyageurs du Monde, was set up in December 2011 to finance agroforestry, rural energy and ecosystem restoration projects. At the end of 2015, its assets amounted to €50 million and it had nine active projects in its portfolio: one in Burkina Faso, two in India, one in Indonesia, one in Senegal, two in Kenya, one in Guatemala and one in Peru. Crédit Agricole, which has invested €5 million in the fund, has used carbon credits supplied by *Livelihoods* for the second time for its voluntary carbon offsetting. Thus in 2015, Crédit Agricole S.A. and Crédit Agricole CIB offset more than 39,000 tonnes of CO_2: Crédit Agricole S.A. offset 23,532 tonnes, including energy and transport emissions, and Crédit Agricole CIB 15,687 tonnes. The certificates received for 2015 come from mangrove restoration projects in Indonesia, agroforestry projects in India and an improved furnace in Kenya.

In addition, as part of its voluntary carbon offsetting approach, CFM Monaco has contributed this year to a project on access to drinking water and the fight against deforestation in Kenya for more than 600 tonnes of CO_2 equivalent. Since 2011, almost 4,000 tonnes of CO_2 equivalent have been offset.

7.2. PROTECTING RESOURCES

7.2.1. Limiting the impact of resource consumption

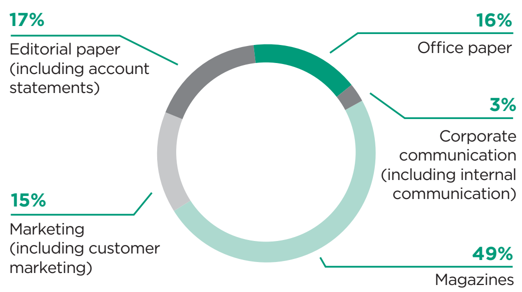
A. Conducting a responsible paper use policy

Crédit Agricole has a responsible paper use policy, overseen by the Crédit Agricole S.A. Group Purchasing and Sustainable Development departments. The aim of this policy is to reduce paper consumption, purchase 100% sustainable paper and recycle 100% of recycled waste office paper. In addition to these goals, indicators are defined and published to measure and monitor paper use. This year, the Group used these indicators to draw up a structured, consistent reporting system covering the Group entities involved in this campaign.

The scope includes 15 entities (Amundi, CACEIS, CAA, Crédit Agricole Cards & Payments, Crédit Agricole CIB, CACF, Crédit Agricole Indosuez Private Banking, CAL&F, Crédit Agricole Luxembourg, Crédit Agricole S.A., Crédit Agricole Suisse, CFM Monaco, LCL, SILCA and Uni-Éditions) and 38,900 employees, *i.e.* 54% of the Group's FTEs. It also includes paper consumption related to communications with French retail banking customers (excluding Regional Banks).

	2015
Total consumption *(in tonnes)*	16,029
Responsible paper use *(as a %)*	96

BREAKDOWN OF PAPER CONSUMPTION (AS A %)



Numerous actions are carried out in parallel within the Group's entities to achieve the goals that have been set:

- for office paper: default printer settings of black and white and double-sided, reduced weight of ream paper, use of ream paper from sustainably managed forests, etc.;
- for editorial paper: increased number of printed customer statements on certified paper and mailings in envelopes made of recycled and/or certified paper, e-statements, making some correspondence paperless, etc.;
- for communication materials in general: printing on recycled or certified paper, making some communications paperless;
- for paper recycling: several Group entities have their paper collected, transported, sorted and recycled by a sheltered sector and disability-friendly company. Others have also introduced selective waste sorting on site with the help of volunteers. In 2015, around 1,000 tonnes of used office paper and cardboard were collected and recycled.

In addition, Crédit Agricole Immobilier's Graphic Production department provides all Group entities with a graphic creation and printing service *via* printing workshops which since 2012 have been Imprim'Vert certified.

B. Processing waste

Crédit Agricole S.A. has been conducting a campaign since 2012 to make waste reporting by its various entities more reliable. The waste categories concerned include paper and cardboard, electrical and electronic equipments excluding computers, ordinary industrial waste excluding paper and cardboard. Alongside this, a number of recycling initiatives for various types of waste and certain products are implemented within the Group's entities.

The scope covers 36,400 employees, or 51% of the Group's FTEs:

Electric and electronic waste	100 tonnes
Paper/cardboard	578 tonnes
Ordinary industrial waste	1,052 tonnes

For computer equipment, a partner from the sheltered and disability-friendly sector, ATF Gaia, has been collecting electric and electronic waste for some Group entities since 2014. Its action includes:

- erasing hard disk content using a software application approved by the Group's Security division;
- evaluating the condition of hardware which is then sent out for sorting.

Equipment in working order is reused by the partner for charity purposes, while equipment that is no longer serviceable is destroyed in an environmentally-friendly manner.

C. Designing "eco-products"

Since 2013 Crédit Agricole has been implementing a responsible approach to its bank cards, with two pioneering initiatives in France and globally:

- collecting and processing old bank cards using a unique and specific recovery system. In 2015, nearly 3.5 million cards, equivalent to 18 tonnes, were collected from 35 Regional Banks. Since 2014, over 5.3 million bank cards, or 27.7 tonnes, have been recovered. Almost a kilogram of precious metals (mainly gold) has also been recycled;
- the gradual replacement of plastic bank cards, currently made from PVC, by a plant-based material (PLA). This will be gradually extended to all cards of the 39 Regional Banks by 2017, as new cards are issued to replace expired ones. Today, the percentage of PLA cards in relation to the total number of cards ordered varies between 12% and 45%, depending on the Regional Bank.

In addition, since January 2016 the Group has issued chequebooks printed on PEFC-certified paper. This certification guarantees sustainable management of forests for paper production, i.e. that forests are managed according to the highest environmental and social standards. Crédit Agricole has switched to certified paper for its cheques in response to customer demand. Nearly a quarter of customers have expressed a preference for environmentally friendly chequebooks. In 2015 the Group issued 23.4 million chequebooks, equivalent to around 1,400 tonnes of paper.

7.2.2. Protecting biodiversity

For a number of years, Crédit Agricole Group has supported environmental protection initiatives, especially as regards responsible agriculture and biodiversity protection.

A. Integrating biodiversity within the business units

Financed activities could have an impact on biodiversity. For that reason Crédit Agricole CIB has introduced analysis and exclusion criteria based on biodiversity protection into its CSR sector policies. Special attention is given to areas deemed important on the basis of this criterion. According to these policies, the exclusion criteria include significant negative impacts on the most vulnerable protected areas, such as protected sites or wetlands of international importance covered by the Ramsar Convention. In addition, real estate, forests and palm oil sector policies were published at the end of 2015, reflecting the importance of biodiversity issues in these sectors (see section 4.2.3.B.).

B. Planting trees

For several years the Group has been involved in reforestation activities. It supports a programme in France for the reforestation of forest plots in anticipation of the future impacts of climate change. In 2015 for example, CACEIS, a service subsidiary that manages the General Meeting of Shareholders of Crédit Agricole S.A., helped to plant 8,000 trees in four forests across France. This operation forms part of Crédit Agricole S.A.'s shareholder commitment programme for paperless documents relating to General Meetings. One tree has been planted for each electronic notice of meeting.

In addition, 5,000 trees were planted in Italy this year as part of Cariparma's *Gran Mutuo Green 2015* project. Based on a mortgage loan product launched in March 2015, the project involves planting one tree in an area at hydrogeological risk – such as a flood-prone region, for example – for every loan taken out. In total, more than 6 hectares of land have been planted in the Po and Orba River Park.

7.3. OTHER ENVIRONMENTAL INFORMATION

Some of the information required under the decree of the Grenelle II law (Article R. 225-105-1 of the French Commercial Code) is dealt with in this section. However, given the nature of its activity, the Group has not identified any material direct impact and has not put in place specific action in respect of the following themes:

- measures to prevent, reduce or remedy discharges into the air, water and soil that seriously affect the environment: the indirect impact is dealt with in the section on investments (see sections 3 and 4);
- measures to prevent noise pollution and any other form of pollution caused by the business activities: indirect impacts related to this theme are dealt with in the section on investments (see section 4);
- land use: most of the bank's operations are mainly located in urban environments. Indirect impacts related to this theme are dealt with in the section on investments (see section 4) and on the bank's construction and property development activities (see section 7.1.1.C.);
- amount of provisions and guarantees for environmental risks: no provision and guarantee was constituted to cover environmental risks.

Note on methodology

The scope encompasses all fully consolidated entities with employees. Each item presented in this document is accompanied by an indication of the proportion of employees covered (as a percentage of full-time equivalent (FTE) employees at year-end).

Different consolidation rules have been applied:

- consolidated social data concern fully consolidated entities. The employee data relating to the Regional Banks are not included in this report because they are equity-accounted.
- in the case of training data, there was a change of method in 2008. All this information is now calculated on the basis of the first 11 months of the year, December in any case not being a representative month and generally being marginal in terms of activity compared with the other months of the year;
- unless otherwise stated, the data are presented from the employer's viewpoint and not the beneficiary's viewpoint. The difference relates to employees seconded by one entity to another (with no change in the employment contract) who report to their host entity from the beneficiary's viewpoint and to their contracting entity from the employer's viewpoint;
- unless otherwise stated, the population under review is that of "working" employees. The notion of working implies:
  - a legal tie in the form of a standard fixed-term or indefinite-term employment contract (or similar abroad),
  - being on the payroll and in the job on the final day of the period,
  - working time percentage of 50% or more;
- for environmental reporting:
  - the consolidated data cover one calendar year, from 1 January to December 31,
  - the floor space used for buildings corresponds to the gross leasable area (GLA) indicated in the lease,
  - energy consumption is based on the bills issued by energy suppliers,
  - only consumption billed directly to Group entities is taken into account. Consumption included in rental charges is not taken into account. This non-recognised share of consumption is estimated using the coverage ratio,
  - the CO_2 emissions are calculated using the benchmark emission factors of the International Energy Agency for electricity and of the DEFRA for other factors. For transport, we used the Low Carbon Emission factors to calculate the emissions for air travel in unknown categories. The factors used for air travel do not take account of radiative forcing,
  - Regarding electric and electronic waste, the reported data concerns the quantities collected by the supplier of the Group ATF Gaia, those collected by CA Immobilier on buildings located in the Ile-de-France region and those from Crédit Agricole CIB UK,
  - Regarding the other wastes (Ordinary industrial waste and paper/carton), the reported data concerns the quantities collected by CA Immobilier for buildings located in the Ile-de-France and as well as those collected by Crédit Agricole Consumer Finance.

The examples of CSR practices illustrating the document data and commentary were compiled from surveys of CSR managers, Human Resource Directors and various departments of Crédit Agricole S.A., across a broad representative sample of Crédit Agricole Group entities.

As part of our ongoing policy to improve the reliability of social indicators, once again this year we asked our Statutory Auditors to conduct an in-depth examination of our published social indicators. This work has been certified further on in this document.

CROSS-REFERENCE TABLE

Decree no. 202–557 of 24 April 2012 on transparency requirements of companies with regard to social and environmental matters – Article R. 225-105-1.

Indicators	How to find them
1) Social information	
a) Employment	
● Number of employees and breakdown of employees by gender, age and geographical region	pages 59-60
● Hirings and lay-offs	pages 68-69, 72
● Compensation and changes	pages 65, 67
b) Work organisation	
● Organisation of working hours	page 60
● Absenteeism	page 74
c) Labour relations	
● Organisation of social dialogue, and namely employee information, consultation and negotiation procedures-	pages 78-80
● Overview of collective agreements	page 79
d) Health and safety	
● Health and safety conditions	pages 74-77
● Agreements signed with labour unions or employee representatives with regard to workplace health and safety	pages 74, 79
● Work-related accidents, and namely their frequency and severity, as well as occupational diseases	page 74
e) Training	
● Training policies	pages 61-64
● Total number of training hours	page 64
f) Equality	
● Measures taken to promote gender equality	pages 69-70
● Measures taken to promote equal employment opportunities for and integration of people with disabilities	pages 58, 73
● Anti-discrimination policy	pages 67-73
g) Promotion and observance of the terms of International Labour Organisation conventions with regard to:	
● Respect for freedom of association and the right to collective bargaining	pages 40, 47, 53-56
● Elimination of discrimination in respect of employment and occupation	
● Elimination of forced or compulsory labour	
● Effective abolition of child labour	
2) Environmental indicators	
a) General environmental policy	
● Company organisation to take environmental issues into account and, where applicable, environmental assessment and certification procedures	pages 37-40, 84-85
● Employee training and education with regard to environmental protection	pages 64, 85-87
● Resources allocated to prevent environmental risks and pollution	pages 84-87
● Amount of provisions and guarantees for environmental-related risks, unless this information could seriously prejudice the position of the Company in an existing dispute	page 87
b) Pollution and waste management	
● Measures to prevent, reduce or remedy discharges into the air, water and soil that seriously affect the environment	page 87
● Measures to prevent, recycle and dispose of waste	pages 86-87
● Measures to prevent noise pollution and any other form of pollution caused by the business activities	page 87

Indicators	How to find them
c) Sustainable use of resources	
● Water consumption and supply with respect to local constraints	page 84
● Raw materials consumption and measures taken to promote efficient use of raw materials	pages 86-87
● Energy consumption and measures taken to improve energy efficiency and the use of renewable energy	pages 84-85
● Land use	pages 84-85, 87
D) Climate change	
● Greenhouse gas emissions	pages 84-85
● Adaptation to the consequences of climate change	pages 49-51, 53-56
e) Biodiversity protection	
● Measures taken to preserve or improve biodiversity	page 87
3) Indicators relating to societal commitments to sustainable development	
a) Regional, economic and social impact of the Company's activities	
● On employment and regional development	pages 52, 81-83
● On neighbouring and local populations	pages 52, 81-83
b) Relations with individuals or organisations that have a stake in the Company's activities, namely job placement associations, educational establishments, environmental protection bodies, consumer associations and neighbouring populations	
● Conditions for dialogue with these individuals or organisations	pages 38, 41-42, 50-52, 56, 68, 81-83, 87
● Partnership or sponsorship actions	pages 43, 51, 81-83, 87
c) Sub-contractors and suppliers	
● Application of social and environmental criteria in the procurement policy	pages 47-48
● Magnitude of subcontracting operations and consideration of sub-contractors' and suppliers' societal responsibility	pages 47-48
d) Fair practices	
● Actions taken to prevent corruption	page 44
● Measures taken to promote consumer health and safety	pages 41-43
e) Other actions taken to promote human rights	pages 40, 47, 53-56

REPORT BY ONE OF THE STATUTORY AUDITORS, APPOINTED AS INDEPENDENT THIRD PARTY, ON THE CONSOLIDATED HUMAN RESOURCES, ENVIRONMENTAL AND SOCIAL INFORMATION INCLUDED IN THE MANAGEMENT REPORT

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

Report by one of the Statutory Auditors, appointed as independent third party, on the consolidated human resources, environmental and social information included in the management report

For the year ended December 31, 2015

To the Shareholders,

In our capacity as Statutory Auditor of Crédit Agricole S.A. (the "Company"), appointed as independent third party and certified by COFRAC under number 3-1060[1] , we hereby report to you on the consolidated human resources, environmental and social information for the year ended December 31, 2015, included in the management report (hereinafter named "CSR Information"), pursuant to article L.225-102-1 of the French Commercial Code *(Code de commerce)*.

Company's responsibility

The Board of Directors is responsible for preparing a company's management report including the CSR Information required by article R.225-105-1 of the French Commercial Code in accordance with the 2015 Collection protocols for environmental data and to the Specifications Human Resources data International Perimeter used by the Company, (hereinafter the "Guidelines"), available on request from the company's sustainability department head office.

Independence and quality control

Our independence is defined by regulatory texts, the French Code of ethics *(Code de déontologie)* of our profession and the requirements of article L.822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Statutory Auditor's responsibility

On the basis of our work, our responsibility is to:

- attest that the required CSR Information is included in the management report or, in the event of non-disclosure of a part or all of the CSR Information, that an explanation is provided in accordance with the third paragraph of article R.225-105 of the French Commercial Code (Attestation regarding the completeness of CSR Information);
- express a limited assurance conclusion that CSR Information taken as a whole, is, in all material respects, fairly presented in accordance with the Guidelines (Conclusion on the fairness of CSR Information).

Our work involved 9 persons and was conducted between October 2015 and February 2016 during a 20 week period. We were assisted in our work by our CSR experts.

We performed our work in accordance with the French professional standards and with the order dated 13 May 2013 defining the conditions under which the independent third party performs its engagement and with ISAE 3000[2] concerning our conclusion on the fairness of CSR Information.

1. Attestation regarding the completeness of CSR Information

NATURE AND SCOPE OF OUR WORK

On the basis of interviews with the individuals in charge of the relevant departments, we obtained an understanding of the Company's sustainability strategy regarding human resources and environmental impacts of its activities and its social commitments and, where applicable, any actions or programs arising from them.

We compared the CSR Information presented in the management report with the list provided in article R.225-105-1 of the French Commercial Code.

For any consolidated information that is not disclosed, we verified that explanations were provided in accordance with article R.225-105, paragraph 3 of the French Commercial Code.

(1) Available at www.cofrac.fr

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information

We verified that the CSR Information covers the scope of consolidation, *i.e.*, the Company, its subsidiaries as defined by article L.233-1 and the controlled entities as defined by article L.233-3 of the French Commercial Code within the limitations set out in the methodological information of the social section and in the chapter "Limit our direct ecologic footprint" of the environmental section of the management report.

CONCLUSION

Based on the work performed and given the limitations mentioned above, we attest that the required CSR Information has been disclosed in the management report.

2. Conclusion on the fairness of CSR Information

NATURE AND SCOPE OF OUR WORK

We conducted around fifty interviews with about one hundred persons responsible for preparing the CSR Information in the departments in charge of collecting the information and, where appropriate, responsible for internal control and risk management procedures, in order to:

- assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;
- verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the CSR Information and obtain an understanding of the internal control and risk management procedures used to prepare the CSR Information.

We determined the nature and scope of our tests and procedures based on the nature and importance of the CSR Information with respect to the characteristics of the Company, the human resources and environmental challenges of its activities, its sustainability strategy and industry best practices.

Regarding the CSR Information that we considered to be the most important (listed in annex):

- at parent entity level, we referred to documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions), performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the consolidation of the data. We also verified that the information was consistent and in agreement with the other information in the management report;
- at the level of a representative sample of entities[(1)] selected by us on the basis of their activity, their contribution to the consolidated indicators, their location and a risk analysis, we conducted interviews to verify that procedures are properly applied, and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents. The selected sample represents on average 35% of headcount and between 33% and 100% of quantitative environmental data disclosed.

For the remaining consolidated CSR Information, we assessed its consistency based on our understanding of the company.

We also assessed the relevance of explanations provided for any information that was not disclosed, either in whole or in part.

We believe that the sampling methods and sample sizes used, based on our professional judgment, are sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures. Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the CSR Information cannot be totally eliminated.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the CSR Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

Neuilly-sur-Seine, March 15, 2016

One of the Statutory Auditors
PricewaterhouseCoopers Audit

Anik Chaumartin
Partner

Sylvain Lambert
Partner of Sustainability Department

(1) LCL, Banque Thémis, LCL Monaco, CA-CIB France, CA-CIB UK, CA Indosuez Private Banking Gestion, CA Indosuez Private Banking, CAAGIS, Pacifica.

ANNEX: LIST OF INFORMATION THAT WE HAVE CONSIDERED TO BE THE MOST IMPORTANT

Social information:

- Number of employees, breakdown of employees by gender, age and geographical region, including indicators employees by gender, age structure and average age, global presence;
- Hirings and lay-offs, including indicators number of employees hired on permanent contracts, departures of permanent contract employees by reason;
- Compensation and changes, including indicators collective variable compensation paid during the year, average monthly salaries of active permanent contract employees in France;
- Absenteeism, including indicator number of days of absence by reason;
- Organization of labour relations, in particular the procedures for information, consultation and negotiation with the employees;
- Health and safety conditions;
- Agreements signed with labour unions or employee representatives with regard to workplace health and safety, including indicator number of agreements;
- Training policies;
- Number of training hours, including indicators number of employees trained, number of training hours, number of training hours by topic;
- Policy implemented and measures taken to promote gender equality, including indicators proportion of women among employees hired on permanent contracts, proportion of women among the top 10% of highest-earning employees (fixed compensation);
- Policy implemented and measures taken to promote the employment and integration of people with disabilities;
- Elimination of discrimination in employment and occupation;
- Promotion and adherence to the terms of the conventions of the International Labour Organization with regard to the respect for freedom of association and the right to collective bargaining and the elimination of discrimination in employment and occupation.

Environmental information:

- Company organization to take into account environmental issues;
- Measures to prevent, recycle and dispose of waste, including indicator amount of waste collected by category;
- Raw materials consumption and measures taken to use them more efficiently, including indicators paper consumption by use, proportion of responsible paper;
- Energy consumption and measures taken to improve energy efficiency and the use of renewable energy, including energy consumption by source, proportion of renewable energy purchased;
- Greenhouse gas emissions including indicator GHG emissions due to business travel;
- Adaptation to the consequences of climate change.

Societal information:

- Local, economic and social impact of the company activity in terms of employment and regional development;
- Local, economic and social impact of the company activity on neighboring populations;
- Conditions of dialogue with stakeholders;
- Partnership or sponsorship actions;
- Application of social and environmental criteria in the procurement policy;
- Magnitude of subcontracting operations and consideration of sub-contractors' and suppliers' societal responsibility;
- Actions taken to prevent corruption;
- Measures taken in favor of consumer health and safety;
- Other actions taken in favor of human rights.

Effective **governing bodies**

The Board of Directors

10 Board
meetings in 2015

96%
attendance rate
at the meetings in 2015

Risks Committee

Audit Committee

Appointments and Governance Committee

Strategy and coporate societal responsibility Committee

Compensation Committee

5
Specialised Committees

Crédit Agricole S.A.'s Executive committee

1
Chief Executive Officer

1
Deputy Chief Executive Officer

4
Deputy Managing Directors in charge of 4 business lines

3
Deputy Managing Directors in charge of 3 central support functions

Plus 5 **other members,**
including the Head of Group Risk Management and the Head of Group Compliance

REPORT OF THE CHAIRMAN OF THE BOARD OF DIRECTORS

PRESENTED TO THE GENERAL MEETING OF SHAREHOLDERS OF 19 MAY 2016 ON THE PREPARATION AND ORGANISATION OF THE BOARD'S WORK AND INTERNAL CONTROL PROCEDURES AS REQUIRED BY THE AMENDED FRENCH FINANCIAL SECURITY ACT 2003-706 OF 1 AUGUST 2003 (FRENCH COMMERCIAL CODE, ARTICLE L. 225-37; FRENCH MONETARY AND FINANCIAL CODE, ARTICLE L. 621-18-3).

Financial year 2015

Dear Shareholders,

In addition to the management report, I am pleased to present my report on the preparation and organisation of the Board's work and on Crédit Agricole S.A.'s internal control and risk management procedures, particularly as they apply to financial and accounting information.

For Crédit Agricole Group, the reporting duty of the Chairman of the Board of Directors as required by the French Financial Security Act includes Crédit Agricole S.A. and all the Regional Banks having issued cooperative investment certificates, as well the Group's main subsidiaries, whether or not they issue publicly traded financial instruments, or as required to comply with good internal control practice.

Consequently, Crédit Agricole S.A. has a uniform vision of the operation of the Group's decision-making bodies and additional information on these entities' internal control procedures, which supplements information gathered from internal reporting.

This report was completed under my authority in coordination with the Heads of Group General Inspection and the Secretary of the Board of Directors, of Group Compliance and of Group Risk Management based on existing documentation on internal control and on risk management and oversight within the Group. It was first submitted to the Crédit Agricole S.A. Risks Committee on 12 February 2016 and subsequently approved by the Board of Directors at its meeting of 16 February 2016.

PREPARATION AND ORGANISATION OF THE BOARD'S WORK

1. Board of Directors

General presentation

Crédit Agricole S.A. refers to the AFEP/MEDEF Code of Corporate Governance for Listed Companies, revised in November 2015 (the "AFEP/MEDEF Code"). Crédit Agricole S.A. does not comply – or does not comply in full – with certain recommendations of the AFEP/MEDEF Code as set out in the table in paragraph (5) below.

Crédit Agricole S.A.'s Board of Directors comprises 21 Directors, as follows:

- **18 Directors elected by the General Meeting of Shareholders:**
  - 10 Directors who are the Chairmen or Chief Executive Officers of Crédit Agricole's Regional Banks,
  - 1 Director that is a legal entity, SAS Rue La Boétie, represented by a Chief Executive Officer of a Regional Bank who is also Deputy Chairman of SAS Rue La Boétie,
  - 6 Directors from outside Crédit Agricole Group,
  - 1 Director who is an employee of a Regional Bank;
- **1 Director representing professional farming associations,** appointed by joint decree of the Ministry of Finance and the Ministry of Agriculture, pursuant to the Act of 18 January 1988 on the mutualisation of Caisse Nationale de Crédit Agricole, which became Crédit Agricole S.A. on 29 November 2001;
- **2 Directors elected by the employees of Crédit Agricole S.A. Group.**

The Board of Directors has also appointed a non-voting Director, a Chief Executive Officer of a Crédit Agricole Regional Bank.

Crédit Agricole S.A. Directors, Chairmen or Chief Executive Officers of Crédit Agricole Regional Banks have the status of Directors of banking institutions.

Under the terms of the agreement entered into by the Regional Banks and Crédit Agricole S.A. at the time of the initial public offering, the Regional Banks, through SAS Rue La Boétie, own the majority of the share capital (56.7% at the end of 2015) and voting rights (56.79% at the same date) in Crédit Agricole S.A., making it immune to takeover bids. The composition of the Board of Directors also ensures a majority representation of the Regional Banks.

In addition, three seats on the Board are reserved for employees. The election of Directors by employees goes back to 1984, when the Caisse Nationale de Crédit Agricole (CNCA) was a public body (Decree of 17 July 1984 applying the Act of 26 July 1983 on public sector democratisation to the CNCA). As of CNCA's initial public offering, at which point it became Crédit Agricole S.A., Crédit Agricole Group decided:

- firstly, to keep two seats (one executive and one non-executive) for Directors elected by the employees of the Crédit Agricole S.A. Union Économique et Sociale in accordance with the provisions of Articles L. 225-27 to L. 225-34 of the French Commercial Code;
- secondly, to set aside one of the seats for Directors elected by the General Meeting of Shareholders for a representative of Regional Bank employees. The candidate is chosen, under the auspices of the Fédération Nationale du Crédit Agricole, from the most representative union within the Regional Banks.

Without taking into account the three Directors representing employees (in accordance with the recommendation of the AFEP/MEDEF Code), 33% of the Directors on the Board of Directors are independent, in line with the recommendation of the aforementioned Code for companies controlled by a majority shareholder.

Five Directors have **international experience:**

- Laurence Dors, through her work early in her career as a senior civil servant (specialising in international trade) on the staffs of the Minister of the Economy and the Prime Minister in the 1990s, and later at large international groups (Lagardère, Aérospatiale-Matra, EADS International, Dassault Systèmes);
- Françoise Gri, through her work at large international groups, namely as Director of Marketing Operations at IBM Europe, Middle East, Africa, Chairwoman of IBM France, Chairwoman of Manpower Group France and Southern Europe, and Chief Executive Officer of the Pierre & Vacances Center Parcs group;
- Monica Mondardini, an Italian national (Italy is Crédit Agricole's second domestic market), has worked in publishing and insurance in Spain and Italy. In 2013, she was appointed Deputy Director of Compagnie Industrielle Réunie, an Italian industrial group with interests primarily in energy, publishing and automotive construction. She is the only Director of Crédit Agricole S.A. who is not a French national;
- Christian Streiff, who has broad industrial and international experience through his past and current positions at large groups, namely Saint-Gobain, Airbus, PSA Peugeot Citroën, ThyssenKrupp (Germany) and Finmeccanica (Italy). In 2013, he was appointed Deputy Chairman of the Safran group;
- François Veverka, through positions he has held in the Franco-American rating agency Standard & Poor's. He was Managing Director Standard & Poor's Europe, Executive Managing Director Europe, Middle East & Africa of S&P Rating Services, and a member of the S&P Senior Operating Committee (New York).

The composition of the Board reflects the **variety** of the Group's activities, the multiplicity of its locations, particularly regional, and the diversity of its stakeholders (customers, mutual shareholders, shareholders and employees). The profile of each Director contributes to the Board's collective diversity in terms of professional experience, culture and training. The table below sets out the highlights of each Director's profile (excluding employee representatives and representative of the professional farming associations) and reflects the range of expertise within the Board.

Directors (at 31 December 2015)	Banking/ Finance	International	Management of large organisations/ governance	Other activities	Profile/experience of Directors
Dominique Lefebvre Chairman of the Board of Directors Chairman of the Caisse régionale Val de France Chairman of FNCA (Fédération Nationale du Crédit Agricole) and SAS Rue La Boétie[1]	X		X	X	Chairman of a Regional Bank since 1995. Chairman of FNCA and SAS Rue La Boétie. Member of the Conseil de l'Agriculture Française (CAF). Former member of the Conseil Économique, Social et Environnemental. Former Director of the Institut National de la Recherche Agronomique (INRA).
SAS Rue La Boétie represented by **Jack Bouin** Deputy Chairman of the Board of Directors Chief Executive Officer of the Caisse régionale d'Aquitaine First Deputy Chairman of FNCA and Deputy Chairman of SAS Rue La Boétie[1]	X		X		Chief Executive Officer of a Regional Bank since 2006. First Deputy Chairman of FNCA and Deputy Chairman of SAS Rue La Boétie.
Roger Andrieu Chairman of the Caisse régionale des Côtes d'Armor	X			X	Farmer-breeder. Chairman of a Regional Bank since 2011. Director of specialist Group subsidiaries (securities).
Caroline Catoire Corporate Director	X			X	Primarily financial experience in large groups, industry (Total), banking (Société Générale) and services (Sita France, Saur, Metalor).
Pascal Célérier Chief Executive Officer of the Caisse régionale de Paris & d'Île-de-France	X				Chief Executive Officer of a Regional Bank since 1995. Deputy Secretary General of FNCA and Director of SAS Rue La Boétie. Director of Group subsidiaries (payments, securities).
Laurence Dors Senior Partner of Theano Advisors Corporate Director		X	X		Senior civil servant in the Ministry of Finance, member of ministerial staffs. Senior Executive positions in large industrial groups (Lagardère, EADS, Dassault Systèmes, Renault). Specialised in governance (Director of the Institut Français des Administrateurs).
Daniel Epron Chairman of the Caisse régionale de Normandie	X			X	Farmer. Chairman of a Regional Bank since 2006. Deputy Chairman of FNCA and Director of SAS Rue La Boétie. Director of subsidiaries (Cariparma – Italy).
Véronique Flachaire Chief Executive Officer of the Caisse régionale du Languedoc	X			X	Chief Executive Officer of a Regional Bank since 2009. Executive Management or chairmanship of national subsidiaries (payments, technology).
Jean-Pierre Gaillard Chairman of the Caisse régionale Sud Rhône Alpes	X			X	Vine-grower. Chairman of a Regional Bank since 1994. Deputy Chairman of FNCA and Director of SAS Rue La Boétie. Director of LCL.
Françoise Gri Corporate Director		X	X		International and managerial experience in large groups: IBM France, Manpower, Pierre & Vacances Center Parcs. Member of the Corporate Governance High Committee.
Jean-Paul Kerrien Chairman of the Caisse régionale du Finistère	X			X	Farmer (organic vegetable production). Chairman of a Regional Bank since 2012. Director of BforBank.
Monica Mondardini Chief Executive Officer of CIR S.p.A. Deputy Director of Gruppo Edditoriale l'Espresso	X	X	X		International and managerial experience in large groups in insurance (Generali), publishing and industry.
Gérard Ouvrier-Buffet Chief Executive Officer of the Caisse régionale Loire Haute-Loire	X		X		Chief Executive Officer of a Regional Bank since 2002. Deputy Chairman of FNCA and Director of SAS Rue La Boétie. Responsibilities in national subsidiaries (insurance, real estate business line) and international subsidiaries (member of the Supervisory Board of Crédit du Maroc).
Jean-Louis Roveyaz Chairman of the Caisse régionale de l'Anjou et du Maine	X			X	Cereal farmer. Chairman of a Regional Bank since 2004. Director of Group subsidiaries: CACIB (BFI), Cariparma (Italy).

Directors (at 31 December 2015)	Banking/ Finance	International	Management of large organisations/ governance	Other activities	Profile/experience of Directors
Christian Streiff Deputy Chairman of the Safran group		X	X		International and managerial experience in large industrial groups: Saint-Gobain, Airbus, EADS, PSA Peugeot Citroën, Safran.
François Thibault Chairman of the Caisse régionale Centre Loire	X			X	Vine-grower. Chairman of a Regional Bank since 1996. Director of specialist Group subsidiaries (insurance, CIB).
François Veverka Corporate Director	X	X	X		Expertise in economics and finance, with an international dimension, in the public sector (Ministry of Finance, Commission des Opérations de Bourse) and through managerial positions held in the rating agency Standard & Poor's.

(1) Holding company that holds the Regional Bank's majority interest in Crédit Agricole S.A.'s share capital.

The process for assessing the independence of Crédit Agricole S.A. Directors is implemented under the auspices of the Appointments and Governance Committee. Thus, on the recommendation of the Committee, the Board, at its meeting of 16 February 2016, conducted its annual review of the **situation of each Director with regard to the six criteria of independence** defined in the AFEP/MEDEF Code:

1. is not an employee or Executive Corporate Officer of the Company, or employee or Director of the parent company or of a company which the Company consolidates, and has not been within the last five years;
2. is not an Executive Corporate Officer of a company in which the Company, directly or indirectly, acts as a Director or in which an employee designated as such or an Executive Corporate Officer of the Company (currently or in the last five years) is a Director;
3. is not a client, supplier, corporate banker or investment banker:
   - who plays a significant role in the Company or its Group,
   - or for whom the Company or its Group represents a significant proportion of his/her business;
4. has no close family tie with a Corporate Officer;
5. has not been an auditor of the Company in the last five years;
6. has not been a Director for more than 12 years.

The Board noted that the representatives of the Regional Banks sitting on the Board of Directors of Crédit Agricole S.A. (Chairmen or Chief Executive Officers) could not be deemed to be independent Directors on the basis of the above criteria, as the Crédit Agricole Regional Banks are equity-accounted by Crédit Agricole S.A. This also applies to the Director representing the Regional Bank employees and the two Directors representing Crédit Agricole S.A. Group employees on the Board.

With respect to the Regional Bank Chairmen who sit on the Crédit Agricole S.A. Board, the Board noted that they are not employees of the Regional Banks and that they legitimately hold this office by election, in accordance with the Regional Banks' cooperative status.

The position of the two Directors from outside the Group (Caroline Catoire and Christian Streiff) was specifically examined with regard to the third criterion, given that the companies or the groups in which they hold or have held positions in 2015 (Metalor for Caroline Catoire, to December 2015; Safran group for Christian Streiff) have business dealings with Crédit Agricole. Their situation was examined based on a data sheet drawn up by the Group Risk department analysing the business dealings between the relevant company or group and one or more Crédit Agricole Group entities (commitment amount and type, Crédit Agricole's share of overall bank debt, relevant Group entity, financial position of the company or group). It should be noted that Crédit Agricole S.A. is not directly involved in the business dealings referred to in the Code's recommendations but through subsidiaries or Regional Banks of Crédit Agricole.

Based on this analysis, the Board, on the recommendation of the Appointments and Governance Committee, considered that the Group's commitments are not sufficiently significant to represent a situation of dependence with regard to these three Directors and Crédit Agricole.

The Board also determined that the outside Director who chairs the Audit and Risks Committee should be deemed to be an independent Director, even though he also sits on the Boards of LCL and Crédit Agricole Corporate and Investment Bank (Crédit Agricole CIB), and is a non-voting Director on the Board of Amundi. This situation arose from Crédit Agricole S.A.'s decision to assign this Director special responsibilities vis-à-vis the Committees of the main subsidiaries, in order to ensure continuity in his mission. This system was changed in 2015 in connection with the splitting of the Audit and Risks Committee of these subsidiaries, the Chairman of the two Committees of Crédit Agricole S.A. continuing to chair the Risks Committee of LCL and of Crédit Agricole CIB and serving as a member of their Audit Committee.

After a review by the Committee of their situation with respect to the AFEP/MEDEF criteria, the Board concluded that the other three Directors from outside the Group (Laurence Dors, Françoise Gri and Monica Mondardini) could be deemed to be independent.

Overall, the Board concluded that the existing modus operandi enables the Board and its Committees to fulfil their duties with the required effectiveness, objectivity and independence, particularly with respect to preventing potential conflicts of interest and to the equitable consideration of all shareholders' interests. The following table illustrates the position of each Director with regard to the aforementioned six criteria (a cross means that the criterion is not met; failure to satisfy any criterion is enough to classify a Director as not independent; Directors deemed independent are shaded in grey in the table).

Directors/AFEP/MEDEF independence criteria (at 31/12/2015)	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
Dominique Lefebvre Chairman of the Board of Directors Chairman of the Caisse régionale Val de France Chairman of FNCA (Fédération Nationale du Crédit Agricole) and SAS Rue La Boétie	X					
Representative of SAS Rue La Boétie **Jack Bouin** Deputy Chairman of the Board of Directors Chief Executive Officer of the Caisse régionale d'Aquitaine First Deputy Chairman of FNCA and Deputy Chairman of SAS Rue La Boétie	X					
Roger Andrieu Chairman of the Caisse régionale des Côtes d'Armor	X					
Pascale Berger Representative of Regional Bank employees	X					
Caroline Catoire Corporate Director						
Pascal Célérier Chief Executive Officer of the Caisse régionale de Paris & d'Île-de-France	X					
Laurence Dors Senior Partner of Theano Advisors Corporate Director						
Daniel Epron Chairman of the Caisse régionale de Normandie	X					
Véronique Flachaire Chief Executive Officer of the Caisse régionale du Languedoc	X					
Jean-Pierre Gaillard Chairman of the Caisse régionale Sud Rhône Alpes	X					
Françoise Gri Corporate Director						
Jean-Paul Kerrien Chairman of the Caisse régionale du Finistère	X					
Monica Mondardini Chief Executive Officer of CIR S.p.A. Deputy Director of Gruppo Edditoriale l'Espresso						
Gérard Ouvrier-Buffet Chief Executive Officer of the Caisse régionale Loire Haute-Loire	X					
Jean-Louis Roveyaz Chairman of the Caisse régionale de l'Anjou et du Maine	X					
Christian Streiff Deputy Chairman of the Safran group						
François Thibault Chairman of the Caisse régionale Centre Loire	X					
François Veverka Corporate Director						
Representative of the professional farming associations: **Xavier Beulin** Chairman of the FNSEA (Fédération nationale des syndicats d'exploitants agricoles)	X	X	X			
Representatives of the employees of the Crédit Agricole S.A. Union Économique et Sociale: **François Heyman** Research and communication campaigns officer in the Group Communication division	X					
Christian Moueza IT resource manager at SILCA	X					

At end-2015, four of the Board's five Specialised Committees were chaired by independent Directors, these being the Risks Committee, the Audit Committee, the Compensation Committee, and the Appointments and Governance Committee, with the Compensation Committee having a majority of independent Directors in accordance with the provisions of the AFEP/MEDEF Code. When splitting the Audit and Risks Committee, which was approved in principle by the Board in December 2014 and implemented in 2015, the proportion of independent Directors on each new Committee was raised to 60% (from 50% previously for the Audit and Risks Committee), bringing it very close to the proportion recommended by the AFEP/MEDEF Code.

The Chairman of the Board periodically meets with independent Directors, outside the presence of the executive directors.

The Board appointed a non-voting Director – a Chief Executive Officer of a Regional Bank – who attends its meetings in an advisory capacity. Non-voting Directors agree to abide by the Rules of Procedure, particularly the Directors' Code of Conduct contained in the Board's Rules of Procedure, and Directors' obligations. The decision to appoint non-voting Directors is primarily based on the desire to maintain a geographic balance between the Regional Banks on the Board. Appointing non-voting Directors also provides an opportunity to give them Board experience before being appointed Director. This was true in 2015 for François Thibault, elected Director at the General Meeting of Shareholders of 20 May 2015, and for Jean-Paul Kerrien, co-opted by the Board as Director on 4 November 2015.

There were significant changes to the Board in 2015:

- following the Board's decision, at its meeting of 24 February 2015, to appoint Philippe Brassac as Chief Executive Officer of Crédit Agricole S.A. from 20 May 2015, the latter resigned as Director on 30 April 2015, and the Board, at its meeting of 5 May 2015, co-opted Jack Bouin, Chief Executive Officer of a Regional Bank, Deputy Chairman of FNCA and Deputy Chairman of SAS Rue La Boétie, to fill Philippe Brassac's position and also appointed him Deputy Chairman of the Board of Directors;
- François Thibault, Chairman of a Regional Bank and non-voting Director since May 2012, was elected Director by the General Meeting of Shareholders of 20 May 2015, succeeding Jean-Louis Delorme. The same Meeting ratified the co-option of Roger Andrieu, Chairman of a Regional Bank, decided by the Board at its meeting of 17 February 2015, to the position vacated following the resignation of Marc Pouzet. As the latter's term of office expired in May 2015, the Meeting also reappointed Roger Andrieu for a further term of office;
- following the decision of Jean-Marie Sander, Chairman of the Board of Directors, to resign, the Board, at its meeting of 4 November 2015, co-opted Dominique Lefebvre, up to then SAS Rue La Boétie's representative on the Board, as a Director in a personal capacity. The Board then appointed Dominique Lefebvre as Chairman. He continues to serve as Chairman of FNCA and Chairman of SAS Rue La Boétie, thereby reflecting the Group's desire to become more unified;
- SAS Rue La Boétie having informed Crédit Agricole S.A. of its decision to appoint Jack Bouin as its representative on the Board, the latter resigned as Director in a personal capacity and the Board, at its meeting of 4 November 2015, co-opted Jean-Paul Kerrien, Chairman of a Regional Bank and non-voting Director since May 2015, as Director.

The General Meeting of Shareholders of 20 May 2015 also reappointed Pascale Berger, Monica Mondardini, Pascal Célérier and Jean-Louis Roveyaz, as well as SAS Rue La Boétie.

With the terms of office of the two Directors representing the employees of the Crédit Agricole S.A. Union Économique et Sociale on the Board expiring in June 2015, the election held at the end of May resulted in the re-election of François Heyman (executive electoral college) and Christian Moueza (technical employees electoral college) for a further three-year term.

At 31 December 2015, six of the Directors on the Board were women, *i.e.* 28.6% of the members. Excluding the Directors representing employees, this would be 27.8%. Crédit Agricole S.A. is therefore in compliance with the AFEP/MEDEF Code and with the provisions of the Act of 27 January 2011, which require that at least 20% of Board members be women.

In the second half of 2015, the Appointments and Governance Committee undertook an in-depth review of the Directorships expiring in 2016 and 2017 with the twin goal of considering the profiles the Board would need over the coming years and ensuring compliance with the legal requirement that women make up 40% of the Board. With regard to the latter point, in light of the Directorships coming up for reappointment over the coming two years, the Committee agreed that the steps taken to achieve the 40% goal should be continued. The findings of this initial review were approved by the Board and it reaffirmed that one of the priorities for the Appointments and Governance Committee in 2016 would be continuing the discussion regarding the composition of the Board of Directors.

The Board, at its meeting of 16 February 2016, was informed of the appointment of Pascal Célérier as Deputy Chief Executive Officer of Crédit Agricole S.A. from 4 April 2016, with the ensuing resignation of Pascal Célérier as Director. At the same meeting, it was also noted that a proposal to co-opt a new Director, reflecting the need to conform with the legal requirement of having 40% of female directors on the Board before the set deadline, would be made to the Extraordinary Board Meeting scheduled for 8 March 2016 and that this proposal would be put to the General Meeting of Shareholders of 19 May 2016 for ratification.

A Works' Council representative attends meetings of the Board of Directors, in an advisory capacity.

The splitting of the Audit and Risks Committee and the changes in the Board in 2015 meant that the composition of the Specialised Committees were adjusted a number of times:

- in February 2015: determination of the composition of the Risks Committee and the Audit Committee. In order to ensure an orderly transition, the Board decided that the independent Chairman of the Audit and Risks Committee would chair both new Committees which share no other member;
- in May 2015: adjustment of the composition of the Strategy and Corporate Social Responsibility Committee and the Appointments and Governance Committee;
- in November 2015: adjustment of the composition of the Strategy and Corporate Social Responsibility Committee and the Compensation Committee.

The list of Directors can be found in the following section "Additional information on Corporate Officers".

The term of office of Crédit Agricole S.A. Directors as natural persons is fixed at three years by the Articles of Association. Directors may not serve for more than four consecutive terms.

The average age of Crédit Agricole S.A. Directors is 58. The Company's Articles of Association provide for a maximum age limit of 65, and 67 for the Chairman.

In accordance with Crédit Agricole's own governance model, which splits the guidance and control functions from the executive functions, the offices of Chairman and Chief Executive Officer of Crédit Agricole S.A. are separated.

The powers of the Chairman were formalised by the Board. The Board, at its meeting of 24 February 2015, appointed Philippe Brassac as Chief Executive Officer of Crédit Agricole S.A. from 20 May 2015. At its meeting of 20 May, the Board:

- reaffirmed its decision to appoint Philippe Brassac as Chief Executive Officer. To this end, Philippe Brassac is the effective executive Director for the purposes of Article L. 511-13 of the French Monetary and Financial Code;
- confirmed Xavier Musca as Deputy Chief Executive Officer of Crédit Agricole S.A. and appointed him as second effective executive Director, for the purposes of Article L. 511-13 of the French Monetary and Financial Code, for the duration of the term of office of the Chief Executive Officer.

Crédit Agricole S.A. thus complies with the provisions of the decree of 3 November 2014 relating to the appointment of effective executive directors.

The terms and conditions of shareholders' participation in the General Meeting of Shareholders are set out in Articles 21 to 29 of the Articles of Association presented in Chapter (8) of this registration document, which may be consulted at Crédit Agricole S.A.'s registered office and on the Company's website at www.credit-agricole.com.

Role and operation of the Board

GENERAL INFORMATION

The Board of Directors' Rules of Procedure sets out the operating procedures of the Company's Board and Executive Management, while taking into account the separation of the offices of Chairman and Chief Executive Officer, as well as the Company's duties as a central body under the terms of the French Monetary and Financial Code. The Rules of Procedure contain five articles:

1. Organisation of the Board of Directors;
2. Powers of the Board of Directors and the Chief Executive Officer;
3. Board operations;
4. Committees;
5. Crédit Agricole S.A. Directors' Code of Conduct.

The key provisions of the Rules of Procedure of the Board of Directors appear in paragraph 6 below. The significant changes that occurred in Crédit Agricole S.A. in 2015 (Executive Management in the first half, Chairmanship in the second) and the priority given, in 2015, to the operational implementation of the regulatory provisions of the decree of 3 November 2014 and the adaptation of the governance system to the new Single Supervisory Mechanism for monitoring credit institutions by the European Central Bank resulted in the postponement to 2016 of the updating of the Rules of Procedure of the Board and of the Board's Specialised Committees, only the update to the Rules of Procedure of the Compensation Committee being completed in 2015.

Review of the Board of Directors' work during 2015

The Board was particularly active in 2015, meeting 10 times, including three extraordinary meetings, in light of the very busy schedule. The attendance rate of Directors remained very high, averaging 96% (98% for the scheduled meetings and 94% for the extraordinary meetings) and reflecting the strong commitment of all Directors, as the following table shows:

Directors	Number of meetings taken into account	2015 attendance rate
Jean-Marie Sander until 4 November 2015[(1)]	9	100%
Dominique Lefebvre, representing SAS Rue La Boétie until 4 November 2015 Co-opted as Director in a personal capacity from 4 November 2015	10	100%
Philippe Brassac[(1)] from 4 April 2015 Appointed Chief Executive Officer from 20 May 2015	2	100%
Jack Bouin Director in a personal capacity until 4 November 2015 Representing SAS Rue La Boétie from 4 November 2015[(2)]	8	100%
Roger Andrieu[(2)]	8	89%
Pascale Berger	10	100%
Xavier Beulin	9	90%
Caroline Catoire	9	90%
Pascal Célérier	10	100%
Jean-Louis Delorme[(1)]	4	100%
Laurence Dors	9	90%
Daniel Epron	10	100%
Véronique Flachaire	10	100%
Jean-Pierre Gaillard	9	90%
Françoise Gri	9	90%
François Heyman	10	100%
Jean-Paul Kerrien[(2)]	6	100%
Gérard Ouvrier-Buffet	9	90%
Monica Mondardini	9	90%
Christian Moueza	10	100%
Jean-Louis Roveyaz	10	100%
Christian Streiff	10	100%
François Thibault[(2)]	9	90%
François Veverka	10	100%
General average:		96%

(1) Directors who left the Board during the year.

(2) Directors who joined during the year.

The year 2015 was marked by:

- changes in the Company's Executive Management and Chairmanship. The appointment of a new Chief Executive Officer from 20 May 2015 went hand in hand with structural changes at Crédit Agricole S.A. Group, implemented on 1 September 2015, which both strengthened Executive Management and established major business lines and Central Support functions, with the control functions (Risks, Control and Audit, Compliance) attached to Executive Management;
- the undertaking of a strategic review to develop a new medium-term plan, which represented a major part of the work of the Strategy and Corporate Social Responsibility Committee. The Board dedicated a special meeting to preparing this plan in the form of a strategic review seminar, approved in principle by the Board in December 2015 and held in January 2016. The holding of this seminar was in line with the policy adopted following the external assessment of the Board carried out in 2014;
- the Group's adaptation to the new European supervisory framework. Four high-level meetings were held in 2015 involving members of the Joint Supervisory Team (JST) dedicated to Crédit Agricole (comprising representatives of the ECB and the French Regulatory and Resolution Supervisory Authority, or ACPR) and the Crédit Agricole S.A. governance bodies (Board of Directors, Chairmen of the Board's Specialised Committees, Executive Management). These meetings were part of the European Central Bank's thematic review of the risk appetite and governance of credit institutions. The remarks and recommendations made by the ECB following these discussions and the responses given by the Group were discussed by the Board;
- the drafting of the Risk Appetite Framework of Crédit Agricole Group, approved by the Board at its meeting of 15 December 2015. The definition of the methodological framework, the identification of risks, the mechanism for monitoring these risks and the strategic risks validation process comprised a major part of the work of the Risks Committee before approval by the Board;

- the results, for Crédit Agricole Group, of the Supervisory Review and Evaluation Process (SREP) carried out under the auspices of the European Central Bank;
- the settlements agreed with the US authorities following their investigation of US dollar-denominated transactions with countries under embargo. These settlements, presented to an Extraordinary Board Meeting, included, in addition to the requirement to come into compliance, the payment of a fine to the US authorities. The remediation plan implemented under the auspices of the Group Compliance department of Crédit Agricole S.A. following the settlements will be very closely monitored by the Risks Committee and by the Board of Directors;
- the listing of the Group's asset management subsidiary, Amundi, which was 80% owned by Crédit Agricole and 20% by Société Générale. The arrangement for the disposal of Société Générale's interest as part of this transaction, designed to spur Amundi's growth, along with the arrangements for the continued business partnership with Société Générale in the asset management sphere, were discussed and approved by an Extraordinary Board Meeting in June 2015 before the transaction was announced to the market. The technical details of the initial public offering were approved by the Board at its 14 October 2015 meeting;
- a particular emphasis on Director training, in accordance with the policy adopted in connection with the external assessment of the Board carried out in 2014. The training organised in 2015 covered 15 of the 21 Directors of Crédit Agricole S.A. in the following areas: Finance, Risks, Compliance, Accounting and Compensation. This training related, on one hand, to the onboarding programme for new Directors and, on the other hand, to specific modules developed for the Directors called upon to participate in the work of the Board's Specialised Committees (Risks, Audit, Compensation).

Furthermore, the Compliance pack for Directors was updated at the end of 2015. This document sets out the regulatory framework governing Directors, details Directors' duties and the sanctions applicable in the event of non-compliance, and lists the main reference texts. The system described in this pack applies to all other persons attending Board Meetings: non-voting Directors, Work's Council representatives on the Board (excluding rules specific to Directors). It was expanded at a Board Meeting in 2015 with the presentation of a special dossier on Director liability.

Finally, in accordance with the provisions of the decree of 3 June 2015 on employee Directors issued pursuant to the Job Protection Act, the Board, at its meetings of 4 November and 15 December 2015, approved the time credit granted to these Directors for the performance of their duties and decided to expand, for 2016, the training programme they already enjoyed by means of the onboarding programme, upon their election, and periodic preparatory sessions for Board Meetings held for them.

In terms of governance, in addition to the changes in Executive Management and Chairmanship, the year saw the application of the policies adopted in connection with the assessment of the Board and an initial review of the implementation of the provisions of the decree of 3 November 2014 relating to the governance of credit institutions. This review, carried out by the Appointments and Governance Committee at its October meeting and presented by it to the November Board Meeting:

- highlighted that a large part of the policies adopted following the assessment of the Board had been achieved and that a large portion of the changes introduced by the decree had already been completed or initiated:
  - presentation by the Chief Executive Officer, at the start of each Board Meeting, of an overview of the Group's economic, financial and regulatory environment and the consequences and challenges for Crédit Agricole and for Crédit Agricole S.A.,
  - organisation of a strategic review seminar,
  - establishment of an appropriate mechanism for assessing and monitoring managerial calibre by a supervisor,
  - designation of effective executive directors,
  - strict compliance, by the executive managers and Directors of Crédit Agricole S.A., with the rules governing the limiting of the number of offices. Executive managers and Directors were extra careful to limit the number of corporate offices held outside the Group. Accordingly, neither the Chairman, the Deputy Chairman, nor the Chief Executive Officer hold offices outside the Group at companies listed on a regulated market,
  - establishment of a Risks Committee separate from the Audit Committee;
- made it possible to establish the priorities for 2016:
  - pursuant to article L. 511-98 of the French Monetary and Financial Code and the European Central Bank guidelines, establishment of a procedure for the annual self-assessment of the Board's performance, composition, and division of tasks among its members. The assessment is conducted by sending to each Board member a questionnaire, which also asks them to evaluate whether they have the necessary time to perform their duties. It will be implemented in Spring 2016 and will supplement the assessment of the Board's performance carried out every three years by an external firm;
  - continued discussion regarding the composition of the Board, in particular regarding the gender balance and the changing of the system established by Crédit Agricole S.A., when it was listed, regarding the chairmanship of the Risks and Audit Committees of the Company and of its major subsidiaries,
  - updating of the Rules of Procedure of the Specialised Committees and of the Board.

At its meeting of 9 February 2016, the Appointments and Governance Committee reviewed the supervisory authority's observations on the Group's governance and validated the draft replies of Crédit Agricole S.A., which were then discussed and approved by the Board at its meeting of 16 February 2016. At the meeting, on the Committee's recommendation, the Board decided to draft a code of ethics in 2016, which will apply to the Directors and will mainly deal with the prevention of conflict of interests.

During the same session, on the recommendation of the Appointments and Governance Committee and on the advice of the Compensation Committee for the matters within its field of competence, the Board approved the table summarising the provisions of the AFEP/MEDEF Code with which Crédit Agricole S.A. does not comply or does not comply in full. See the table below, in paragraph 5.

In addition, the Board examined the Corporate Social Responsibility (CSR) report for Crédit Agricole S.A., now included in the tasks of the Strategy Committee. CSR, implemented in conjunction with the Regional Banks and the Fédération Nationale du Crédit Agricole, increasingly incorporates the offer and services proposed by the Group for which it is an advantage as it is a natural extension of its history, values and image. This policy is particularly illustrated by the synthetic progress index FReD (Fides, Respect, Demeter), introduced in 2012 for Crédit Agricole S.A. and its main subsidiaries. A third of the deferred variable compensation of Senior Executives of Crédit Agricole S.A. is indexed to CSR performance *via* the FReD index.

The CSR dimension will be fully incorporated by the Group's main businesses in the new medium-term plan. Apart from the measures already undertaken in several entities, the Board adopted a few areas of improvement for 2016:

- consolidate the Group's advances in terms of climate finance;
- prepare an integrated report of the Crédit Agricole S.A. Group by 2018 and supplement its capacity to measure the contribution of CSR to the Group's performance.

Members of the Board receive a preparatory file on the different subjects on the agenda, generally three to four days prior to each meeting. They are given all pertinent information on the Company, in particular the press releases issued by the Company.

At each reporting date, the Board examines the changes in the Group's and Crédit Agricole S.A.'s liquidity and solvency position in connection with the introduction of new regulatory ratios. Similarly, as regards risk, changes in the Group's situation in all areas (credit and counterparty risk, market risks, operational risks including legal and compliance risks) are examined at each reporting date, and a new risk monitoring tool (the quarterly risk register) was provided to Directors in 2015.

ISSUES REVIEWED BY THE BOARD IN 2015

After analysis by the Audit Committee:

- the preparation of the annual financial statements and a review of the half-yearly and quarterly financial statements of Crédit Agricole S.A., Crédit Agricole S.A. Group, and Crédit Agricole Group. At each reporting date, the Board heard from the Company's Statutory Auditors who, having presented the conclusions of their work to the Audit Committee, then presented them to the Board. The Board also looks at the draft press releases published by the Company in connection with the reporting dates;
- the Group's goodwill position.

After analysis by the Risks Committee:

- the evolution of Crédit Agricole S.A.'s and Crédit Agricole Group's position in terms of shareholders' equity and solvency against a backdrop of tighter regulatory constraints. More specifically, in 2015 the Board reviewed:
  - the decision of the European Central Bank setting out the prudential requirements of Crédit Agricole Group's entities for 2016 as part of the SREP (Pillar 2),
  - the assessment of internal capital adequacy (Internal Adequacy Assessment Process – ICAAP) by the European Central Bank;
- the Declaration of the Crédit Agricole Group's risk appetite;
- the evolution of the Group's position in terms of liquidity, in view of regulatory requirements, as well as monitoring of the long term financing plan for Crédit Agricole Group approved in advance by the Board; in 2015, the Board also reviewed liquidity management and approved the Group's liquidity limits;
- the Group limits in respect of overall interest rate risk;
- the mechanism implemented by Crédit Agricole Group to comply with the regulation providing for the implementation of Section 619 of the Dodd-Franck Act (Volcker Rule) issued by the three US federal banking agencies and effective since July 2015;
- the management of the securities portfolio of Crédit Agricole S.A. Group;
- the annual internal control report for 2014 and interim information (first half of 2015) on internal control, as coordinated by the Group Risk Management department;
- letters sent to the Company by regulators and measures taken to respond to their observations;
- annual (at 31 December 2014), half-yearly and quarterly developments in terms of credit risk, market risk, and operational and security risks, as well as the annual review of risks and the quarterly risk register;
- the updating of the Group's Recovery & Resolution Plans, approved at the meeting of 3 August 2015, and of the Resolution Plan for the US operations of Crédit Agricole S.A. at the meeting of 15 December 2015;
- the letter from the French Regulatory and Resolution Supervisory Authority (ACPR) pertaining to the assessment of the capacity of Global Systemically Important Banking Institutions to be subject to resolution measures (Resolvability Assessment Process – RAP);
- in compliance/legal matters: the report on non-compliance risk within Crédit Agricole S.A. Group in 2014 (including mapping of non-compliance risk) and the half-yearly information on compliance (first half 2015); a progress report on ongoing administrative inquiries.

After analysis by or opinion of the Strategy and CSR Committee:

- monitoring the execution of the Group's 2014-2016 Medium Term Plan;
- the strategic approach undertaken for preparing Crédit Agricole's Medium Term Plan;
- the planned IPO of the Group's asset management subsidiary, Amundi;
- the Company's 2015 CSR performance and the challenges for 2016.

After analysis by and proposals from the Compensation Committee:

- the fixed compensation, personal annual variable compensation, and the terms and conditions and criteria of the annual variable compensation of the Executive Corporate Officers (Chairman, CEO and Chief Operating Officers), taking into account regulatory provisions and the Crédit Agricole S.A. Group's compensation policy. Decisions pertaining to the system of compensating Executive Corporate Officers concerned Directors who were no longer Corporate Officers in 2015 (Jean-Marie Sander, Jean-Paul Chifflet, Jean-Yves Hocher, Bruno de Laage and Michel Mathieu), the CEO (Philippe Brassac) and the Chief Operating Officer (Xavier Musca), both appointed on 20 May 2015, and the Chairman of the Board (Dominique Lefebvre), elected in November 2015. All the information on the compensation of Corporate Officers of Crédit Agricole S.A. and the compensation policy applicable to Crédit Agricole S.A. Group can be found in the section "Compensation policy" below;

- the conditions for the termination of Jean-Paul Chifflet's and Jean-Marie Sander's positions;
- under regulatory provisions, the 2014 report on the compensation of members of the executive body as well as identified staff whose professional activities have a significant impact on the Company's risk profile;
- the total amount of Directors' fees (proposal to be submitted for the approval of the General Meeting of Shareholders, and distribution).

After review and recommendations by the Appointments and Governance Committee:

- the appointment of the Chief Executive Officer of Crédit Agricole S.A., Philippe Brassac;
- the new organisation of the Executive Management and the Crédit Agricole S.A. Group;
- the change in the composition of the Board, in connection with the changes in the Executive Management and the chairmanship of Crédit Agricole S.A.;
- the adjustment of the composition of some Specialised Committees to reflect changes occurring within the Board;
- the review of the implementation of the provisions of the decree of 3 November 2014 relating to the governance of credit institutions;
- the report on professional equality and equal pay within Crédit Agricole S.A. and initiatives undertaken at Crédit Agricole S.A. Group level to promote professional equality and diversity.

Other **issues reviewed** by the Board included:

- agreements concluded with US authorities following the survey conducted by them on US dollar transactions with countries under embargo, and the remedial plan implemented by the Group (see above);
- the internal reclassification of the shareholding line within Crédit Agricole S.A. Group;
- the disposal of equity shares held by Crédit Agricole S.A.;
- the annual review of related-party agreements, in accordance with the regulatory provisions applicable to such agreements (see below);
- the renewal of group tax regime agreements;
- the annual issuance programme of Crédit Agricole S.A.;
- the Group's sustainable development and CSR policies (see above).

"Related-party" agreements

In accordance with the provisions of Order No. 2014-863 of 31 July 2014, the Board, at its meeting of 15 December 2015, conducted an annual review of all the agreements approved by the Board prior to 2015 and which had continuing effect during the year. This review resulted in the following:

- firstly, four agreements previously authorised by the Board and then approved by the General Meeting of Shareholders were confirmed as related-party agreements. These agreements were notified to the Statutory Auditors and as such are listed in their special report to the General Meeting of Shareholders of 19 May 2016;
- secondly, the tax consolidation agreement, authorised by the Board on 21 January 2010, was renewed during the meeting held in December 2015 and will, in this respect, be announced to the Statutory Auditors as a new agreement authorised in 2015.

In 2015, the Board authorised ten new agreements falling under the scope of application of Article L. 225-38 of the French Commercial Code:

- seven agreements concern Crédit Agricole S.A.'s Executive Corporate Officers, considering the changes in the Executive Management and chairmanship of Crédit Agricole S.A.;
- two agreements concern the settlement agreed with the US authorities following their investigation of US dollar transactions with countries under embargo;
- one agreement concerns the renewal of group tax regime agreements.

Secondly, in accordance with AMF recommendation No. 2012-05, which advocates submitting any major related-party agreement, authorised and signed after the end of the financial year, for the approval of the next General Meeting of Shareholders, Crédit Agricole S.A. declared two agreements falling under Article L. 225-38 of the French Commercial Code and signed after 1 January 2016 to the Statutory Auditors in view of their report to the General Meeting of Shareholders of 19 May 2016. These agreements, authorised by the Board at its meeting of 16 February 2016, fall under the project to simplify the structure of Crédit Agricole Group and concern:

- the letter of intent relating to this project, which provides for reclassifying the stakes held by Crédit Agricole S.A. in the capital of Regional Banks, in the form of cooperative investment certificates (CCIs) and cooperative associate certificates (CCAs), within an entity, Sacam Mutualisation, fully owned by the Regional Banks;
- the amendment to the Switch guarantee agreement authorised by the Board on 16 December 2011 and amended on 19 December 2013.

2. Presentation of Committees

Five Committees were set up within the Board of Directors: the Audit Committee, the Risks Committee, the Compensation Committee, the Strategy and CSR Committee, and the Appointments and Governance Committee.

The Audit and Risks Committee was split pursuant to the provisions of the Decree of 3 November 2014, and at its meeting of 17 February 2015, the Board determined the composition of the two new Committees, each of which comprise five members, including three independent Directors. Crédit Agricole S.A. is therefore in compliance with the recommendation of the AFEP/MEDEF Code concerning the composition of the Audit Committee as the proportion of independent Directors on both Committees is 60% (versus 50% previously for the Audit and Risks Committee).

Committee members are appointed by the Board, on the Chairman's recommendation. The Board may terminate the appointment of a Committee member at any time. A Committee member may resign from office at any time. All Committee members, and all other persons who attend Committee Meetings, are bound by professional secrecy.

In the course of their work, Board Committees may invite Crédit Agricole S.A. Group employees or experts in areas that fall within the field of competence of the Committees.

Members of the Specialised Committees receive a preparatory file on the different subjects on the agenda, generally two to four days prior to each meeting, depending on the Committee.

Audit Committee and Risks Committee

The Audit and Risks Committee held its last meeting on 12 February 2015 before being split. At its meeting of 17 February 2015, the Board determined the composition of the Risks Committee and the Audit Committee. To facilitate implementation, the Board also decided that the two Committees would be chaired by the independent Director who had previously chaired the Audit and Risks Committee, at least to begin with.

The Chairman of the two Committees reported on their work to the Board. He also reported to the Board on the work accomplished between Committee Meetings. Pursuant to his role as Chairman of these two committees of Crédit Agricole S.A. and his duties within the Risks Committee and Audit Committee of the three main subsidiaries of the Company (Crédit Agricole CIB, LCL, Amundi), Mr Veverka meets regularly, outside of the Committees, with managers from the central divisions of these entities (Finance, Risks, Control and Audit), members of the Executive Management, and the Statutory Auditors of these entities. In 2015, Mr Veverka held over 70 working meetings. He also receives summary reports from the Control and Audit departments of the three companies (Crédit Agricole S.A., Crédit Agricole CIB and LCL), or around 100 summaries in the course of the year.

Considering the common problems of the two committees, particularly in terms of quality control and effectiveness of the internal control and risk management systems, the Chairman wished to maintain a link between the two committees:

- common training for members of the two committees. A module focused on the Group's financial management was thus organised in 2015;
- occasionally, the presentation of certain issues to the members of the two committees (for example, in 2015, the result of the surveys conducted by the US authorities on US dollar transactions with countries under embargo);
- in autumn 2015, when drawing up the 2016 meeting schedule, it was also decided to schedule two common meetings of the two Committees, one in spring focused on the review of the annual report of the internal control committee and the report on the risks of non-compliance within Crédit Agricole S.A. Group, and the other in the second half-year, focused on an in-depth review of all the risks.

RISKS COMMITTEE

At 31 December 2015, the Risks Committee comprised five members.

Members	Attendance rate
François Veverka, Committee Chairman, independent Director	100%
Véronique Flachaire, Chief Executive Officer of a Crédit Agricole Regional Bank	86%
Françoise Gri, independent Director	100%
Jean-Louis Roveyaz, Chairman of a Crédit Agricole Regional Bank	100%
Christian Streiff, independent Director	86%

The members of the Risks Committee are selected because of their financial expertise and/or their expertise in risk-related matters, whether they are independent Directors, employees of Regional Banks, or Chairmen or Chief Executive Officers of Regional Banks.

Director profiles can be found in section 1 above (Board of Directors). When they joined the Risks Committee, a risk management training module was proposed to Françoise Gri, Jean-Louis Roveyaz and Christian Streiff in the form of a working meeting with the Director in charge of this function at Crédit Agricole S.A. Véronique Flachaire was previously member of the Audit and Risks Committee.

The Group Chief Financial Officer, the head of Accounting and Consolidation, the head of Group Risk Management, the head of Group Control and Audit and the head of Group Compliance attend meetings of the Risks Committee.

The operation and duties of the Committee are set out in Rules of Procedure approved by the Board of Directors. The Committee's key duties, under the responsibility of the Board of Directors and in compliance with the provisions of the French Monetary and Financial Code as arising from the CRD 4 directive, the Transposition order of 20 February 2014 and the order of 3 November 2014, are to:

- review Crédit Agricole Group's global strategy and risk appetite before subjecting them to the Board of Directors' decision, and assist the Board in its role of controlling the implementation of this strategy by the effective executive Directors and the person in charge of risk management;
- review the major risk limits before subjecting them to the decision of the Board of Directors;
- monitor the Group's liquidity and solvency position;

- evaluate and verify the effectiveness of procedures ensuring that the Group's business complies with laws and regulations in France and other countries;
- monitor the Group's legal risks;
- examine, without prejudice to the tasks of the Compensation Committee, whether the compensation policy and practices of Crédit Agricole S.A. Group are compatible with the Group's situation with regards to the risks it is exposed to, its capital position, its liquidity position and the probability and timing of the implementation of the benefits expected.

The Committee's work is set out in an annual schedule based on seven meetings. In 2015, the Committee met seven times (including a common meeting with the Audit Committee). The total attendance rate was 94% on average.

In 2015, the Committee focused a major part of its work on the Group's analysis and implementation of regulatory provisions and on the Group's adaptation to the new European supervisory framework:

- drafting of the risk appetite statement: in this regard, the committee more specifically examined the methodological approach, the matrix of financial indicators, the treatment of operating risks and the reverse stress test on the portfolio;
- overhaul and validation of risk strategies in line with the risk appetite approach;
- Supervisory Review and Evaluation Process (SREP) carried out under the direction of the European Central Bank;
- assessment of internal capital adequacy (Internal Adequacy Assessment Process – ICAAP) by the European Central Bank and its equivalent for liquidity (ILAAP);
- assessment of the capacity of Global Systemically Important Banking Institutions to be subject to resolution measures (Resolvability Assessment Process – RAP);
- mechanism implemented by Crédit Agricole Group to comply with the regulation providing for the implementation of Section 619 of the Dodd-Franck Act (Volcker Rule) issued by the three US federal banking agencies and effective since July 2015.

Furthermore, the Committee examined the change in the risk function at the central level (Crédit Agricole S.A.'s Group Risk Management) and at the level of the Group risk management business line so as to adapt to the new regulatory requirements.

As it does every year, the Committee carried out a comprehensive risk review (including risk mapping) along sectoral and geographic lines (country risks, sovereign debt) highlighting areas of concern for the Group. This review was supplemented by specific presentations on the situation of International retail banking, the situation in Ukraine and the risk situation of the Group's subsidiary in Italy.

In its work, the Committee also included a specific review of the Group's challenges and risks in the area of IT, including the monitoring of major IT sites – regulatory risks, in particular – and the application of the Basel Committee's principles on risk information systems.

During each of its meetings, the Committee reviewed the progress of the administrative surveys that the Group took (BOR surveys, surveys of the US authorities on US dollar transactions with countries under embargo).

At each meeting, the Committee closely examined changes in the Group's position in terms of liquidity (including a review of the standards governing the measurement, control and monitoring of Crédit Agricole Group's liquidity risk, in advance of approval by the Board), capital and solvency. It also examined refinancing and rating issues facing the Group as well as the system for managing the Group's securities portfolio. Finally, it looked closely at the implementation of recommendations made by regulators in the course of their inspections of the various Group entities and the satisfactory progress of the projects undertaken to comply with regulatory and prudential requirements.

A half-day training module (outside of regular meetings) was organised in 2015 for members of the Risks Committee and Audit Committee focused on financial management (Crédit Agricole S.A. and Crédit Agricole Group).

In addition to those already mentioned, **the financial issues** examined by the Committee were:

- a capital planning review;
- the PALMA project (Group's asset and liability management);
- an update on sources of collateral within the Group;
- the interest rate risk of the financial conglomerate;
- activation of the Group's internal guarantee system, Switch;
- the Group's short-term liquidity limits.

In the area of **risk**, in addition to the issues already mentioned, the Committee also examined the following:

- the annual review of Crédit Agricole Group risks for 2014, and half-year and quarterly risk reviews for 2015 before presentation to the Board (credit and counterparty risk, market risk, operational risk);
- the quarterly risk register, a risk monitoring tool provided to the Committee after the closing of the accounts at the end of September 2015;
- the results of the budgetary and liquidity stress exercise;
- the analysis of the results of the self-assessment requested by the French Regulatory and Resolution Supervisory Authority (ACPR);
- the Recovery and Resolution Plans of Crédit Agricole Group and the Resolution Plan of Crédit Agricole S.A.'s American operations before approval by the Board and submission to the supervisory authority;
- VaR limit for Crédit Agricole S.A. Group;
- Group limits in respect of overall interest rate risk;
- the provision of key outsourced services;
- the business continuity plans and the IT disaster recovery plans.

The final area of the Committee's work involved **internal audit, internal control, dealings with the supervisory authorities, and compliance.** In this respect, the following items were reviewed in particular:

- in terms of internal audit:
  - a summary of the audits carried out by Crédit Agricole S.A. Group Control and Audit and the Crédit Agricole CIB and LCL Control and Audit departments in the second half of 2014 and the first half of 2015. The reports made to the

Committee include the most significant work carried out in the various business lines in relation to Group-wide issues,

- the monitoring of the implementation of the recommendations of the regulatory authorities and the internal and external auditors of Crédit Agricole Group (at 30 September 2014 and 31 March 2015),
- the annual summary of audits conducted in 2014 by the French Regulatory and Resolution Supervisory Authority (ACPR),
- the monitoring of the work of the French Regulatory and Resolution Supervisory Authority (ACPR) and the French Financial Markets Authorities (AMF),
- the annual summary of audits conducted at Crédit Agricole's Regional Banks,
- the results of the external assessment of the Group Control and Audit function,
- lastly, at its meeting of 2 November 2015, the Committee approved the 2016 audit plan;

- in terms of internal control:
  - the annual internal control report for the 2014 financial year,
  - half-year (2015) interim information on internal control;
- in terms of the relations with the supervisory authorities, compliance and legal risks:
  - a report on the risks of non-compliance within Crédit Agricole S.A. Group for 2014 and an assessment, in the first half of 2015, of compliance actions within Crédit Agricole S.A. Group,
  - the review for 2014 and the first half of 2015 of the implementation of internal and external fraud prevention measures within the Group and the cost of fraud,
  - before their tabling before the Board, replies from Crédit Agricole S.A. to letters from regulators (also presented) and measures taken in response to observations of the supervisory authorities,
  - update on the legal risks and the Group's main ongoing litigation,
  - the results of the execution of the cheque control programme at Crédit Agricole S.A. in 2014,
  - the French Regulatory and Resolution Supervisory Authority's (ACPR) reply to the questionnaire on customer protection.

Finally, the Committee examined the Chairman's report to the General Meeting of Shareholders on the preparation and organisation of the work of the Board of Directors and on internal control procedures.

Once a year, in the autumn, the Risks Committee organises a working lunch without management presence in order to decide on its programme of work for the following year and to examine any areas where it might improve.

The Committee's preparatory materials are sent to members, as a general rule, on the Friday of the week before the meeting.

Minutes of each Committee Meeting are drawn up and distributed to all the Directors together with the minutes of Board Meetings. When the time spans between the meetings of the Committee and the Board permit, a summary of submissions to the Committee that are not subject to submission to the Board is sent to Directors at the same time as the preparatory documents for the Board Meeting (generally on the Friday of the week before the Board Meeting).

AUDIT COMMITTEE

At 31 December 2015, the Audit Committee comprised five members.

Members	Attendance rate
François Veverka, Committee Chairman, independent Director	100%
Pascal Célérier, Chief Executive Officer of a Crédit Agricole Regional Bank	100%
Caroline Catoire, independent Director	100%
Laurence Dors, independent Director	100%
Jean-Pierre Gaillard, Chairman of a Crédit Agricole Regional Bank	100%

Pursuant to the provisions of the AFEP/MEDEF Code and Article L. 823-19 of the French Commercial Code, members of the Audit Committee are selected because of their financial and/or accounting expertise, whether they are independent Directors, employees of Regional Banks, or Chairmen or Chief Executive Officers of Regional Banks.

Director profiles can be found in section 1 above (Board of Directors). When he joined the Audit Committee, a training module in accounting was proposed to Jean-Pierre Gaillard in the form of a working meeting with the Director in charge of this function at Crédit Agricole S.A. Caroline Catoire, Laurence Dors and Pascal Célérier were previously members of the Audit and Risks Committee.

The Group Chief Financial Officer, the head of Accounting and Consolidation, the head of Group Risk Management and the head of Group Control and Audit attend meetings of the Audit Committee.

The operation and duties of the Committee are set out in Rules of Procedure approved by the Board of Directors. The Committee's key duties, under the responsibility of the Board of Directors and in compliance with the provisions of the French Monetary and Financial Code, are to:

- review Crédit Agricole S.A.'s separate and consolidated financial statements;
- monitor the process of preparing accounting and financial information, ensure the quality and efficiency of the internal control and risk management systems, assess the effectiveness of the accounting policies used to prepare the separate and consolidated financial statements, and assess the quality of internal control;

- monitor the auditing of the separate and consolidated financial statements by the Statutory Auditors. The Committee monitors the Statutory Auditors' independence and makes its recommendation on their appointment by the General Meeting of Shareholders.

The Committee's work is set out in an annual schedule based on five meetings. In 2015, the Committee met five times (including a common meeting with the Risks Committee). The total attendance rate was 100%.

The main aspect of the Committee's work involved an in-depth review, in advance of its presentation to the Board, of the annual, half-year and quarterly financial statements: accounting options at each reporting date, examination of consolidated results and the results of each Group business line, regulatory position, lines of financial communication, and review of the draft press release. Within this framework, the Committee interviewed the Company's Statutory Auditors on the basis of a detailed document submitted by them at each reporting date. The Statutory Auditors also outlined to the Committee the general work programme and the various surveys carried out in 2015. Each year, the Committee interviews the Statutory Auditors without the presence of management.

Furthermore, every year, the Committee reviews the goodwill situation. This review is carried out in two stages: in December, the Committee reviews the methodology and the main assumptions considered. At the beginning of the following year, it reviews the outcome of the goodwill impairment tests. Thus, in February 2015, it reviewed the outcome of the tests for approval of the financial statements at the end of 2014, and at its December meeting, it reviewed the methodology and identification of the focal points for the approval of the financial statements at the end of 2015.

Apart from the issues already mentioned, the Committee also updated the implementation of the RECITAL project (production of regulatory statements).

A half-day training module (outside of regular meetings) was organised in 2015 for members of the Risks Committee and Audit Committee focused on financial management (Crédit Agricole S.A. and Crédit Agricole Group).

Once a year, the Audit Committee organises a working lunch without management presence in order to decide on its programme of work for the following year and to examine any areas where it might improve.

The Committee's preparatory materials are sent to the members, as a general rule, on the Friday of the week before the meeting.

The Committee's observations on the materials that it has reviewed are reported to the Board by its Chairman and recorded in the minutes of the Board Meeting.

Compensation Committee

At 31 December 2015, the Compensation Committee comprised six members.

Members	Attendance rate
Laurence Dors, Committee Chairwoman, independent Director	100%
Daniel Epron, Chairman of a Crédit Agricole Regional Bank as from 4 November 2015	-
François Heyman, Director representing employees of UES Crédit Agricole S.A. on the Board	100%
Dominique Lefebvre, Chairman of a Crédit Agricole Regional Bank until 4 November 2015	100%
Jean-Louis Roveyaz, Chairman of a Crédit Agricole Regional Bank	100%
Christian Streiff, independent Director	83%
François Veverka, independent Director	100%

The composition of the Compensation Committee complies with the regulatory provisions and guidelines of the AFEP/MEDEF Code, both with respect to its membership (majority of independent Directors, presence of an employee representative) and its chairmanship (by an independent Director).

The Committee's composition changed in 2015. Upon his appointment as Chairman of the Board of Directors on 4 November 2015, Mr Lefebvre is no longer a member of the Compensation Committee. At the same meeting, the Board appointed Mr Epron as a member of the Compensation Committee.

The head of Human Resources attends Compensation Committee Meetings.

The operation and duties of the Committee are set out in Rules of Procedure approved by the Board of Directors and updated in 2015. The Committee's duties, under the responsibility of the Board of Directors and in compliance with the provisions of the French Monetary and Financial Code, are to draw up proposals and recommendation to be submitted to the Board relating to:

1. the general principles of the compensation policy applicable to all Crédit Agricole S.A. Group entities, and, in particular:
   - the definition of compensation structures, mainly by distinguishing between fixed compensation and variable compensation,
   - the principles for determining total amounts of variable compensation, taking into account the impact of the risks and requirements inherent to the business activities concerned in terms of solvency and liquidity,

- the application of regulatory provisions concerning identified individuals within the meaning of the European regulations;

2. the compensation of Executive Corporate Officers by ensuring compliance with the legal and regulatory provisions applicable to them. In this respect, it carries out an annual review of the principles of compensating Corporate Officers of Crédit Agricole S.A. and approves the proposals to be submitted to the Board;

3. decisions on the compensation of Executive Corporate Officers and identified staff within the meaning of the European regulation to be submitted to the Crédit Agricole S.A. General Meeting of Shareholders;

4. the total amount of Directors' fees to be submitted to the Crédit Agricole S.A. General Meeting of Shareholders;

5. the distribution of the total amount of Directors' fees, among Directors and non-voting Directors, voted by the Crédit Agricole S.A. General Meeting of Shareholders;

6. proposed capital increases reserved to the Group's employees and, where applicable, stock option plans and bonus share distribution plans to be submitted to the General Meeting of Shareholders, as well as the terms and conditions for implementing these capital increases and plans.

In accordance with the provisions of Article L. 511-91 of the French Monetary and Financial Code and the Board of Directors' decision of 17 December 2013, the Compensation Committee of Crédit Agricole S.A. performs its functions under said Article for the following subsidiaries: LCL, Crédit Agricole Assurances, Crédit Agricole Consumer Finance, Crédit Agricole Leasing & Factoring, and CACEIS.

The Compensation Committee met six times in 2015, including one extraordinary meeting. The total attendance rate was 97%.

The Chairwoman of the Compensation Committee reported to the Board on the work accomplished by the Committee at each of its meetings and submitted the Committee's recommendations on matters subject to approval by the Board.

In light of the changes in the Executive Management and chairmanship of Crédit Agricole S.A., a large portion of the Committee's work was devoted to the contractual terms and compensation of Executive Corporate Officers. The decisions submitted by the Committee for the Board's approval in the course of 2015 related to:

- the fixed and variable compensation of executives who left their positions as Corporate Officers in 2015 (Jean-Marie Sander: 2015 fixed compensation; Jean-Paul Chifflet, Jean-Yves Hocher, Bruno de Laage and Michel Mathieu: 2014 variable compensation, 2015 fixed and variable compensation, and criteria for determining 2015 variable compensation);
- the contractual terms and compensation of the Chief Executive Officer who took up office on 20 May 2015 (Philippe Brassac);
- the contractual terms and compensation of the Deputy Chief Executive Officer appointed on 20 May 2015 (Xavier Musca);
- the compensation and benefits of the Chairman appointed by the Board on 4 November 2015 (Dominique Lefebvre);
- the conditions for the termination of Jean-Paul Chifflet's and Jean-Marie Sander's positions.

All the information on the compensation of Corporate Officers of Crédit Agricole S.A. and the compensation policy applicable to Crédit Agricole S.A. Group can be found in the section "Compensation policy" below.

At its meeting devoted to the review of the objectives set by the Board to determine the amount of variable compensation of Corporate Officers in respect of 2014, the Committee, before adopting proposals to be put to the Board, questioned the Chief Executive Officer on proposals for the Deputy Chief Executive Officers.

The matters reviewed by the Committee in 2015 and subsequently submitted to the Board for approval related, in addition to the contractual terms and compensation of Executive Corporate Officers, to:

- the total amount of Directors' fees to be submitted for approval at the General Meeting of Shareholders and the distribution process of this amount;
- the decisions to be submitted for the approval or opinion of the General Meeting of Shareholders of 20 May 2015 relating to compensation;
- the updating of the Committee's Rules of Procedure.

The other issues reviewed by the Committee included:

- the annual review of the persons identified pursuant to European regulation and the total amount of variable compensation for such persons in respect of 2014;
- annual variable compensation at Crédit Agricole S.A. Group above a threshold set by the Board, and the compensation of the head of Group Risks;
- the report in respect of 2014 on the compensation policy and practices of members of the executive body, as well as individuals whose professional activities have a significant impact on the Company's risk profile;
- the adjustment of the compensation policy of Crédit Agricole S.A. Group;
- risks and compliance opinion, in respect of 2014, on the control of the application, by the Chief Executive Officers of Crédit Agricole S.A. Group, of the rules applying to the identified persons;
- the report of the audit by the Group Control and Audit function on the framework for the compensation of the identified persons.

The Committee, at its first meeting in 2015, also discussed the findings of the external assessment of the workings of the Board and the Specialised Committees so that the it could draw some lessons from them, in particular regarding the manner in which it reported on its work to the Board.

Lastly, the Compensation Committee, at its meeting of 12 February 2016, approved the areas of non-compliance by Crédit Agricole S.A. with the provisions of the AFEP/MEDEF Code as well as the section of this registration document devoted specifically to the compensation policy of Crédit Agricole S.A. in respect of identified staff and Executive Corporate Officers (see the section on compensation policy below).

Strategy and Corporate Social Responsibility Committee

At 31 December 2015, the Committee comprised seven members.

Members	Attendance rate
Dominique Lefebvre, Committee Chairman, Chairman of the Board of Crédit Agricole S.A., Chairman of a Crédit Agricole Regional Bank	100%
Jack Bouin, Deputy Chairman of the Board of Crédit Agricole S.A., Chief Executive Officer of a Crédit Agricole Regional Bank	100%
Daniel Epron, Chairman of a Crédit Agricole Regional Bank	100%
Françoise Gri, independent Director	75%
Gérard Ouvrier-Buffet, Chief Executive Officer of a Crédit Agricole Regional Bank	100%
François Thibault, Chairman of a Crédit Agricole Regional Bank	100%
François Veverka, independent Director	100%

Following his appointment, on 4 November 2015, as Chairman of the Board of Directors, Dominique Lefebvre was appointed Chairman of the Strategy and CSR Committee. The Committee's composition was changed in 2015 with the appointment, in May 2015, of Jack Bouin and Daniel Epron and, in November 2015, of François Thibault as ordinary members.

Crédit Agricole S.A.'s Chief Executive Officer and Deputy Chief Executive Officer, the Secretary General and the head of Strategy attend Strategy and CSR Committee Meetings.

The operation and duties of the Committee are set out in Rules of Procedure approved by the Board of Directors. The Committee's key duty is to conduct in-depth reviews of the Group's strategic planning for its various business lines in France and internationally, under the responsibility of the Board of Directors. As such, the Committee reviews plans for strategic investments or acquisitions and formulates an opinion on such plans. The corporate social responsibility policy of Crédit Agricole S.A. and of the Group was added to the Committee's remit in 2015, reflecting Crédit Agricole's desire to incorporate this aspect into its strategy.

The Strategy Committee met four times in 2015, with an overall attendance rate of 96%.

The Committee spent a large part of its time in the first half of the year on the planned IPO of the Group's asset management subsidiary, Amundi. In the second half of the year, its work was focused on i) monitoring the 2014-2016 medium-term plan and ii) the autumn launch of a new strategic process with a view to preparing a medium-term plan for 2016-2019. To this end, it helped prepare the Board's strategic review seminar, approved in principle by the Board at its meeting in December 2015 and held in January 2016.

The Committee also reviewed the Group's CSR policy, in advance of its presentation to the Board of Directors.

The other issues reviewed by the Committee included:

- Group synergies;
- plans for the Group to expand in creditor insurance.

The Committee Chairman reported to the Board on all issues examined by the Committee, and set out its opinion on those for which Board approval is required.

Appointments and Governance Committee

At 31 December 2015, the Appointments and Governance Committee comprised six members.

Members	Attendance rate
Monica Mondardini, Committee Chairwoman, independent Director	100%
Dominique Lefebvre, Chairman of the Board of Crédit Agricole S.A., Chairman of a Crédit Agricole Regional Bank	100%
Jack Bouin, Deputy Chairman of the Board of Crédit Agricole S.A., Chief Executive Officer of a Crédit Agricole Regional Bank	100%
Roger Andrieu, Chairman of a Crédit Agricole Regional Bank	-
Laurence Dors, independent Director	100%
Jean-Pierre Gaillard, Chairman of a Crédit Agricole Regional Bank	100%

The Committee's composition changed substantially in 2015, in connection with the changes in the Executive Management of Crédit Agricole S.A. and the changes on the Board. Following the appointment of Philippe Brassac, on 24 February 2015, as Chief Executive Officer from 20 May 2015, he resigned as Director on 30 April 2015 and the Board, at its meeting of 5 May, co-opted Jack Bouin as Director and appointed him as Deputy Chairman of the Board and a member of the Appointments and Governance Committee. At the same meeting, the Board appointed Jean-Pierre Gaillard as a Committee member. Lastly, Roger Andrieu was appointed by the Board as a Committee member on 4 November 2015.

Pursuant to the provisions of the AFEP/MEDEF Code, the Committee is chaired by an independent Director.

The Secretary General of Crédit Agricole S.A. (and Secretary of the Board of Directors) takes part in meetings of the Appointments and Governance Committee.

The operation and duties of the Committee are set out in Rules of Procedure approved by the Board of Directors. The Committee's key duties, under the responsibility of the Board of Directors are as follows:

- to make recommendations to the Board on the selection of Directors and non-voting Directors from outside Crédit Agricole Group, bearing in mind that candidates for directorships who are serving as Chairman or Chief Executive Officer of a Regional Bank are proposed to the Board of Directors *via* SAS Rue La Boétie, the holding company that controls Crédit Agricole S.A., these recommendations first being submitted to the Appointments and Governance Committee;
- as regards Corporate Officers:
  - to issue an opinion on the recommendations of the Chairman of the Board of Directors on the appointment of the Chief Executive Officer, in accordance with the Board of Directors' Rules of Procedure, and on the recommendations of the Chief Executive Officer on the appointment of Deputy Chief Executive Officers, in accordance with the Board's Rules of Procedure,
  - to implement a procedure for preparing succession plans for Corporate Officers in the event of an unforeseeable vacancy;
- to oversee the Board of Directors' periodic assessment process. It recommends any necessary updates to the rules of governance of Crédit Agricole S.A. (Rules of Procedure of the Board of Directors and Specialised Committees of the Board) or any other measure to improve the operation of the Board of Directors;
- to provide recommendations to the Board on criteria for assessing the independence of Directors.

The Chairwoman of the Appointments and Governance Committee reports to the Board on its work and opinions.

The Committee met eight times in 2015, including six extraordinary meetings, in connection with the process of appointing the new Chief Executive Officer of Crédit Agricole S.A., launched by the Board in December 2014, for which the Committee devoted four meetings in early 2015. The two other extraordinary meetings were devoted to the presentation, by the Chief Executive Officer, of the new organisation of the Executive Management and of the organisation of Crédit Agricole S.A. Group. The overall attendance rate of Committee members was 90%, it being noted that Philippe Brassac, once he became a candidate for the position of Chief Executive Officer, withdrew from the Committee once it started examining the short-listed candidates. Accounting for this, the overall attendance rate was 100%.

The process of appointing the new Chief Executive Officer was conducted in accordance with the principles approved by the Board, at its meeting of 18 February 2014, governing succession planning in respect of Executive Corporate Officers.

The Committee reviewed the implementation of i) the policies adopted in connection with the external assessment of the operation of the Board carried out in 2014 and ii) the provisions of the decree of 3 November 2014 relating to the governance of credit institutions. This review:

- highlighted that a large part of the policies adopted following the assessment of the Board had been achieved and that a large portion of the changes introduced by the decree had already been completed or initiated:
  - presentation by the Chief Executive Officer, at the start of each Board Meeting, of an overview of the Group's economic, financial and regulatory environment and the consequences and challenges for Crédit Agricole and for Crédit Agricole S.A.,
  - organisation of a strategic review seminar,
  - establishment of an appropriate mechanism for assessing and monitoring managerial calibre by a supervisor,
  - designation of effective executive directors,
  - strict compliance, by the executive managers and Directors of Crédit Agricole S.A., with the rules governing the limiting of the number of offices. Executive managers and Directors were extra careful to limit the number of corporate offices held outside the Group. Accordingly, neither the Chairman, the Deputy Chairman, nor the Chief Executive Officer hold offices outside the Group in companies listed on a regulated market,
  - establishment of a Risks Committee separate from the Audit Committee;
- made it possible to establish the priorities for 2016:
  - pursuant to article L. 511-98 of the French Monetary and Financial Code and the European Central Bank guidelines, establishment of a procedure for the annual self-assessment of the Board's performance, composition, and division of tasks among its members. The assessment is conducted by sending to each Board member a questionnaire, which also asks them to evaluate whether they have the necessary time to perform their duties. It will be implemented in Spring 2016 and will supplement the assessment of the Board's performance carried out every three years by an external firm,
  - continued discussion regarding the composition of the Board, in particular regarding the gender balance and the changing of the system established by Crédit Agricole S.A., when it was listed, regarding the chairmanship of the Risks and Audit Committees of the Company and of its major subsidiaries,
  - updating of the Rules of Procedure of the Specialised Committees and of the Board.

At its meeting of 9 February 2016, the Committee reviewed the updating of the table summarising the provisions of the AFEP/MEDEF Code with which Crédit Agricole S.A. is not - or is not wholly - compliant. This table, approved by the Board, can be found in paragraph 5 below. It also approved the table setting out the highlights of the profile of the Directors of Crédit Agricole S.A., as contained in this report (section 1 above).

At its meeting of 9 February 2016, the Committee also reviewed the supervisory authority's observations on the Group's governance and validated the draft replies of Crédit Agricole S.A., which were then discussed and approved by the Board at its meeting of 16 February 2016. At the meeting, on the Committee's recommendation, the Board decided to draft a code of ethics in 2016, which will apply to the Directors and will mainly deal with the prevention of conflicts of interests.

At the same meeting, the Committee reviewed the situation of each Director with regard to the independence criteria defined by the AFEP/MEDEF Code. It noted that Crédit Agricole S.A. has a number of independent Directors consistent with that recommended by the Code for companies controlled by a majority shareholder, *i.e.* 33%, excluding the three Directors representing employees. It concluded that the existing operation enabled the Board and its Committees to fulfil their duties with the required effectiveness, objectivity and independence, particularly with respect to preventing potential conflicts of interest and to the equitable consideration of all shareholders' interests. On the recommendation of the Appointments and Governance Committee, and based on the AFEP/MEDEF Code, at its meeting of 16 February 2016 the Board reviewed the situation of all of its members and found that Caroline Catoire, Laurence Dors, Françoise Gri, Monica Mondardini, Christian Streiff and François Veverka could be considered independent Directors, insofar as they are not in a position likely to influence their independent judgement or to place them in a real or potential conflict of interest.

The other issues reviewed by the Committee included:

- the provisions of the decree of 3 June 2015 on employee Directors issued pursuant to the Job Protection Act and the proposals to be made to the Board regarding the time credit granted to these Directors for the performance of their duties and their training programme;
- the proposals to be made to the Board, ahead of the General Meeting of Shareholders of 20 May 2015, concerning nominations for directorships;
- the report on professional equality and equal pay at Crédit Agricole S.A. and the policy launched throughout Crédit Agricole S.A. Group to promote professional equality and diversity;
- the updating of the Rules of Procedure of the Compensation Committee before approval by the Board.

3. Restrictions on the Chief Executive Officer's powers exercised by the Board of Directors

The Chief Executive Officer shall enjoy the broadest powers to act in all cases on behalf of Crédit Agricole S.A. and to represent the Bank with respect to third parties. He exercises his authority within the limits of the Company's objects and subject to that authority expressly assigned by law to Meetings of Shareholders and to the Board of Directors.

Restrictions on the Chief Executive Officer's powers exercised by the Board of Directors are described in section 6 below.

4. Directors' compensation

Board members receive Directors' fees. On the recommendation of the Compensation Committee, the Board determines the amount of total Directors' fees to be submitted to the shareholders for approval at the General Meeting of Shareholders. The conditions for allocating Directors' fees, as described below, are determined by the Board on the recommendation of the Compensation Committee.

Compensation of Board members is based entirely on their attendance at Board Meetings. Directors receive the same compensation for attending extraordinary sessions and regularly scheduled meetings, up to a maximum of the total amount approved.

Participation of Board members in Specialised Committees gives rise to additional Directors' fees: the Chairmen of the Board's four Specialised Committees receive an annual flat rate fee which differs according to the Committee. Committee members receive a set fee for each Committee Meeting they attend.

The amount of the set fee per Board Meeting and Committee Meeting is determined by the Board each year.

Until November 2015, the Chairman of the Board only received Directors' fees in his capacity as Chairman of the Strategy and CSR Committee and as a member of the Appointments and Governance Committee. His compensation for serving as Chairman of the Board is determined by the Board, based on the recommendation of the Compensation Committee. When he was appointed as Chairman by the Board, on 4 November 2015, Dominique Lefebvre informed the latter of his decision to waive Directors' fees in respect of offices he held or might hold in Crédit Agricole Group companies. Dominique Lefebvre's compensation in respect of his position as Chairman of the Board was fixed at this same meeting, based on the recommendation of the Compensation Committee.

The Board has also decided that the non-voting Director(s) it has appointed in accordance with the Company's Articles of Association and who take part in meetings of the Board shall be compensated by Directors' fees, in amounts and under conditions identical with those used for other Directors.

The amount of fees received by Directors and non-voting Directors is provided in the table below on page (131).

The Board has also set up a system for reimbursing Board members for travel expenses, based on costs incurred by each member for attending Board and Committee Meetings. This system is renewed by the Board each year.

Compensation in respect of directorships held in Group companies

The total amount of Directors' fees for Crédit Agricole CIB, LCL and Amundi is determined by their Boards of Directors and submitted for approval at their General Meetings of Shareholders. The allocation of Directors' fees at these three companies is based on their attendance at Board Meetings and their participation in the Board's Specialised Committees.

The table disclosing Directors' fees paid to the Directors and non-voting Directors of Crédit Agricole S.A. includes amounts received from other subsidiaries of the Group.

5. Summary table of areas of non-compliance in the application by Crédit Agricole S.A. of the recommendations of the revised AFEP/MEDEF Code

Recommendation of the Code	Comment by the Company
10. Assessment of the Board of Directors **10.4** "It is recommended that non-executive Directors meet regularly without the presence of executive or internal Directors. The Rules of Procedure of the Board should provide for one meeting of this nature per year, in which the performances of the Chairman, Chief Executive Officer and Deputy Chief Executive Officers are assessed, and which periodically provides a forum for thinking about the future of management."	The Board of Directors of Crédit Agricole S.A. does not comprise any executive or internal Directors. It should be recalled that the individual and collective performance of Executive Corporate Officers is evaluated in detail on an annual basis by the Compensation Committee as part of the system governing Corporate Officer compensation approved by the Board. The presentation to the Board by the Committee Chairwoman of the findings of this assessment, along with the Board's discussions on these findings, are done in the absence of the Executive Corporate Officers. In addition, in February 2014, the Board approved the process for preparing succession plans for Executive Corporate Officers. Those principles were respected during the process of appointing new Executive Corporate Officers in 2015.
Board Committees	
16. The Audit Committee **16.1** Composition: "Independent Directors should account for at least two-thirds of Directors (...)".	**Audit Committee and Risks Committee** When splitting the Audit and Risks Committee into two separate committees in early 2015, the Board decided to set the number of members of each of the two committees at five, including three independent Directors, a Chairman of a Regional Bank and a Chief Executive Officer of a Regional Bank. Both committees are chaired by an independent Director. The proportion of independent Directors on both committees is thus 60%.
17. The Committee in charge of selection or appointments **17.1** Composition: "(It) should have a majority of independent Directors."	**Appointments and Governance Committee** The Appointments and Governance Committee is chaired by an independent Director. It comprises six members, including the non-executive Chairman of the Board, and two independent Directors *i.e.* a proportion of one-third. The shareholding structure (existence of a majority shareholder) is reflected in the composition of this Committee.
Share ownership by Directors and Executive Corporate Officers	

20. Ethical standards applicable to Directors:
"(...) In the absence of legal provisions to the contrary, the Director should be a shareholder personally and hold a fairly significant number of shares in relation to the Directors' fees; if he or she does not hold these shares when assuming office, he or she should use his or her Directors' fees to acquire them."
23.2.1 Obligation to hold shares
"The Chairman of the Board, the Chief Executive Officer, the Deputy Chief Executive Officers (...) are required to hold as registered shares until the end of their term of office a significant number of shares periodically determined by the Board of Directors. (...) The number of shares, which may be made up of exercised stock options or performance shares, must be significant and increasing, where necessary, to a level determined by the Board."
	The Company's Articles of Association set the minimum holding of Crédit Agricole S.A. shares by a Director at one share. No provision is made in this regard for Executive Corporate Officers. After reviewing this issue, the Board found that the average holding of shares by Directors represents the equivalent of one year's Directors' fees. On the recommendation of the Appointments and Governance Committee, the Board, while recommending that Directors and Executive Corporate Officers hold a certain number of shares of the Company, did not consider it desirable to amend the current rules, for the following reasons:
	● first, in ethical terms, it can be argued that Directors' status as permanent insiders should lead to a measure of moderation in their holdings of the Company's shares;
	● second, in a cooperative and mutualist Group, the commitment of Directors and managers is not related to the interest they may have in their company. Moreover, Directors from Regional Banks represent the majority shareholder of Crédit Agricole S.A. As such, their interests are naturally aligned with those of the Company;
	● third, as regards Executive Corporate Officers more specifically, it should be borne in mind that:
	  ● contrary to the practice observed in most large companies in the CAC 40, the Corporate Officers of Crédit Agricole S.A. do not receive stock options,
	  ● in accordance with the regulations in force, a significant portion of their variable compensation is deferred over time and paid in shares. This mechanism implies the permanent holding of a certain volume of shares.

22. Termination of employment contract in the case of a corporate office "It is recommended, when an employee becomes a company Executive Corporate Officer, to terminate their employment contract with the company or a Group company, either by means of contractual termination or resignation.* This recommendation applies to the Chairman, Chairman and Chief Executive Officer, and Chief Executive Officer in companies with Boards of Directors [...]. ** When the employment contract is maintained, it is suspended in the established legal manner."*	Upon the appointment of Philippe Brassac as Chief Executive Officer of Crédit Agricole S.A. from 20 May 2015, the Board of Directors authorised, at its meeting of 19 May 2015, the maintenance of his employment contract and its subsequent suspension during his term of office. The termination of his employment contract would have deprived him of the rights arising from the performance of his employment contract that were progressively built up over the course of his 33-year career with the Group and, in particular, benefits obtained by virtue of seniority and length of service, notably in terms of long-term benefits – such as membership of group schemes – and the right to severance payments. The overall amount of such payments would not, in any event, exceed two years of gross compensation in accordance with the recommendations of the AFEP/MEDEF Code. The Board considered that this is an appropriate approach to give Group employees who have made a major contribution to its development the opportunity to access high-standing offices, thereby fostering the sustainable management of the Group's human resources.
23. Compensation of Executive Corporate Officers **23.2.5** Payments received on taking and leaving office, and in respect of non-competition clauses **Termination payments** "The law (...) makes termination payments conditional upon performance requirements. These performance requirements must be assessed over at least two financial years."	● **For the Deputy Chief Executive Officers:** their contracts, also approved by the General Meeting of Shareholders in respect of related-party agreements, do not provide for performance conditions, insofar as the termination payments for which they would be eligible in the event of their contract being terminated would not be due under their contracts as Directors, but under their employment contract, which is suspended during the exercise of their directorship and would be reactivated in the event of termination of their directorship. Furthermore, the introduction of performance conditions would be contrary to labour law.

6. Rules of Procedure of the Board of Directors

The provisions of the Board's Rules of Procedure are set out below, it being noted that the significant changes that occurred in Crédit Agricole S.A. in 2015 (Executive Management in the first half, Chairmanship in the second) and the priority given, in 2015, to the operational implementation of the regulatory provisions of the Decree of 3 November 2014 and the adaptation of the governance system to the new Single Supervisory Mechanism for monitoring credit institutions by the European Central Bank resulted in the postponement to 2016 of the updating of the Rules of Procedure of the Board and of the Board's Specialised Committees, only the update to the Rules of Procedure of the Compensation Committee being completed in 2015.

1. Organisation of the Board of Directors

This section describes:

- the role of the Chairman of the Board of Directors: "the Chairman guides and organises the Board's work. He calls meetings of the Board and sets the agenda for the meetings";
- the Officers of the Board are the Chairman and Deputy Chairmen. The Chief Executive Officer of Crédit Agricole S.A. takes part in the work of the Board. The Officers of the Board are responsible for "preparing the Board's work. They meet when called by the Chairman, as needed". The Officers of the Board meet before each reporting date;
- the Specialised Committees of the Board which defines their duties, composition and Rules of Procedure.

2. Powers of the Board of Directors and the Chief Executive Officer

POWERS OF THE BOARD OF DIRECTORS

In addition to the powers granted by law, the Board:

- determines the Group's strategic orientations, on the recommendation of the Chairman and Chief Executive Officer;
- approves strategic investment projects and any transaction, specifically any acquisition or disposal transaction that is likely to have a significant effect on the Group's earnings, the structure of its balance sheet or its risk profile;
- defines the general principles applicable to Crédit Agricole Group's internal financial organisation;
- decides or authorises the issuance of Crédit Agricole S.A. bonds;
- grants the Chief Executive Officer the necessary powers to implement the decisions set out above;
- is kept regularly informed by Executive Management of the risk position of the Group and measures taken to control these risks. In addition, it determines the various commitment and risk limits for Crédit Agricole S.A. Group and, where applicable, for Crédit Agricole Group;
- determines the principles of the compensation policy at Crédit Agricole S.A. Group;
- defines the criteria used to assess the independence of Directors.

Furthermore, the Board makes all decisions concerning the Crédit Agricole Regional Banks falling within the scope of Crédit Agricole S.A.'s duties as central body assigned by the French Monetary and Financial Code.

POWERS OF THE CHIEF EXECUTIVE OFFICER

The Chief Executive Officer has "the fullest powers to act in the name of the Company in all circumstances and to represent it with respect to third parties. He must, however, secure the Board of Directors' approval prior to the following transactions:

- the creation, acquisition or disposal of any subsidiaries and equity investments in France or abroad for amounts exceeding 150 million euros;
- any other investment of any nature for amounts exceeding 150 million euros.

If, due to the urgency of the situation, the Board cannot be called to deliberate on a transaction that exceeds this ceiling, the Chief Executive Officer will do all in his power to canvass all Directors or, at the very least, the Officers of the Board and the members of the relevant Specialised Committee prior to making any decision. Where this is not possible, the Chief Executive Officer may, with the Chairman's approval, make any decisions that are in the Company's interest in the areas set forth above (that is, in areas that are subject to a Board resolution as indicated in the section entitled "Powers of the Board of Directors" above). He reports such decisions to the Board at its subsequent meeting."

3. Board operations

"The Board is convened by its Chairman, or any person authorised for that purpose by the Board of Directors, and meets as often as required by the Company's interests and at least six times each year. Should the Chairman be unable to attend, the Board is chaired by the oldest Deputy Chairman who is thus authorised to convene it. (…) Directors with an interest in matters deliberated by the Board shall abstain from voting on such matters. The Chief Executive Officer, the Secretary General, and any Deputy Chief Executive Officers participate in Board Meetings but do not have the right to vote. The Chief Executive Officer appoints representatives of Executive Management to participate in Board Meetings. The Board may appoint one or several non-voting Directors who participate in Board Meetings."

"The Chairman and the Chief Executive Officer are required to supply to each Director all documents or information needed for the Director to fulfil his duties. Prior to Board Meetings, a file on agenda items requiring particular scrutiny and prior information will be sent out provided that confidentiality guidelines allow the communication of such information. These documents are generally sent out four days prior to each Board Meeting."

"All Board members receive all relevant information on the Company, in particular the press releases issued by the Company. (…) In the course of their work, Board Committees may invite Group employees or experts in areas that fall within the field of competence of the Committees."

"At the Chairman's discretion, the Board may hold its meeting by means of video conferencing or other means of telecommunication, provided that:

- at least five Directors are physically present at the location of the Board Meeting;

- the video conferencing or other means of telecommunication allow for the identification of the Directors and ensure their full participation. As a minimum, the means retained shall transmit participants' voices and meet the technical requirements to allow continuous and simultaneous transmission of the Board's deliberations.

Directors attending a meeting by means of video conferencing or other means of telecommunication are deemed present for the purpose of calculating the quorum and majority. This provision does not apply where the Board is meeting to prepare and close the parent company and consolidated financial statements and management reports, and/or to nominate or dismiss the Chairman or the Chief Executive Officer."

4. Board Committees

The duties of the five Committees created within the Board, which are described under the relevant section of the Board's Rules of Procedure, are set out in section 2 of this report, entitled "Presentation of Committees".

5. Crédit Agricole S.A. Directors' Code of Conduct

The purpose of this Code of Conduct is to contribute to the quality of the Directors' work by encouraging them to apply the principles and best practices of corporate governance. Crédit Agricole S.A. Directors and non-voting Directors undertake to abide by the guidelines contained in the Code and to implement them. The Directors' Code of Conduct has been supplemented, since 2012, by a Compliance pack outlining the rules they must follow as permanent insiders and regarding their position as Director of a listed company. This pack, which is provided to all new Directors and non-voting Directors, was once again updated in December 2015.

The Code comprises 12 articles:

ARTICLE 1 – CORPORATE ADMINISTRATION AND INTERESTS

Directors, regardless of how they are appointed, must consider themselves as representing all shareholders and other stakeholders and must act in their interests and in the Company's interests under all circumstances.

ARTICLE 2 – COMPLIANCE WITH THE LAW AND ARTICLES OF ASSOCIATION

When Directors first assume their office and throughout their term of office, they must be fully conversant with their general and/or special rights and obligations. They must know and comply with the laws and regulations applicable to the Company and to their office, the applicable Codes of Governance and Best Practice, as well as the Company's own rules as set out in the Articles of Association and Rules of Procedure.

ARTICLE 3 – DILIGENCE

Directors shall dedicate the necessary time, care and attention to their duties. Unless genuinely unable to do so, they must diligently attend all meetings of the Board and of any Committees on which they may sit.

ARTICLE 4 – INFORMATION

The Chairman ensures that all relevant information and documents are made available to the Directors in sufficient time to properly carry out their duties. Likewise, the Chairman of each Specialised Committee ensures that all relevant information and documents are made available to the Directors in sufficient time to properly carry out their duties.

Directors, regardless of their experience, have a responsibility to remain informed and acquire knowledge on an ongoing basis. They must keep themselves informed so as to be able to give full consideration to the matters covered in the meeting agenda.

ARTICLE 5 – PERFORMANCE OF DUTIES: GUIDELINES

Directors must act independently, fairly, professionally and with integrity in the performance of their duties.

ARTICLE 6 – INDEPENDENCE AND DUTY TO SPEAK OUT

Directors must ensure that they retain their independence and freedom of judgement, decision and action in all circumstances. They must be impartial and undertake not to be influenced by any factor that may be detrimental to the corporate interests that they are bound to defend. They should disclose to the Board any matter that may come to their attention and that they deem to be a potential threat to the Company's interests. They are dutybound to clearly express their questions and opinions. In the event that they disagree, they should request that their objections be expressly recorded in the minutes of the meeting.

ARTICLE 7 – INDEPENDENCE AND CONFLICT OF INTERESTS

Directors shall inform the Board of any conflict of interest, including any potential conflict of interest, that they could be directly or indirectly involved in. They shall refrain from taking part in the debates and making decisions on the subjects concerned.

ARTICLE 8 – HONESTY AND INTEGRITY

Directors shall act in good faith in all circumstances and shall not do anything that could be detrimental to the interests of the Company or other Crédit Agricole Group companies. The Directors personally undertake to keep confidential all information received, all discussions in which they participate and all decisions made.

ARTICLE 9 – INSIDE INFORMATION – INSIDER TRADING

Directors shall not use inside information to which they have access for their personal gain or for the gain of any other person.

Crédit Agricole S.A. shares and related financial instruments

Directors who have access to non-public information about the Company on whose Board they sit shall refrain from using such information to engage in trading in Crédit Agricole S.A. shares, whether directly or through a third party.

They shall follow the rules defined for Crédit Agricole Group employees who meet the definition of "Permanent Insiders" for purposes of trading in Crédit Agricole S.A. shares. These rules stipulate that "Permanent Insiders" may trade in Crédit Agricole S.A. shares within six weeks following the release of quarterly, half-year and annual results, providing that, during those periods, they do not have any information that the Company has not publicly disclosed.

Crédit Agricole S.A. may from time to time prohibit trading in any Crédit Agricole S.A. financial instrument, including during those periods.

Directors are required to disclose any trading in the Company's shares and related financial instruments, whether on their own account or by any related parties, in accordance with the applicable laws and regulations.

Persons who are required to file disclosures must send their disclosures to the *Autorité des marchés financiers* (AMF) by electronic means within five trading days after completion of the trades. Each disclosure is published on the AMF website.

At the General Meeting of Shareholders, the shareholders are informed of trading by Directors during the past financial year. This is presented in a summary statement in the Company's management report.

Financial instruments other than those issued by or related to Crédit Agricole S.A.

In addition, Directors are required to disclose to Crédit Agricole S.A. any trading in financial instruments other than those issued by or related to Crédit Agricole S.A., whether on their own account or for related parties, if they believe this will result in a potential conflict of interest or if they hold confidential information that can be deemed to be inside information acquired in the performance of their duties as Director of Crédit Agricole S.A. Crédit Agricole S.A. may from time to time prohibit trading in any financial instrument on which specific information that has not been publicly disclosed is revealed at a Crédit Agricole S.A. Board Meeting (such as a strategic transaction, an acquisition or the formation of a joint venture).

Moreover it is also recommended that Directors arrange for their securities portfolio to be managed under a discretionary management mandate or, more simply, only hold mutual funds in their portfolio. It is also recommended that such a discretionary management mandate should not include any instructions from Directors pertaining to financial instruments issued by or associated with Crédit Agricole S.A.

The Directors are kept informed of any change in the laws or regulations.

ARTICLE 10 – PROFESSIONALISM AND EFFECTIVENESS

Each Director participates in shared administration and contributes to the effectiveness of the work of the Board and Board Committees. Each Director will make any recommendations they consider might improve Board procedures, in particular during periodic reviews of the Board. Each Director works with the other Board members to ensure that recommendations are implemented and oversight is performed effectively and without hindrance. Directors are in particular responsible for ensuring that the Company has instituted control systems for verifying compliance with the laws and regulations.

ARTICLE 11 – APPLICATION OF THE CODE OF CONDUCT

When Directors are no longer in a position to carry out their duties in accordance with the Code, either by their own doing or for any other reason, including reasons arising from the internal rules of the Company on whose Board they sit, they shall notify the Chairman of the Board of Directors thereof and strive to find a solution to remedy the situation. If no solution can be found, they should draw their own conclusions as to whether to remain in office.

ARTICLE 12 – NON-VOTING DIRECTORS

The non-voting Director(s) designated by the Board pledge(s) to respect the guidelines included in this Code and to implement them.

INTERNAL CONTROL AND RISK MANAGEMENT PROCEDURES

Crédit Agricole Group's internal control system complies with all legal and regulatory requirements as well as with Basel Committee recommendations.

The internal control system and procedures, within Crédit Agricole Group, are defined as the framework designed to manage and control all types of operations and risks and to ensure that all transactions are carried out in a manner that is proper (in compliance with laws, regulations and internal standards), secure and effective, in accordance with the references listed in item 1 below.

The internal control system and procedures can be classified by their assigned objectives:

- application of instructions and guidelines determined by Executive Management;
- financial performance through the effective and adequate use of the Group's assets and resources, and protection against the risk of loss;
- comprehensive, accurate and ongoing knowledge of the data required to make decisions and manage risks;
- compliance with laws and regulations and internal standards;
- prevention and detection of fraud and error;
- accuracy and completeness of accounting records and timely production of reliable accounting and financial information.

These procedures nevertheless incorporate the limitations of all internal control systems owing in particular to technical or human deficiencies.

In accordance with the Group's principles, the internal control system has a broad scope of application to cover supervision and control of activities and to measure and monitor risks on a consolidated basis. Each Crédit Agricole S.A. entity and subsidiary applies this principle to its own subsidiaries, thereby ensuring a consistent internal control system throughout the entire Group. The system implemented by Crédit Agricole S.A., in line with the standards and principles set forth below, is thus adapted and deployed across the various business lines and risks at each level within Crédit Agricole Group, in order to best observe regulatory requirements relating to banking activities.

Through the procedures, tools and reporting systems that have been implemented in this standardised framework, information is delivered on a regular basis in particular to the Board of Directors, Risks Committee, Executives Management, executives and management on the operation of the internal control systems and their adequacy (permanent and periodical controls, reports on risk monitoring and measurements, corrective action plans, etc.).

1. Standards for internal control

The internal control environment and principles are in keeping with the provisions of the French Monetary and Financial Code[(1)], the Order of 3 November 2014 regarding the internal control of banking sector companies, payment services and investment services subject to ACPR supervision, the AMF's General Regulations and Basel Committee recommendations on internal control, risk management and solvency.

These national and international external standards are supplemented by internal standards specific to Crédit Agricole:

- a body of permanent regulatory rules (both external regulations and internal Group rules) governing the entire Crédit Agricole Group, compliance with which is compulsory, and more particularly rules concerning accounting (Crédit Agricole chart of accounts), financial management, risk management and permanent controls;
- the Code of Conduct of Crédit Agricole Group;
- recommendations of the Regional Banks Plenary Committee for internal control;
- a set of "procedures" governing Crédit Agricole S.A., concerning the organisation, operations and risks. In this context, Crédit Agricole S.A. adopted, as early as 2004, a set of procedures to control its compliance with laws and regulations. These procedures have since been adapted to changes in regulations and deployed within Group entities, in particular in the areas of financial security (prevention of money laundering and terrorism financing, asset freezing, compliance with embargoes, etc.) and in the identification of failures in applying laws, regulations, professional and compliance standards, for example. These procedures are updated regularly as required, and more particularly to take into account regulatory developments and changes in the internal control scope.

2. Organisation of the internal control system

To ensure that the internal control systems are effective and consistent throughout the Group, Crédit Agricole Group has established a set of common rules and recommendations based on the implementation of, and compliance with, certain underlying fundamental principles.

Each Crédit Agricole Group entity (Regional Banks, Crédit Agricole S.A., banking or investment subsidiaries, insurance and other subsidiaries, etc.) must apply these principles at its own local level.

Fundamental principles

The organisational principles and components of Crédit Agricole S.A.'s internal control system which are common to all Crédit Agricole Group entities cover obligations relating to:

- reporting to the supervisory body (risk strategies, risk limits, internal control activity and results, significant events);
- the direct involvement of the management body in the organisation and operation of the internal control system;
- the comprehensive coverage of all business operations and risks, and accountability of all persons involved;

(1) *Article L 511-41.*

- the clear definition of tasks, effective segregation of the commitment and control functions, formal and up-to-date authorised limits;
- formal, up-to-date standards and procedures.

These principles are supplemented by:

- systems for measurement, supervision and control of risk: credit, market, liquidity, financial, operational (transaction processing, quality of financial and accounting information, IT processing), non-compliance and legal risks;
- a control system, forming part of a dynamic and corrective process, encompassing permanent controls, which are carried out by the operating units themselves or by dedicated staff, and periodic controls (carried out by Group Control and Audit or Audit units);
- adaptation of the Group's compensation policies (following the Board of Directors' resolutions of 9 December 2009 and 23 February 2011) and internal control procedures – in application of the applicable international, European or national regulations, in particular those associated with the CRD 4, AIFM and SOLVENCY II directives, the provisions pertaining to the Volcker Rule, the Banking Separation Act and the FIM directive, as well as the banking profession recommendations relating to the matching of compensation policy and risk management aims and compensation of members of executive bodies and of risk takers (see part I of this report).

Oversight

Following the changes instituted by Regulation 97-02 on internal control and pertaining to the organisation of the control functions, included in the Order of 3 November 2014 which cancelled said Regulation, every individual who is responsible for an entity or business line, every manager, employee and all departments within the Group are reminded of their obligation to report and to be in a position at all times to demonstrate that they have adequate control over their business activities and associated risks, in accordance with the standards applicable to banking and financial operations, to ensure the long-term security of each activity and development project and to adjust the control mechanisms to be implemented to the degree of the risks incurred.

This requirement is based on organisational principles and a structure of responsibilities, operating and decision-making procedures, controls and reporting to be implemented in a formal, effective manner at each level of the Group: central functions, business lines, subsidiaries, operating units and support functions.

GROUP INTERNAL CONTROL COMMITTEE

The Internal Control Committee for the Group and Crédit Agricole S.A. is the body that oversees all the systems. It has held periodic meetings chaired by the Chief Executive Officer of Crédit Agricole S.A.

The purpose of this Committee is to reinforce cross-functional actions to be implemented within Crédit Agricole Group. It is responsible for reviewing internal control issues common to the Group as a whole (Crédit Agricole S.A., subsidiaries of Crédit Agricole S.A., the Regional Banks, resource pooling entities) and for ensuring the consistency and effectiveness of internal controls on a consolidated basis. The Internal Control Committee is an executive decision-making body. It is composed of salaried executives of Crédit Agricole S.A. In this respect, it is different from the Risks Committee, which is an arm of the Board of Directors, in particular, it is responsible for coordinating the three control functions: Control and Audit, Risk Management and Permanent Controls, Compliance.

THREE GROUP CONTROL FUNCTIONS

The head of the Group Risk Management, the head of Group Control and Audit, in charge of periodical controls, and the head of Group Compliance report directly to the Chief Executive Officer of Crédit Agricole S.A. The three heads of Periodical Controls, Permanent Controls and Compliance have extensive access to the Risks Committee and to the Crédit Agricole S.A. Board of Directors.

Also, pursuant to the Order of 3 November 2014 regarding the internal control of banking sector companies, payment services and investment services subject to ACPR supervision, the head of Group Risk Management was appointed as head of risk management for both Crédit Agricole S.A. and Crédit Agricole Group.

Control functions are responsible for supporting the business lines and operating units to ensure that all transactions are carried out in a manner that is proper, secure and effective. Responsibilities are divided as follows:

- the Group Risk Management department is responsible for the oversight and control of credit, market, liquidity, financial and operational risks; it is also in charge of last-line control of accounting and financial information and of monitoring the roll-out of IT system security and business continuity plans by the Group IT security manager;
- non-compliance risk prevention and controls by the Compliance department, responsible in particular for prevention of money laundering and terrorism financing, fraud prevention, and compliance with embargoes and obligations to freeze assets;
- Group Control and Audit is responsible for independent periodical control to ensure that all Crédit Agricole Group entities are operating properly.

In addition to the actions of the different control functions, other Crédit Agricole S.A. central functions, departments and business lines participate in implementing internal control systems on a consolidated basis, either through Specialised Committees or through actions designed to standardise procedures and to centralise data.

The Legal Affairs department, which is organised as a business line, has two main goals: to control legal risk which can generate litigation and liability, whether civil, disciplinary or criminal, and to provide the requisite legal support to the entities to enable them to engage in their business activities while minimising risks and legal costs.

Crédit Agricole S.A. and its subsidiaries

The functions, departments and business lines are themselves supported by decentralised local units within each legal entity (those main subsidiaries forming part of Crédit Agricole S.A.'s internal control scope), comprising:

- internal Control Committees, which meet quarterly. These are executive decision-making bodies, which include the Chief Executive Officer of the unit and the representatives of control functions of the entity and of Crédit Agricole S.A., who are responsible, in particular, for monitoring the internal control systems within the entity, for reviewing the main risks to which the entity is exposed, for a critical assessment of the internal control systems and internal audit work, for monitoring audits, and for overseeing any corrective measures;

- each entity's Specialised Committees;
- a network of officers and Committees dedicated to each business line.

Crédit Agricole Regional Banks

The application of all the Group's regulations to the Regional Banks is facilitated by the circulation of national recommendations on internal control by the Regional Banks Plenary Committee for internal control and by the activity of Crédit Agricole S.A. central control functions. The Plenary Committee, which is responsible for strengthening the Regional Banks' internal control systems, is composed of Regional Banks' Chief Executive Officers, managers and internal control officers as well as Crédit Agricole S.A. representatives. Its work is extended through regular regional meetings and through work and information meetings between Crédit Agricole S.A. internal control officers and their Regional Bank counterparts.

The role assigned to Crédit Agricole S.A. as the central body has led it to be very active and vigilant with respect to internal control. Crédit Agricole S.A. specifically monitors the Regional Banks' risks and controls through the France Risk Business Line Oversight and Coordination unit, reporting to the Group Risk Management department and *via* the Group Compliance department.

ROLE OF THE BOARD OF DIRECTORS[1]

The Board of Directors of Crédit Agricole S.A. is aware of the Company's overall organisational structure and approves its internal control system. It approves the overall organisation of the Group as well as its internal control system and defines the Group's risk appetite as part of an annual statement. It is informed of the organisation, operation and results of the internal control system. In addition to the information it receives on a regular basis, it receives the annual and interim reports on internal control, which are sent to it in accordance with banking regulations and Crédit Agricole S.A. procedures. The Chairman of the Board of Directors of Crédit Agricole S.A. receives regular reports summarising the conclusions of audits conducted by Group Control and Audit.

The Board is informed by the Risks Committee of the main risks incurred by the Company and of significant incidents picked up by internal control and risk management systems.

The Chairman of Crédit Agricole S.A. Risks Committee reports to the Board on the Committee's work in general and, more particularly, on the annual report on internal controls and on risk measurement and monitoring. At the date of the General Meeting of Shareholders, the annual report for 2015 will have been presented to the Risks Committee and will be duly sent to the French Prudential and Resolution Supervisory Authority (ACPR) and the Statutory Auditors. It will also have been presented to the Board of Directors.

ROLE OF THE RISKS COMMITTEE[2]

The Crédit Agricole S.A. Internal Control Officers report to the Risks Committee created by Crédit Agricole S.A.'s Board of Directors pursuant to the Order of 3 November 2014.

The Risks Committee is in charge of assessing the effectiveness of the risk management and internal control system. As such, it has broad communications powers in respect of all information relating to periodical control, permanent control, including accounting and financial control, and compliance control.

It meets eight times per year and receives periodic reports on activity management systems and risk measurement. An interim (half-year) report on internal control for the first half of 2015 was presented to the Committee at its meeting of 6 October 2015. The annual report for 2015 will be presented to the Committee at its meeting of 14 April 2016.

The Chairman of the Risks Committee also receives regular reports summarising the conclusions of audits conducted by the Group Control and Audit function.

ROLE OF THE CHIEF EXECUTIVE OFFICER REGARDING INTERNAL CONTROL

The Chief Executive Officer defines the Company's general organisation and oversees its implementation by competent qualified staff. He is directly and personally involved in the organisation and operation of the internal control system. In particular, he defines roles and responsibilities and allocates adequate resources to the internal control function.

He ensures that risk strategies and limits are compatible with the financial position (capital base, earnings) and strategic guidelines set by the Board of Directors, within the risk appetite limitations set by the Group.

He oversees the implementation of risk identification and measurement systems that are appropriate for the Company's activities and organisation. He also ensures that all essential information produced by these systems is reported to him on a regular basis.

He ensures that the internal control system's adequacy and effectiveness are permanently monitored. He receives information on any failures identified by the internal control system and on proposed corrective measures. In this respect, the Chief Executive Officer receives regular reports summarising the conclusions of audits conducted by the Group Control and Audit function.

3. Internal control procedures and risk management and supervision within Crédit Agricole S.A.

Crédit Agricole S.A. has risk measurement, supervision and control systems covering all risks (counterparty risks, market risks, operational risks, financial risks, etc.), which are adapted to its business activities and organisation, and forming an integral part of the internal control system. Information is reported periodically to the management body, the supervisory body and the Risks

(1) *Detailed information about all the work carried out by the Board of Directors is given in the "Preparation and Organisation of the Board's Work" section of this report.*

(2) *Detailed information about all the work carried out by the Risks Committee is given in the "Preparation and Organisation of the Board's Work" section of this report.*

Committee, notably through the reports on internal control and risk measurement and supervision.

Detailed information on risk management is presented in the "Risk Factors" section and in the corresponding Note 3 to the consolidated financial statements.

Risk Management and Permanent Controls

The Risks and Permanent Controls Group function, created in 2006 to implement Regulation 97-02 (cancelled and replaced by the Order of 3 November 2014 regarding the internal control of banking sector companies, payment services and investment services subject to ACPR supervision) was continuously active in 2015, seeking to meet the obligations under the Order of 3 November 2014 regarding internal control, measure and manage Group risks with the best possible response times and efficiency.

The Risks and Permanent Controls Group function is responsible both for overall risk management and for permanent control of the Group's risks: credit, financial and operating risks, including risks lined to the quality of financial and accounting information, physical and IT system security, business continuity and management of essential services that have been outsourced.

Risk management is underpinned by a Group-wide system under which the business lines' strategies, including the launch of new business activities or new products, are subject to a risk assessment and to risk limits that are formally applied as part of the risk strategy of each sensitive business and entity. These limits are reviewed at least once a year or whenever there is a change in a business or in risk exposure, and they are validated by the Group Risk Management Committee. They are associated with Group-wide limits, particularly for large counterparties. Mapping of potential risks and measurement and monitoring of identified risks are periodically adjusted as a function of the business activity.

Control plans are proportionately adjusted to accommodate changes in business activity and risks.

The Group function reports to the head of Crédit Agricole S.A. Group Risk Management, who is not attached to any operational function and in turn reports to the Chief Executive Officer of Crédit Agricole S.A. It brings together the cross-functional departments of Crédit Agricole S.A. (Group Risk Management) and the decentralised Risk Management and Permanent Controls functions, which are closest to the business lines, in each Group entity, in France and abroad. At the end of 2015, the Group's Risk Management and Permanent Controls function employed approximately 2,900 fulltime equivalent employees within the scope of Crédit Agricole Group.

Its function is based on structured governance bodies, including the Internal Control Committees, the Group Risk Management Committee (the forum where the Executive Committee approves the Group's strategies and is informed of its risk exposure), the Regional Banks Risk Monitoring Committee, the Group Security Committee, the Standards and Methodology Committee, the Basel Steering Committee, the Business Line Monitoring Committees, which bring together at regularly scheduled meetings the Group Risk Management department and the subsidiaries, and other Committees in charge, in particular, of the rating and IT systems. The Group Risk Management Committee, chaired by the Chief Executive Officer of Crédit Agricole S.A., meets twice a month and its role is to monitor the risks that appear in order to clarify appropriate policy guidance.

In 2015, the management body (*via* the Group Risk Management Committee), the Risks Committee and the Board of Directors drafted the Group's Risk Appetite Statement and regularly reviewed the risk strategies and the extent of the Group's credit, financial, operational and non-compliance risk exposures. The Group Risk Management Committee re-examined the strategies applied by the Group's business lines and adjusted intervention limits as needed. Furthermore, a Group-wide approach was developed for sensitive business sectors and countries.

CRÉDIT AGRICOLE S.A. CENTRAL RISK MANAGEMENT AND PERMANENT CONTROLS FUNCTIONS

Crédit Agricole S.A.'s Group Risk Management department is responsible for monitoring and managing the Group's overall risk management and permanent control systems.

Overall management of Group risks

For the first time in 2015, Crédit Agricole S.A. Group drafted a Risk Appetite Statement, which was first reviewed and recommended by the Risks Committee and then discussed and approved by the Board of Directors on 15 December 2015. This initiative is in line with the Group's strategy and builds on the work carried out by the Group's entities within their respective scope to establish risk appetite as part of a coordinated effort at Group level. The Group's risk appetite and tolerance levels are determined based on quantitative and qualitative strategic priorities. The strategic indicators submitted to the governance bodies are monitored regularly at both Group and entity level.

The Group Risk Management department oversees and measures overall risks for the consolidated entity through specialised units for each category of risk. These units define and implement risk management and consolidation systems (standards, methodologies, IT systems).

The system implemented by the Group Risk Management function also includes a "business line risks oversight" function, responsible for the global and individual relationship with each Crédit Agricole S.A. subsidiary. The supervision of risks within the Regional Banks is carried out by a specific unit within the Group Risk Management department.

Risk monitoring at Group level by the business line risk oversight units is notably carried out *via* the examination of risks by the Group Risk Management Committee and by the Regional Banks Risk Monitoring Committee.

Risk is also monitored *via* an alert procedure deployed across all Group entities, enabling the greatest risks to be presented before an Executive Management Committee on a fortnightly basis.

Crédit Agricole S.A.'s risk measurement system is comprehensive and accurate. It covers all categories of commitments (on- and off-balance sheet) and positions, and consolidates commitments to companies belonging to the same group, by aggregating all portfolios and identifying risk levels.

These measures are supplemented by periodically altering the risk profile under stress scenarios and by regularly making assessments based on various types of scenarios.

Aside from these major regulator-led tests, stress exercises are conducted by all entities at least once a year for internal management purposes. These exercises are, in particular, conducted as part of the annual budgetary process to strengthen the practice of measuring the sensitivity of risks and the Group's income statement and its various components to a significant deterioration in the economic climate. These comprehensive stress exercises are supplemented by sensitivity analyses on the main portfolios. Accordingly, the Group's key entities performed a review of the impact of the global economic slowdown, focusing in particular on China and emerging markets. The findings were presented at a Group Risk Management Committee's meeting in the third quarter of 2015.

Crédit Agricole S.A., its subsidiaries and the Regional Banks, collectively and individually undertake the risk management process by employing procedures for monitoring limits and making adjustments whenever they are exceeded, monitoring the operation of accounts, appropriate classification of receivables (particularly impaired receivables) in keeping with applicable regulations, ascertaining that provisions are sufficient to cover exposure under the control of the Risk Committees, and periodically reviewing major risks and portfolios, particularly those involving deals at risk.

In a contrasting and uncertain risk environment, Crédit Agricole S.A. is pursuing a policy of actively reviewing the risk strategies and policies adopted by its subsidiaries. The Group's main cross-functional portfolios (housing, energy, small businesses and farmers, consumer loans, private equity, etc.) were also reviewed and the results presented to the Group Risk Management Committee during the second quarter.

Procedures for alerts and escalation are in place should anything appear wrong for an extended period, depending on its materiality.

Since 2008, Crédit Agricole S.A. and its subsidiaries have implemented measurements of risk weighted assets for calculating capital requirements first under Basel 2 and then Basel 3 based on internal models certified by the French Regulatory and Resolution Supervisory Authority (ACPR) (the IRB International Ratings Based approach for calculating credit risk, the AMA Advanced Measurement Approach model for calculating operational risk; the standardised approach is applied where models are to be validated subsequently or to which that approach will be applied on a long term basis).

With regard to liquidity risk, a review of the internal liquidity risk management and control system was completed in 2014. In accordance with regulatory requirements, the new LCR ratio (liquidity coverage ratio) has been reported monthly to the ACPR, since the end of the first quarter.

The market risk management system did not experience any major changes in 2015. Systems for managing these risks were reviewed and strengthened.

Following implementation of the Capital Requirements directive (CRD 4) on 1 January 2014, Credit Valuation Adjustment (CVA) VaR and stressed VaR are now calculated for Crédit Agricole Corporate and Investment Bank scope and incorporated into the market risk capital requirements.

A significant incident system for all risks was established in 2009 and a procedure specifies the significant thresholds and how to report incidents to the executive and decision-making bodies of Crédit Agricole S.A., its subsidiaries and the Regional Banks.

No major changes affected the systems in place to manage financial risks associated with asset and liability management during the year.

Permanent controls of operational risks

The Group Risk Management department coordinates the permanent controls system (definition of key control indicators by type of risk; deployment of a single software platform integrating operational risk assessment and the results of permanent controls; and organisation of reporting of control results at the relevant consolidation levels within the Group).

In 2015, the Group Risk Management department organised two educational events (Web Conference and Permanent Control Day) when all Group entities came together to discuss best practice and ways to implement improvements in the systems. In addition, the department distributed the "Operational Risks Monthly" to the entities with a view to raising awareness on and preventing/detecting operational risk. The report summarises any operational risk warnings in excess of €150,000 issued within the Group (including all Regional Banks covered by the Group Operational Risk alert system since 2015).

The Risk Management and Permanent Controls system has been improved, in particular by updating the key indicators catalogue to be implemented in 2016. A summary of the results of these controls is made available to the Group Internal Control Committee twice a year.

The Management updated part of the Operational Risk, Permanent Control and key outsourced services (PSEE) policy documentation: "Group's standards and policies on permanent control" and "Risk management associated with key outsourced services (PSEE)". The documentation will continue to be updated in 2016.

The risk appetite initiative devised by the Group Risk Management department has been implemented for operational risk. To this end, the pertaining documents have been distributed to the entities and will become effective in late 2015.

In operational risks, the Group continued to implement improvements regarding the reliability and quality of the data collected from the entities. More in particular, in 2015 the losses connected to the "Execution" category were analysed and an expanded recording format was implemented for reporting losses/provisions.

The implementation of the internal model and the backtesting process have been boosted in Regional Banks with the appointment and training of five Back-testing consultants.

A global review of the methods for calculating capital requirements for key scenarios has been launched and will continue in 2016, with a view to improving the reliability, effectiveness and stability of this process. Work has already been carried out with the Group's experts and entities to validate the scope of the chosen scenarios, as well as to set consistent analysis criteria for testing the scenarios and improve the level of comparability.

As part of the upgrade of the information system (BCBS 239), the first batch of changes to the capital requirement calculation information system was rolled out late November (application of Group standards, data quality and control security).

In terms of risk management associated with the main outsourced activities the processes for monitoring bank transactions and payment services intermediaries was improved.

Lastly, the operational risk management and measurement system was the object of two simultaneous inspections by the ECB during the second quarter of 2015. The first inspection focused on the central body's oversight of the Regional Banks' operational risk management. The second reviewed the operational risk measurement system and, more specifically, the AMA.

DECENTRALISED RISK MANAGEMENT AND PERMANENT CONTROLS FUNCTIONS IN EACH GROUP BUSINESS LINE

Within Crédit Agricole S.A.

The roll-out of the Group function is on a hierarchical basis with the appointment of a Risk Management and Permanent Controls Officer (RCPR) for each subsidiary or business line. The Business Line RCPR reports hierarchically to the head of the Group Risk Management department and functionally to the management body of the relevant business line. This safeguards the independence of the local Risk Management and Permanent Controls departments.

Acting under the responsibility of its own RCPR, each subsidiary or business line secures the resources it needs for managing its risks and to ensure the compliance of its permanent control system, in order to obtain a comprehensive, consolidated view of its risks that will guarantee the entity's sustainability throughout its internal control scope.

Relations between each subsidiary or business line and the Group Risk Management department are based on the following main principles:

- each subsidiary or business line applies the Group-wide standards and procedures defined by the Risk Management department;
- each subsidiary or business line defines its own risk strategy, which is approved by the Group Risk Management Committee on the Risk Management department's recommendation, specifying the overall limits on the entity's commitments;
- authority is delegated from the Group RCPR to the Business Line RCPRs, which report hierarchically to the Group RCPR in carrying out their duties; these Officers are also subject to disclosure and early-warning obligations *vis-à-vis* the Group Risk Management department;
- a Business Line Monitoring Committee, which periodically brings together the Group Risks Management department and the entity to discuss the quality of the risk management and permanent controls system and the level of risk, including those which relate to Corporate and investment banking (Crédit Agricole Corporate and Investment Bank).

Regional Banks

Banking regulations on risks apply to each Regional Bank individually. Each Regional Bank is responsible for its own risks and permanent controls framework. Each one has a Risk Management and Permanent Controls Officer, who reports to his or her Chief Executive Officer and is in charge of the oversight of risk management and permanent controls. The Compliance Officer may also report to him/her. If this is not the case, the Compliance Officer directly reports to the Chief Executive Officer.

As the central body for the Group, Crédit Agricole S.A. consolidates the risks borne by the Regional Banks and coordinates their Risk Management and Permanent Controls function *via* the Group Risk Management department, notably by circulating the appropriate procedures to the Regional Banks, particularly for implementing the Group permanent control system.

Furthermore, large credit exposures borne by the Regional Banks must be presented to Foncaris, a credit institution that is a wholly owned subsidiary of Crédit Agricole S.A., which partially guarantees such exposures. The requirement that the Regional Banks must ask Foncaris to guarantee their main transactions (when the amount exceeds a limit defined jointly by the Regional Banks and Foncaris) gives the central body an effective tool for assessing the associated risk before accepting it.

Internal control system for business continuity plans and information systems security

Through the internal control system that has been established, regular reports on the main entities' situation regarding risk monitoring in relation to Business Continuity Plans and IT System Security are made to the governance authorities for Group security.

BUSINESS CONTINUITY PLANS

In terms of IT contingency plans, the majority of Crédit Agricole S.A. Group subsidiaries' IT production and that of the 39 Regional Banks are now hosted on the high-security Greenfield twin-site and thus benefit from the contingency solutions offered by this dual site.

These solutions are now tested periodically for both Crédit Agricole S.A. and its subsidiaries. The most recent tests for the Crédit Agricole S.A. Group were performed successfully in June 2015. After completion of and migration to the new NICE system, the Regional Banks mostly follow the same testing process, albeit with a few years' delay. Accordingly, the first large-scale test was carried out successfully in May 2015. In addition, Crédit Agricole Technologies et Services was faced with a major hardware fault requiring the switch of ten Regional Banks to the fallback site in five hours, which confirmed the appropriateness of the contingency plan.

Crédit Agricole S.A. subsidiaries not relying on Greenfield for their IT services, have IT contingency solutions that are regularly tested to ensure a reasonable assurance of recovery in the event of an incident.

In terms of user fallback plans, the Group relies on Eversafe, a solution providing a high level of security if the building, campus or even the whole district in the Paris region should become unavailable. This solution is now fully operational and tested with two dedicated sites for the Group, thus providing workspace in the event of a major event in the Paris region. Regularly tested solutions in accordance with the Group's policy are in place in all other Group establishments.

Furthermore and in accordance with Group policy, most entities are equipped to deal with a massive viral attack on workstations by prioritising the use of user fallback sites.

The national crisis management system was tested three times this year by linking all the crisis officers named by the Group's entities (Regional Banks and subsidiaries). In addition, crisis simulations were performed by IT managers and the Executive Committee. The feedback led to action plans which will be reapplied during testing in 2016.

IT SYSTEMS SECURITY

The Crédit Agricole Group worked to strengthen its resilience faced with the extensive IT risks, in particular from cyber-threats.

To this end, IT security was restructured, which involved splitting the IT systems security management function into a CISO (Chief Information Security Officer) role and an IT systems Risk Manager role (PRSI).

The CISO oversees the IT systems security strategy, whilst the IT systems Risk Manager, who is under the risk management business line, ensures proper management of IT systems risks within his/her entity, notably by consolidating all the information on the topic and by performing all the routine and extraordinary checks and audits pertaining to this overarching supervision task. More specifically, the CISO assesses and provides opinions on the entity's IT systems policies and strategies and the associated corrective measures. He/she also provides his entity's management and internal control bodies, as well as DRG with commented scorecards.

The Group further pursued its IT security boosting effort by rolling out an operational plan to bolster security at Group level and within each entity, under the supervision of the Group CISO. More specifically, the plan includes the deployment of a CERT (Computer Emergency Response Team) and a SOC (Security Operating Centre) against DDOS (Distributed Denial of Service) attacks or fraudulent transfers, for instance.

Moreover, major outsourcing projects are monitored by the entities' Risk Management and Permanent Controls Officers and centrally by DRG experts.

Internal control system for accounting and financial information

In keeping with the applicable rules within the Group, the organisational principles and responsibilities of the Group Finance department functions are set out in a procedure.

The Finance function is organised as a business line within the Crédit Agricole S.A. Group. The Group's heads of a business line or subsidiary report hierarchically to the head of the business line or subsidiary and functionally to the Group Deputy Chief Financial Officer.

At business line/subsidiary level, the Finance department acts as a relay among subsidiaries, circulating the Group's principles with respect to standards and information system organisation, in line with each business line's special attributes. In some cases, it also constitutes an intermediate level for preparation of the business line's accounting and business management information. Each Risk Management and Permanent Controls department in a business line or subsidiary within the Group is also responsible for producing the risk data used to prepare financial information and for implementing controls to ensure that this information is accurately reconciled with accounting data.

Each business line/entity is equipped with the means to ensure the quality of the accounting, management and risk data transmitted by the Group as a result of consolidation requirements, in particular, with regard to the following aspects: compliance with standards applicable to the Group, consistency with parent company financial statements approved by its supervisory body, reconciliation of accounting and management reporting figures.

Within the Group Finance department, three functions are the main contributors in terms of preparing accounting and financial information for publication: Accounting, Management Control and Financial Communication.

ACCOUNTING

The main purpose of the Accounting function is to draw up the separate financial statements of Crédit Agricole S.A., the consolidated financial statements of Crédit Agricole S.A. and Crédit Agricole Group, including segment information for Crédit Agricole S.A. based on the definition of the business lines for financial reporting purposes and in compliance with IFRS 8. To fulfil this mission, the Accounting function, in accordance with applicable regulations, defines and circulates the accounting standards and principles that apply to the Group. It oversees accounting bases, lays down the rules governing the architecture of the accounting information and regulatory reporting system, and manages the accounting processes for consolidation of the financial statements and regulatory reporting.

MANAGEMENT CONTROL

In the field of preparing financial information, the Group Management Control function, together with the Financial Management department, defines the rules for allocating economic capital (definition, allocation policy), consolidates, puts together and quantifies the budget and the Medium Term Plan for Crédit Agricole S.A., and ensures budget monitoring. To meet this objective, Group Management Control defines the management control procedures and methods and the structure and management regulations for the Group management control system.

FINANCIAL COMMUNICATION

Crédit Agricole S.A.'s Financial Communication function ensures message consistency across all investor categories. It is responsible for information published in press releases and presentations to shareholders, financial analysts, institutional investors, rating agencies, as well as information contained in documents subject to approval by the French financial market authority (AMF). In this respect, working under the responsibility of the Chief Executive Officer and Crédit Agricole S.A. Group's Deputy Chief Executive Officer in charge of the Finance department, the Financial Communication function provides the materials used as the basis for presentations of Crédit Agricole S.A. results, financial structure and changes in business lines, as needed to enable third parties to formulate an opinion, particularly on the Group's financial strength, profitability and outlook.

PROCEDURES FOR PREPARATION AND PROCESSING OF FINANCIAL INFORMATION

Each Group entity has responsibility, *vis-à-vis* the Group and the supervisory authorities to which it reports, for its own financial statements, which are approved by its supervisory body. Depending on the entity's size, these financial statements are subject to prior review by the entity's Audit Committee, if it has one.

As for the Crédit Agricole Regional Banks, once their financial statements are drawn up, they are approved by the Accounting department of Crédit Agricole S.A.; this is one of its responsibilities as central body. Crédit Agricole Group's consolidated financial statements are submitted to the Audit Committee and approved by the Board of Directors of Crédit Agricole S.A.

Most published financial information is based on accounting data and on management and risk data.

Accounting data

Figures for each individual entity are drawn up in accordance with the accounting standards applicable where the entity operates. For the purposes of preparing Group consolidated financial statements, local financial statements are restated to conform to IFRS policies and principles adopted by Crédit Agricole S.A.

Management data

Management data is produced by the Group Finance department or the Group Risk Management department. They are being reported upwards in anticipation of definitive accounting data in accordance with the same definition and granularity standards and are used to supply the Group's internal management reporting.

Furthermore, external sources of information (such as the European Central Bank and Bank of France) may be used for management data, particularly for calculating market shares.

In accordance with AMF and CESR (Committee of European Securities Regulators) recommendations, the use of management data for preparing published financial information meets the following guidelines:

- classification of the type of financial information published: historical information, *pro forma* data, projections or trends;
- a clear description of the sources from which the financial information was drawn. When published data are not extracted directly from accounting information, the sources and definition of calculation methods are mentioned;
- comparability of figures and indicators over time, which implies ongoing use of the same sources, calculation methods and methodologies.

DESCRIPTION OF THE PERMANENT ACCOUNTING CONTROL SYSTEM

The Group's Permanent Accounting Controls function's objective is to provide adequate coverage of major accounting risks that can alter the quality of accounting and financial information. This function is provided by the Finance Permanent Control Office, which reports to the Group Risk Management department. The Group's Permanent Accounting Controls function is based on a network of accounting controllers in the subsidiaries and Regional Banks where it operates its support and oversight missions.

The unit has the following roles in this area:

- to define the standards and organisational and operational principles of permanent accounting controls within Crédit Agricole Group;
- to oversee and coordinate the permanent accounting control systems implemented within the Group's subsidiaries and Regional Banks;
- restoration of the quality of accounting and financial information permanent control systems for all Crédit Agricole Group entities to the Group's internal control management bodies.

In 2015, work by the permanent Accounting Control department showed a generally satisfactory level of maturity in the processes. Audits on specific issues within Crédit Agricole S.A.'s Accounting scope led to the recommendation of actions plans to better manage the risks linked to the control process, which are now being monitored.

In order to stay abreast of accounting rules and regulatory changes, the department distributed a new version of the Accounting Control Guidance and reviewed the consolidated accounting control indicators. In addition, the department set up an assessment chart for measuring the exposure to accounting risks which all Group entities will have to implement in 2016.

RELATIONS WITH THE STATUTORY AUDITORS

The registration document, its updates, securities notes and prospectuses prepared for new debt or share issues, which contain comprehensive financial information, are subject to approval or registration by the AMF.

In accordance with applicable professional standards, the Statutory Auditors perform those procedures they deem appropriate on published financial and accounting information:

- audit of the parent company and consolidated financial statements;
- partial audit of interim consolidated financial statements;
- overall review of quarterly financial information and materials used as a basis for presenting financial information to financial analysts.

As part of the duties assigned to them by law, the Statutory Auditors submit to Crédit Agricole S.A.'s Audit Committee their overall work programme, the various spot checks they have carried out, the conclusions of their work on the financial and accounting information they have reviewed in carrying out their assignment, as well as the significant weaknesses of the internal controls, with regards to the procedures used for the preparation and processing of accounting and financial information.

Non-compliance risk prevention and controls

Crédit Agricole S.A.'s internal control functions and the Regional Banks each have their own Compliance department. These functions are performed by around 750 full-time equivalent employees within Crédit Agricole S.A. and its subsidiaries (plus 240 within the Regional Banks), with changes to the scope of consolidation being accompanied by increased resources in several subsidiaries in France and abroad.

The Group Compliance department has functional authority over the Compliance Officers of the French and foreign subsidiaries of Crédit Agricole S.A. The Compliance Officers of Crédit Agricole S.A. subsidiaries operate completely independently, with a hierarchical reporting line to the entity and a functional reporting line to the Compliance function. In its capacity as the central body, Crédit Agricole S.A. *via* the Group Compliance department, leads and coordinates the Regional Bank Compliance teams.

The Group Compliance department is responsible for developing policies with respect to observance of laws and regulations within its scope, their circulation and monitoring that they are observed.

This in particular applies to rules on prevention of money laundering and the financing of terrorism, on management of embargoes and asset freezes, and prevention of fraud and corruption.

Within the Compliance function, each Compliance Officer updates a non-compliance risk map and these are consolidated by the Group Compliance department.

The Compliance Management Committee, which is chaired by the Executive Management, holds bimonthly plenary meetings. It takes the decisions needed to prevent non-compliance risks and in order to implement and monitor corrective measures following the reporting of major irregularities to the Committee. The Committee periodically reports on its work to the Risks Committee of Crédit Agricole S.A. Board of Directors.

Organisation within the Group Compliance department changed in 2015 with the creation of a Control Coordination unit (mainly tasked with compliance controls). The new addition completed a system which comprises units specifically dedicated to specialist areas across the Group (compliance and procedures, financial safety and fraud prevention, compliance and systems) and units responsible for coordinating and supervising the various business lines.

Within the framework of the actions already initiated and as a result of regulatory changes, the Compliance function's work in 2015 focused on the following areas:

- **prevention of money laundering and terrorist financing** remains a constant concern and the focus of much regulatory activity. It demands continuous improvement of identification systems for customers and their activities at every stage of business relations and this must be coordinated with an ever more refined risk-based approach. The topic of Compliance became even more sensitive in 2015 on the wake of terrorist activity and a strong push to raise awareness among banks by public authorities and the Tracfin Financial Information unit, with a view to identifying suspicious cash flows linked to the financing of terrorism. Consequently, customised supervision was required and the number of suspicious activity reports increased;
- **compliance with embargoes and asset freezes** under a number of complex regulations demands the continuous adaptation of, screening systems and qualitative analysis of cash movements as well as training programmes to enhance levels of vigilance among those concerned. These topics, already raised in 2014, continued to be an integral part of operations in 2015. As the Remediation Plan under the agreements signed between the Group and US authorities in 2015 is being drafted, strengthening measures will be implemented at both process and operational level using human resources, specialised tools and dedicated training to further increase the level of security;
- **in fraud prevention,** the Group has continued its initiatives to counter new forms of organised external fraud that use increasingly sophisticated techniques. Awareness raising is key to increasing vigilance measures. With the mounting volume of cases of attempted fraud from external sources and their increasing technical operating modes, notably through cyber crime, the main challenges lie in ensuring a proactive response among banks to continue to protect their customers;
- in 2015 **customer protection** became a significant part of consultants' training in relation to the marketing of insurance products (professional skills) and customer support in case of financial hardship (banking inclusiveness charter);
- on **market integrity,** efforts concentrated on measures to manage submissions to indices, governance of market abuse detection systems (Retail and Corporate business lines) and the operational implementations of European and US rules on the separation of banking and speculative activities;
- lastly, the Group readied itself for the launch of an **automatic tax information exchange system** following the standard developed by the OECD. Entities located in the so-called "Early Adopters" countries, including France, will be ready to apply these standards as from 1 January 2016.

Periodic controls

Group Control and Audit (IG), which reports directly to the Chief Executive Officer of Crédit Agricole S.A., is the highest level of control within Crédit Agricole Group. It has sole responsibility for periodic controls of Crédit Agricole Group through the missions it conducts, through the oversight of the Control and Audit function (LMAI) of Crédit Agricole S.A. Group, which reports hierarchically to this function, and through coordination of the Regional Banks' internal audit units.

Using an updated risk mapping approach reflected in an audit cycle generally lasting between two and five years, it conducts audits on-site and on documents within Regional Banks, within Crédit Agricole S.A. units and within subsidiaries, even when these entities have their own internal Audit/Inspection body, as part of a coordinated audit plan approach.

These periodical audits include a critical assessment of the internal control system implemented by the audited entities. These procedures are designed to provide reasonable assurance that the system is effective in terms of transaction security, risk management and compliance with external and internal regulations.

They include verifying that the audited entities comply with external and internal regulations, assessing the security and effectiveness of operational procedures, ensuring that the system for measuring and supervising all risks is adequate, and verifying the reliability of accounting information.

In the context of international professional guidelines for internal audits, the Group Control and Audit function and the six principal audit units in France (Crédit Agricole Corporate and Investment Bank Control and Audit/LCL Control and Audit/Insurance Audit department/CACEIS Control and Audit/Crédit Agricole Consumer Finance Group Internal Control/Amundi Internal Control) were the subject of an external audit by IFACI (Institut Français de l'Audit et du Contrôle Interne) in the 1st half of 2015, following which IFACI / Institute of Internal Auditors certification was awarded in relation to the compliance of the Control and Audit function's processes and operation with key applicable regulations.

In 2015 – a year marked by the entry into force of the Single Supervisory Mechanism ordered by the European Central Bank, effective from 4 November 2014 – Group Control and Audit departments ran on-site and document-based audits at various entities and units in France and abroad as part of projects to investigate specific issues, particularly at the Regional Banks, or topical and/or cross-functional issues. Mostly the audits originated within the annual audit plan. Their aim is to meet the requirements of regulations already in force or announced, as well as to address any concerns raised by Supervisors in relation to consumer protection or cover different technology, regulatory or financial themes. The Group Control and Audit department relies on specialised audit teams to carry out several IT audits every year on the Group entities' information systems, as well as on current issues, mostly in relation to information security or templates for calculating the Group's or its entities' capital requirements. Lastly and in accordance with the applicable regulations, the Group Control and Audit department conducts audits on key outsourced services at Group or local level.

In addition, Group Control and Audit department provides central oversight of the Control and Audit function for all subsidiaries,

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thereby improving the effectiveness of controls, through the harmonisation of audit practices to the highest standards, in order to guarantee the security and conformity of transactions carried out in the Group's various entities and to develop common areas of expertise. At the end of 2015, the Group function employed around 750 full-time equivalents within the Crédit Agricole S.A. Group (including Group Control and Audit but not including audit teams at the Regional Banks, which have around 400 staff members).

In addition, joint audit assignments are carried out regularly by Group Control and Audit and the subsidiaries' internal audit departments, to encourage the exchange of best practices. Special attention is placed on topical and cross-functional investigations.

Through the relevant Group subsidiaries' Internal Control Committees, to which each entity's Executive Management, Internal Audit Officer, Risk Management and Permanent Controls Officer and Compliance Officer belong, the Group Control and Audit department ascertains that audit plans are successfully carried out, that risks are properly managed, and more generally, that each entity's internal control systems are adequate.

Audits carried out by Crédit Agricole S.A. Group Control and Audit, the internal audit departments and all external audits (conducted by supervisory authorities or outside firms) are monitored through a formal system as part of controlled regulatory monitoring processes carried out at least six-monthly under the audit plan. For every recommendation formulated as a result of these audits, this process ensures that all recommendations made are implemented through corrective and prioritised action plans, according to a clearly defined timetable set by order of priority. It also means that Group Control and Audit can fulfil its obligation to alert the supervisory body and Risks Committee, as required by Article 26 b) of the order of 3 November 2014 regarding the internal control of banking sector companies, payment services and investment services subject to ACPR supervision.

The Board of Directors of Crédit Agricole S.A., of which I am Chairman, the Risks Committee and the Chief Executive Officer, due to his own specific responsibilities, are provided with comprehensive information on internal control and exposure to risks, areas of improvements achieved in this area and the status of any corrective measures adopted. The internal control system and procedures are updated continuously to meet new developments in regulations, business activities and risks incurred by the Company.

All this information is notably contained in the annual report on internal control and risk measurement and supervision, the management report and regular reporting on operations and control.

The Chairman of the Board of Directors of Crédit Agricole S.A.

Dominique LEFEBVRE

STATUTORY AUDITORS' REPORT

PREPARED IN ACCORDANCE WITH THE PROVISIONS OF ARTICLE L. 225-235 OF THE FRENCH COMMERCIAL CODE (CODE DE COMMERCE) ON THE REPORT PREPARED BY THE CHAIRMAN OF THE BOARD OF DIRECTORS OF CRÉDIT AGRICOLE S.A.

This is a free translation into English of the Statutory Auditors' report issued in the French language. It is provided solely for the convenience of English speaking readers. This report should be read and construed in accordance with French law and professional auditing standards applicable in France.

For the year ended December 31, 2015.

To the Shareholders,

In our capacity as Statutory Auditors of Crédit Agricole S.A. and in accordance with the provisions of Article L. 225-235 of the French Commercial Code *(Code de Commerce)*, we hereby report to you on the report prepared by the Chairman of your Company in accordance with the provisions of Article L. 225-37 of the French Commercial Code for the year ended 31 December 2015.

It is the Chairman's responsibility to prepare, and submit to the Board of Directors for approval, a report describing the internal control and risk management procedures implemented by the Company and providing the other information required by Article L. 225-37 of the French Commercial Code in particular relating to corporate governance.

It is our responsibility:

- to report to you our observations on the information set out in the Chairman's report on internal control and risk management procedures relating to the preparation and processing of financial and accounting information, and
- to attest that the report sets out the other information required by Article L. 225-37 of the French Commercial Code, it being specified that it is not our responsibility to assess the fairness of this information.

We conducted our work in accordance with professional standards applicable in France.

Information concerning the internal control and risk management procedures relating to the preparation and processing of financial and accounting information

The professional standards require that we perform procedures to assess the fairness of the information on internal control and risk management procedures relating to the preparation and processing of financial and accounting information set out in the Chairman's report. These procedures mainly consisted in:

- obtaining an understanding of the internal control and risk management procedures relating to the preparation and processing of financial and accounting information underlying the information presented in the Chairman's report and of the existing documentation;
- obtaining an understanding of the work performed to prepare this information and of the existing documentation;
- determining if any material weaknesses in the internal control procedures relating to the preparation and processing of financial and accounting information that we may have identified in the course of our work are properly disclosed in the Chairman's report.

On the basis of our work, we have no matters to report on the information given on internal control and risk management procedures relating to the preparation and processing of financial and accounting information, set out in the report of the Chairman of the Board of Directors, prepared in accordance with Article L. 225-37 of the French Commercial Code.

Other information

We attest that the Chairman's report sets out the other information required by Article L. 225-37 of the French Commercial Code.

Neuilly-sur-Seine and Paris-La Défense, 15 March 2016

The Statutory Auditors

PricewaterhouseCoopers Audit	ERNST & YOUNG et Autres
Anik Chaumartin	Valérie Meeus

ADDITIONAL INFORMATION ON CORPORATE OFFICERS

COMPOSITION OF THE BOARD OF DIRECTORS

At 15 March 2016

Mr Dominique LEFEBVRE[(1)]	Chairman of the Board of Directors Chairman of the Caisse régionale Val de France Chairman of the Fédération Nationale du Crédit Agricole Chairman of SAS Rue La Boétie
Mr Jack BOUIN representative of SAS Rue La Boétie	Deputy Chairman of the Board of Directors Chief Executive Officer of the Caisse régionale d'Aquitaine 1st Deputy Chairman of the Fédération Nationale du Crédit Agricole Deputy Chairman of SAS Rue La Boétie
Mr Roger ANDRIEU	Chairman of the Caisse régionale des Côtes d'Armor
Ms Pascale BERGER	Representing Crédit Agricole Regional Banks employees
Ms Caroline CATOIRE	Corporate Director
Ms Laurence DORS	Senior Partner at Theano Advisors Corporate Director
Mr Daniel EPRON	Chairman of the Caisse régionale de Normandie
Ms Véronique FLACHAIRE	Chief Executive Officer of the Caisse régionale du Languedoc
Mr Jean-Pierre GAILLARD	Chairman of the Caisse régionale Sud Rhône Alpes
Ms Françoise GRI	Corporate Director
Mr Jean-Paul KERRIEN[(1)]	Chairman of the Caisse régionale du Finistère
Ms Monica MONDARDINI	Chief Executive Officer of CIR S.p.A. Deputy Director of Gruppo Editoriale L'Espresso
Mr Gérard OUVRIER-BUFFET	Chief Executive Officer of the Caisse régionale Loire Haute-Loire
Mr Jean-Louis ROVEYAZ	Chairman of the Caisse régionale de l'Anjou et du Maine
Mr Christian STREIFF	Deputy Chairman of the Safran Group
Ms Renée TALAMONA[(2)]	Chief Executive Officer of the Caisse régionale de Lorraine
Mr François THIBAULT	Chairman of the Caisse régionale Centre Loire
Mr François VEVERKA	Corporate Director
Mr François HEYMAN	Representing the employees (UES Crédit Agricole S.A.)
Mr Christian MOUEZA	Representing the employees (UES Crédit Agricole S.A.)
Mr Xavier BEULIN	Chairman of the FNSEA (Fédération nationale des syndicats d'exploitants agricoles) representing the professional farming associations
Mr François MACÉ	Non-voting Board member Chief Executive Officer of the Caisse régionale Nord de France
Mr Bernard de DRÉE	Representing the Works' Council

(1) *Co-opted by the Board of Directors on 4 November 2015. This co-optation will be subject to ratification by the Crédit Agricole S.A. General Meeting of Shareholders on 19 May 2016.*

(2) *Co-opted by the Board of Directors on 8 March 2016 to replace Mr Pascal Célérier. This co-optation will be subject to ratification by the Crédit Agricole S.A. General Meeting of Shareholders on 19 May 2016.*

DIRECTORS' FEES PAID TO THE DIRECTORS OF CRÉDIT AGRICOLE S.A.

	2014	Net amounts received in 2015[1]					
Directors	Net amounts received in 2014[1]	Crédit Agricole S.A.	Crédit Agricole CIB	LCL	Amundi Group	Total other Group subsidiaries	Grand Total 2015
Directors elected by the General Meeting of Shareholders							
Jean-Marie Sander[2]	16,066	19,373	-	-		2,537	**21,910**
Dominique Lefebvre[3]	31,433	41,910	-	-		-	**41,910**
Philippe Brassac[4]	25,845	6,985	3,810	2,540		-	**13,335**
Jack Bouin	-	23,749	-	1,270		-	**25,019**
Roger Andrieu	-	16,764	-				**16,764**
Pascale Berger[5][6]	19,520	27,885	-	-		-	**27,885**
Caroline Catoire	22,352	23,749	-	-		-	**23,749**
Pascal Célérier	27,242	27,940	-	-		-	**27,940**
Jean-Louis Delorme	23,051	19,558	-	-		15,661	**35,219**
Laurence Dors	43,307	46,800	-	-		-	**46,800**
Daniel Epron	8,382	25,146	-	-		19,976	**45,122**
Véronique Flachaire	27,242	30,734	-	-		-	**30,734**
Jean-Pierre Gaillard	8,382	27,242	-	12,700		-	**39,942**
Françoise Gri	20,257	32,830	-	-		-	**32,830**
Jean-Paul Kerrien[7]	-	12,573	-			-	**12,573**
Monica Mondardini[8]	19,404	32,340	-	-		-	**32,340**
Gérard Ouvrier-Buffet	20,257	24,448	-	-		30,973	**55,421**
Jean-Louis Roveyaz	16,066	39,116	16,299	-		38,895	**78,011**
Christian Streiff	20,257	36,322	-	-		-	**36,322**
François Thibault[7]	14,669	20,257	11,430	-		9,442	**41,129**
François Veverka	39,942	50,800	26,670	19,050	13,018	-	**109,538**
Directors elected by the staff							
François Heyman[5][6]	23,238	39,039	-	-	-	-	**39,039**
Christian Moueza[5][6]	19,520	27,885	-	-	-	-	**27,885**
Director representing the professional agricultural organisations							
Xavier Beulin	14,669	18,860	-	-		-	**18,860**
Non-voting Director							
François Macé	14,669	18,860	-	-		-	**18,860**
TOTAL	**482,976**	**691,165**	**58,209**	**35,560**	**13,018**	**117,484**	**899,136**

(1) After the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

(2) Chairman of the Board of Directors, up to November 2015.

(3) Appointment as Chairman of the Board of Directors in November 2015.

(4) Appointment as Chief Executive Officer in May 2015.

(5) The three Directors representing employees on the Board do not receive their Directors' fees, instead, they are paid over to their unions.

(6) After deductions of social contributions (15.50%).

(7) Became Director during the year.

(8) 30% withholding tax (French non-residents).

The total amount of Directors' fees approved by the Crédit Agricole S.A. General Meeting of Shareholders of May 2015 was €1,050,000 (gross amount). This sum was paid by Crédit Agricole S.A. in accordance with the following principles (gross amounts):

- for each Board meeting attended, each Director and non-voting Director received €3,300, which were allotted for their effective participation in meetings;
- until November 2015, the Chairman of the Board only received fees in his capacity as Chairman of the Strategy Committee and as a member of the Appointments and Governance Committee. His compensation for serving as Chairman of the Board is determined by the Board, based on the recommendation of the Compensation Committee; When he was appointed as Chairman by the Board, at the meeting of 4 November 2015, Dominique Lefebvre informed the latter

of his decision to waive Directors' fees in respect of offices he held or might hold in Crédit Agricole Group companies. Mr Lefebvre's compensation in respect of his position as Chairman of the Board was fixed at this same meeting, based on the recommendation of the Compensation Committee;

- the Chairmen of the Risks Committee, the Audit Committee, the Strategy and CSR Committee, the Compensation Committee and the Appointments and Governance Committee receive additional fees: a fixed annual fee of €30,000 for the Chairman common to both the Risks and Audit Committee, and €16,500 for the Chairman of the Strategy and CSR Committee (until November 2015), the Chairwoman of the Compensation Committee and the Chairwoman of the Appointments and Governance Committee;
- members of all the Committees received an additional 2,200 euros per Committee meeting attended. These fees are allotted for their effective participation in the meetings of the aforementioned Committees.

OFFICES HELD BY CORPORATE OFFICERS

The information appearing below on offices held by members of the Board of Directors and Executive Management Committee is required by Article L. 225-102-1, paragraph 4, of the French Commercial Code and Annex I to EC Regulation no. 809/2004 of 29 April 2004.

Crédit Agricole S.A. Board of Directors at 31 December 2015

Born in 1961

Date first appointed:
May 2007

Term of office ends:
2016

Number of Crédit Agricole S.A. shares held at 31/12/2015:
3,695

Dominique LEFEBVRE

Main office within the Company: Chairman of the Board of Directors
Chairman of the Strategy and Corporate Social Responsibility Committee

Member of the Appointments and Governance Committee

Business address: Caisse régionale Val de France – 1, rue Daniel-Boutet – 28002 Chartres

BRIEF BIOGRAPHY

Dominique Lefebvre is a cereal farmer and has held numerous positions within professional agricultural organisations. He got involved in Crédit Agricole's working bodies very early on and, in 1995, was elected Chairman of Crédit Agricole de la Beauce et du Perche, now Crédit Agricole Val de France (1997). He also holds several national offices. Initially elected a member of the Bureau de la Fédération Nationale du Crédit Agricole (2004), he became Deputy Chairman in 2008, then Chairman in 2010. On this basis, he was also Chairman of SAS Rue La Boétie, Crédit Agricole S.A.'s majority shareholder, before being elected Chairman of Crédit Agricole S.A. in November 2015.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman of the Caisse régionale Val de France, Fédération Nationale du Crédit Agricole and SAS Rue La Boétie
- Director: "Pays de France" Crédit Agricole foundation

In other listed companies
-

In other non-listed companies
-

Other offices
- Chairman of the Finance Commission: Chambre d'agriculture d'Eure-et-Loir
- Manager: EARL de Villiers-le-Bois

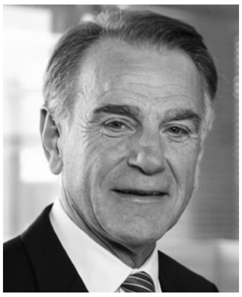
OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chairman: ADICAM (2015)

In other listed companies
-

In other non-listed companies
-

Other offices
- Director: INRA (2014)
- Chairman: CNMCCA (2015)
- Member: Conseil économique, social et environnemental (2015)



Born in 1954

Date first appointed:
May 2015 (private individual)

Term of office ends:
2016

Number of Crédit Agricole S.A. shares held at 31/12/2015:
1,670 (personally owned)

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
4,657

Representative of SAS Rue La Boétie:

Jack BOUIN

Main office within the Company: Deputy Chairman of the Board of Directors

Member of the Strategy and Corporate Social Responsibility Committee – Member of the Appointments and Governance Committee

Business address: Caisse régionale d'Aquitaine – 1304, boulevard du Président-Wilson – 33000 Bordeaux

BRIEF BIOGRAPHY

Jack Bouin has spent his whole career in Crédit Agricole Group, which he joined in 1972. He began at the Crédit Agricole de Charente-Maritime where he held different operational responsibilities, in all areas of universal banking. In 1992, he joined the Caisse régionale des Deux-Sèvres, where he became Manager. He was appointed Deputy Chief Executive Officer for the Crédit Agricole du Morbihan, then Touraine Poitou (2004-2006). Jack Bouin then became Chief Executive Officer of the Caisse régionale du Finistère, then, from 2013, of the Caisse régionale d'Aquitaine. Having held numerous positions in the Group's subsidiaries, he was elected first Deputy Chairman of the Fédération Nationale du Crédit Agricole, and, as such, Deputy Chairman of SAS Rue La Boétie – majority shareholder – which he represents at the Crédit Agricole S.A. Board of Directors.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chief Executive Officer: Caisse régionale d'Aquitaine
- 1st Deputy Chairman: Fédération Nationale du Crédit Agricole
- Deputy Chairman: SAS Rue La Boétie
- Chairman: GSO (Grand Sud-Ouest Capital)
- Director: "Pays de France" Crédit Agricole foundation

In other listed companies
-

In other non-listed companies
-

Other offices
- Director: BMA (Bordeaux Métropole Aménagement)
- Deputy Chairman: Fédération bancaire française Aquitaine (French Banking Federation)
- Secretary: Fondation pour la Culture et les Civilisations du Vin (Foundation for Wine culture and civilisations)

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chief Executive Officer: Caisse régionale du Finistère (2013)
- Chairman: Crédit Agricole Paiements (2015)
- Director: Foncaris (2015), Crédit Agricole Cards & Payments (2015), Fia-Net Europe (2015), LCL (2015), Pacifica (2015), Adicam (2015), Crédit Agricole Protection Sécurité (2015)

In other listed companies
-

In other non-listed companies
-

Other offices
-

3

Born in 1952

Date first appointed:
February 2015

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
8,122

Roger ANDRIEU

Main office within the Company: Director

Member of the Appointments and Governance Committee

Business address: Caisse régionale des Côtes-d'Armor – La Croix Tual – 22440 Ploufragan

BRIEF BIOGRAPHY

Farmer/breeder in the Côtes d'Armor, Roger Andrieu was elected Director (1983) then Chairman (1994-2013) of the Caisse locale de Lamballe. From 1999, he entered the Board of Directors of the Caisse régionale des Côtes-d'Armor, where he became first Deputy Chairman (2005), then Chairman (2011). Roger Andrieu also has responsibilities in the Group national working bodies, in particular as Deputy Chairman of the Economy and Territories Commission and within the Group's specialist subsidiaries.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman: Caisse régionale des Côtes-d'Armor
- Director: Foncaris, SNC CA Titres, SAS Pleinchamp

In other listed companies
-

In other non-listed companies
- Manager: SCEA Andrieu, GIE Tralisco

Other offices
- Director: COFILMO
- Director and Treasurer: VIVEA

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chairman: Caisse locale of Lamballe (2013)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Born in 1961

Date first appointed:
May 2013

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
10

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
778

Pascale BERGER

Main office within the Company: Director representing Crédit Agricole Regional Banks employees

Business address: Caisse régionale de Franche-Comté – 11, avenue Elisée-Cusenier – 25000 Besançon

BRIEF BIOGRAPHY

Pascale Berger holds a DEA (diplôme d'études approfondies) in business law and a DESS (diplôme d'études spécialisées) in rural law. She spent most of her career at the Caisse régionale de Franche-Comté, first as Portfolio Manager in the Litigation department (1988-1992), then Business manager in the Training department (1992-2005). She became Business Manager in the Permanent Accounting Control department and then an internal auditor. In 2014, she joined the Innovation and Transformation division, with responsibility for the documentary database. She was elected Assistant Secretary of the Caisse régionale de Franche-Comté works council.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Lead: "Chorale Doc" (Caisse régionale de Franche-Comté documentary database)
- Assistant Secretary: Franche-Comté works council

In other listed companies
-

In other non-listed companies
-

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Auditor: Caisse régionale de Franche-Comté within the Audit and Periodic Controls department (2014)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Caroline CATOIRE

Main office within the Company: Director

Member of the Audit Committee

Business address: Crédit Agricole S.A. – 12, place des États-Unis – 92120 Montrouge

Born in 1955

Date first appointed:
May 2011

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
1,044

BRIEF BIOGRAPHY

A former student of the École Polytechnique, Caroline Catoire held a number of different positions in the Total Group from 1980 to 1998: within the Economic Research division, the Oil Trading division, and then the Finance division, as Director of Management Control and then Director of Corporate Finance. She then joined Société Générale and served as the Director of Management Control of the investment bank (1999-2002). She added to her experience in the financial sector, serving as CFO in a number of different companies: Sita France, then Saur Group and Metalor Group. Since December 2015, she has been a consultant in the financial sector.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies

-

In other listed companies

-

In other non-listed companies:

- Manager: C2A Conseil (currently being registered)

Other offices

-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies

-

In other listed companies

- Director: Maurel and Prom International (2015)

In other non-listed companies

- Chief Financial Officer and Executive Committee member: Saur Group (2014)
- Chief Financial Officer and Executive Committee member: Metalor Group (2015)
- Director: Coved, CER, Sedud (2014)

Other offices

-

Pascal CÉLÉRIER

Main office within the Company: Director

Member of the Audit Committee

Business address: Caisse régionale de Paris et d'Île-de-France – 26, quai de la Rapée – 75012 Paris

Born in 1953

Date first appointed:
November 2013

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
2,030

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
4,540

BRIEF BIOGRAPHY

Pascal Célérier is a graduate of Sciences Po Paris with a Master's degree in Business Law and a post graduate degree in accounting. He has spent his entire career at Crédit Agricole. Having joined Crédit Agricole du Loiret in 1977, he occupied the position of Marketing Director there, later becoming Finance and Marketing Director in Haute Savoie. He became Deputy Chief Executive Officer of Crédit Agricole of Haute Saône and of the Territoire de Belfort (1991), then Deputy Chief Executive Officer of Crédit Agricole de Franche Comté. 1995 saw him appointed Chief Executive Officer of Crédit Agricole de la Vendée, and then of Loire Atlantique. In 2002, he became Chief Executive Officer of Crédit Agricole Atlantique Vendée. He has been CEO of Crédit Agricole de Paris et d'Île-de-France since 2004. He is also Deputy Secretary General of the FNCA.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies

- Chief Executive Officer: Caisse régionale de Paris et d'Île-de-France
- Director: SAS Rue La Boétie, CA Technologies & Services (GIE), Coopernic (GIE), IFCAM, SAS CA Paiements, SNC Cards & Payments, Fia-Net Europe
- Deputy Secretary General: Fédération Nationale du Crédit Agricole
- Supervisory Board member: SNC Crédit Agricole Titres

In other listed companies

-

In other non-listed companies

-

Other offices

-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies

- Non-voting Director: Crédit Agricole S.A. (2013)
- Director: LCL (2011), BFT (2011), BFT Gestion (2011), Synergie Services (GIE) (2013), SAS CAAGIS (2014)
- Permanent Representative of the Crédit Agricole d'Île-de-France: SNC Synergie (2011), SNC Espace Diderot (2013)

In other listed companies

-

In other non-listed companies

-

Other offices

-

Laurence DORS

Main office within the Company: Director
Chairwoman of the Compensation Committee
Member of the Audit Committee – Member of the Appointments and Governance Committee

Business address: Theano Advisors – 57, rue Pierre-Charron – 75008 Paris

Born in 1956

Date first appointed:
May 2009

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
1,085

BRIEF BIOGRAPHY

A former senior civil servant in the French Finance Ministry and former member of the Prime Minister's staff (1995-1997) and the Ministry of the Economy's staff (1994-1995), Laurence Dors has spent much of her professional career in international positions and general management in major international groups (Lagardère, EADS, Dassault Systems, Renault). She is the cofounder and a Senior Partner of the consulting firm Theano Advisors (formerly Anthenor Partners). A specialist in governance issues and an independent Director, she sits on the Board of Directors of the Institut français des administrateurs.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies

-

In other listed companies

- Independent Director: Cap Gemini

In other non-listed companies

- Independent Director: EGIS SA
- Senior Partner: Theano Advisors

Other offices

- Director: Institut français des administrateurs (IFA), Institut National des Hautes Etudes de la Sécurité et de la Justice (INHESJ)

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies

-

In other listed companies

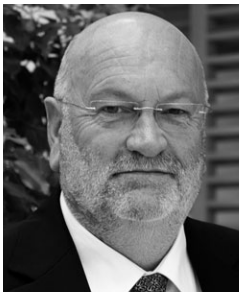
- Secretary General and Executive Committee member: Renault Group (2011)

In other non-listed companies

-

Other offices

-



Daniel EPRON

Main office within the Company: Director
Member of the Strategy and Corporate Social Responsibility Committee – Member of the Compensation Committee

Business address: Caisse régionale de Normandie – 15, esplanade Brillaud-de-Laujardière – 14050 Caen Cedex

Born in 1956

Date first appointed:
May 2014

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
2,801

BRIEF BIOGRAPHY

Daniel Epron is a farmer in the Orne region. He has held a number of elected mandates, especially in the agricultural sector. He was Deputy Secretary General of the young farmers' Centre, the "Centre national des jeunes agriculteurs" (1989-1992), a member of the "Conseil économique et social régional de Basse Normandie" (1989-2013), Chairman of the Chambre régionale d'agriculture de Normandie (1995-2007), and a Local advisor for Basse-Normandie (2001-2004). Chairman of the Caisse locale Crédit Agricole de l'Aigle from 1990 to 2005, he has chaired the Caisse régionale of Orne, and then of Normandie (post merger) since 2006. He is Deputy Chairman of the Fédération Nationale du Crédit Agricole.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies

- Chairman: Caisse régionale de Normandie, Sofinormandie
- Deputy-Chairman: Fédération Nationale du Crédit Agricole
- Director: CA Technologies et Services, Cariparma, SAS Rue La Boétie

In other listed companies

-

In other non-listed companies

-

Other offices

- Manager: GFA de Belzaise
- Partner: SCI Samaro

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies

- Director: CA Consumer Finance (2014), LCL (2014)

In other listed companies

-

In other non-listed companies

-

Other offices

- Member: CESER Normandie (2013)

Born in 1957

Date first appointed:
February 2010

Term of office ends:
2016

Number of Crédit Agricole S.A. shares held at 31/12/2015:
650

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
1,545

Véronique FLACHAIRE

Main office within the Company: Director
Member of the Risk Management Committee
Business address: Caisse régionale du Languedoc – Avenue du Montpelliéret-Maurin – 34970 Lattes

BRIEF BIOGRAPHY

Véronique Flachaire is a chemical engineer and graduate of Sciences Po Paris, and has spent her entire career at the Crédit Agricole Group. With an executive position in the Caisse régionale du Midi, she was then appointed Deputy Chief Executive Officer of the Caisse régionale du Sud-Ouest. She ran the Inforsud Group and then the Group's subsidiary dedicated to means of payment (Cédicam) (2004-2007), before joining Crédit Agricole S.A. as Director of Relations with Regional Banks. Backed by her diverse range of experience in all areas of banking, she was appointed CEO of the Caisse régionale Charente-Maritime Deux-Sèvres in 2009 and has served in the same position in the Caisse régionale du Languedoc since 2012.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chief Executive Officer: Caisse régionale du Languedoc
- Chairwoman: Santeffi, Deltager, CA Technologies et Services, CA Paiement
- Director: BforBank, CCPMA, HECA, Adicam, Sofilaro

In other listed companies
-

In other non-listed companies
-

Other offices
- Chairwoman: Fédération bancaire française Languedoc-Roussillon

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chief Executive Officer: Caisse régionale Charente-Maritime Deux-Sèvres (2012)
- Chairwoman: Unexo (2012)
- Director: CA Technologies et Services (2015), Acticam (2012)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Born in 1960

Date first appointed:
May 2014

Term of office ends:
2016

Number of Crédit Agricole S.A. shares held at 31/12/2015:
2,200

Jean-Pierre GAILLARD

Main office within the Company: Director
Member of the Audit Committee – Member of the Appointments and Governance Committee
Business address: Caisse régionale Sud Rhône-Alpes – 15-17, rue Paul-Claudel – 38100 Grenoble

BRIEF BIOGRAPHY

Jean-Pierre Gaillard is a wine grower and Municipal Councillor in Saint-Jean Le Centenier. He has been Chairman of the Caisse locale de Crédit Agricole de Villeneuve de Berg since 1993. After having sat on the Board of the Caisse régionale de l'Ardèche, then the Caisse régionale Sud Rhône-Alpes, where he was elected Chairman in 2006. Being particularly committed to local development and environmental economics, he chairs Crédit Agricole Group's Energy and Environment Committee. He holds a number of offices within national bodies and has been Deputy Chairman of the Fédération Nationale du Crédit Agricole since December 2015.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman: Caisse régionale Sud Rhône-Alpes
- Deputy Chairman: Fédération Nationale du Crédit Agricole
- Member: Supervisory Board of CA Titres
- Director: LCL, SAS Rue La Boétie

In other listed companies
-

In other non-listed companies
-

Other offices
- Municipal Councillor: St-Jean-le-Centenier (Ardèche)

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Director: Banca Popolare FriulAdria (2014)
- Deputy-Chairman: Crédit Agricole Solidarité Développement (CASD) (2015)
- Treasurer: Fédération Nationale du Crédit Agricole (2015)

In other listed companies
-

In other non-listed companies
-

Other offices
-

3

Françoise GRI

Main office within the Company: Director
Member of the Strategy and Corporate Social Responsibility Committee – Member of the Risk Management Committee

Business address: Crédit Agricole S.A. – 12, place des États-Unis – 92120 Montrouge

Born in 1957

Date first appointed:
May 2012

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
2,000

BRIEF BIOGRAPHY

Françoise Gri is a graduate of the École nationale supérieure d'informatique et de mathématiques appliqués in Grenoble. She began her career in the IBM Group and was appointed Chairman and CEO of IBM France in 2001. 2007 saw her move to Manpower as Chairwoman and CEO of its French subsidiary, before going on to become Executive Vice-President for Southern Europe for ManpowerGroup (2011). An accomplished senior manager with extensive international experience, she then took up the position of Chief Executive Officer of the Pierre&Vacances-Center Parcs Group (2012-2014). She is an independent Director and is also a member of the Corporate Governance High Committee.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
-

In other listed companies
- Independent Director: Edenred S.A., WNS Services

In other non-listed companies
- Manager: F. Gri Conseil
- Independent Director: 21 Centrale Partners

Other offices
- Co-Chairwoman: Comité Sup Emploi
- Member: Corporate Governance High Committee, MEDEF Ethics Committee

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
-

In other listed companies
- Chief Executive Officer: Pierre & Vacances-Center Parcs Group (2014)
- Chairwoman: ManpowerGroup France and Europe (2012)
- Executive Vice-President: ManpowerGroup in charge of Southern Europe (2012)
- Supervisory Board member: Rexel SA (2013)

In other non-listed companies
-

Other offices
- Deputy Chairwoman: Institut de l'entreprise (2015)
- Member: Conseil économique, social et environnemental (2013), Institut français du tourisme (2015)

Jean-Paul KERRIEN

Main office within the Company: Director

Business address: Caisse régionale du Finistère – 7, route du Loch – 29555 Quimper

Born in 1961

Date first appointed:
May 2015

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
558

BRIEF BIOGRAPHY

A farmer specialising in organic vegetable production, Jean-Paul Kerrien has been Chairman of the Caisse locale de Taulé since 1996. He has been Director of the Caisse régionale du Finistère since 2006, of which he became Deputy Chairman in 2009 then Chairman in 2012. Reflecting his strong investment in the Group's agriculture, he has developed several cooperative production and distribution structures. He was a member of the Finistère Chamber of Agriculture (2006-2012), of which he chaired the Agronomy Commission. Jean-Paul Kerrien also has responsibilities in the area of innovation.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman: Caisse régionale du Finistère, FIRECA
- Director: COFILMO, BforBank

In other listed companies
-

In other non-listed companies
- Partner: Earl de Kererec, Sarl photovoltaïque de Kererec

Other offices
- Chairman: Investir en Finistère

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Director: HECA (2015)

In other listed companies
-

In other non-listed companies
-

Other offices
- Member of the Board of the Chambre d'agriculture du Finistère (2012)
- Employment dispute advisor at the High court of Morlaix (2013)

Born in 1960

Date first appointed:
May 2010

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
500

Monica MONDARDINI

Main office within the Company: Director
Chairwoman of the Appointments and Governance Committee

Business address: Gruppo Editoriale L'Espresso-Ufficio Amministratore Delegato – Via C. Colombo – 98 00147 Roma

BRIEF BIOGRAPHY

Graduate in economics and statistics from the University of Bologna (Italy), Monica Mondardini has held several executive positions within the publishing (Hachette) and then the insurance sector (Generali) in Italy, Spain and France. In 2009 she joined one of the largest Italian publishing groups, the Gruppo Editoriale l'Espresso, as Deputy Director. While in her current role, she became in 2013 deputy director of CIR S.p.A. a major industrial holding company listed on the Milan stock exchange, which controls Gruppo Editoriale l'Espresso.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
-

In other listed companies
- Chairwoman: Sogefi S.p.A. (CIR Group)
- Deputy Director: CIR S.p.A., Gruppo Editoriale L'Espresso (CIR group)
- Independent Director: Atlantia S.p.A, Trevi Finanziaria Industriale S.p.A.

In other non-listed companies
- Director: Kos (CIR Group)

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
-

In other listed companies
- Director: Scor SE (2013)

In other non-listed companies
-

Other offices
- Director: Save the Children Italia (2014)

Born in 1957

Date first appointed:
August 2013

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
2,401

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
2,376

Gérard OUVRIER-BUFFET

Main office within the Company: Director
Member of the Strategy and Corporate Social Responsibility Committee

Business address: Caisse Régionale Loire Haute-Loire – 94, rue Bergson – BP 524 – 42007 Saint-Étienne Cedex 1

BRIEF BIOGRAPHY

Gérard Ouvrier-Buffet has spent almost his whole career in Crédit Agricole Group. He acquired comprehensive expertise in all aspects of retail banking working in the Caisse régionale de Haute-Savoie (1982-1992), and Caisse régionale du Midi (1992-1998). Appointed Deputy Chief Executive Officer of Crédit Agricole Sud Rhône-Alpes in 1998, he has served as Chief Executive Officer of the Caisse régionale Loire Haute-Loire since 2002. At the same time, he was chairman of the Group's insurance business line until 2013 and spearheaded the launch and development of the real estate business line. Today, he is chairman of Crédit Agricole Immobilier. He is Deputy Chairman of the Fédération Nationale du Crédit Agricole.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chief Executive Officer: Caisse régionale Loire Haute-Loire
- Chairman of the Board of Directors: Cofam, Sircam, Locam, Crédit Agricole Immobilier
- Deputy Chairman: Fédération Nationale du Crédit Agricole
- Director: SAS Rue La Boétie, SAS Square Habitat Crédit Agricole Loire Haute-Loire, Edokial, SA Défitech, SA Chêne Vert
- Management Board member: SAS Uni-Edition
- Supervisory Board member: Crédit du Maroc

In other listed companies
-

In other non-listed companies
- Director: SACICAP Forez-Velay

Other offices
- Treasurer: Jean-Monnet University Foundation in Saint-Étienne

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chairman of the Board of Directors: Crédit Agricole Assurances (2013), Pacifica (2013)
- Director: Predica (2013), Crédit Agricole Immobilier (2015)
- Chairman of the Executive Committee: Sacam Square Habitat (2014)
- Chairman of the Board of Directors: Logiciel Immobilier (2014)

In other listed companies
-

In other non-listed companies
- Director: SA of HLM Cité Nouvelle Saint-Étienne (2013)

Other offices
-

Jean-Louis ROVEYAZ

Main office within the Company: Director
Member of the Compensation Committee – Member of the Risk Management Committee
Business address: Caisse régionale de l'Anjou et du Maine – 40, rue Prémartine – 72083 Le Mans

Born in 1951

Date first appointed:
May 2012

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
5,274

BRIEF BIOGRAPHY

Having completed his higher education studies in agronomy, Jean-Louis Roveyaz took the helm of farming business specialising in cereal production. He also made a firm commitment to developing and expanding the influence of Crédit Agricole. In 1992, he became Chairman of the Local Bank in La-Suze-sur-Sarthe, and was then elected Director of the Caisse régionale de la Sarthe, followed by Caisse régionale de l'Anjou et du Maine of which he became Chairman in 2004. Jean-Louis Roveyaz believes in dialogue and progress and as such has held several positions nationally in France in the operating subsidiaries and also in consultation and negotiation working bodies.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman: Caisse régionale de l'Anjou et du Maine, Supervisory Board SEFA
- Director and Member of the Compensation Committee and the Appointments Committee: Crédit Agricole Corporate and Investment Bank
- Director and Member of the Compensation Committee: Cariparma
- Director: SAS SACAM Machinisme

In other listed companies
-

In other non-listed companies
- Director and Member of the Executive Committee: John Deere Financial
- Director and Member of the Audit Committee: SOPEXA

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chairman: Board of Directors of SAS Pleinchamp (2012), Crédit Agricole Home Loan SFH (2012)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Christian STREIFF

Main office within the Company: Director
Member of the Compensation Committee – Member of the Risk Management Committee
Business address: Safran Group – 2, boulevard du Général-Martial-Valin - 75015 Paris

Born in 1954

Date first appointed:
May 2011

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
100

BRIEF BIOGRAPHY

A graduate of the "Écoles des Mines", Christian Streiff spent much of his career at Saint-Gobain where he held various executive positions in Europe before being appointed Chief Executive Officer of the Group. In 2008, he became Executive Chairman of Airbus and a member of the EADS Executive Committee. Christian Streiff then went on to join PSA Peugeot Citroën where he served as Chairman of the Management Board, a position he occupied until 2009. With his extensive industrial and international experience, he is now Deputy Chairman of the Safran Group, and shareholder in three start-ups: Expliseat, Optiréno and Astra.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
-

In other listed companies
- Deputy Chairman of the Board of Directors: Safran Group

In other non-listed companies
- Chairman: CS Conseils, Astra
- Director: Expliseat, Optiréno

Other offices
- Director: Fondation pour la Recherche sur les AVC (Strokes Research Foundation)

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
-

In other listed companies
- Director: Finmeccanica S.p.A. (Italy) (2013), Thyssen-Krup (Germany, 2006-2015)

In other non-listed companies
- Director: Bridgepoint (UK, 2015)

Other offices
-

Born in 1955

Date first appointed:
May 2012

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
895

François THIBAULT

Main office within the Company: Director
Member of the Strategy and Corporate Social Responsibility Committee
Business address: Caisse régionale Centre Loire – 8, allée des Collèges – 18000 Bourges

BRIEF BIOGRAPHY

An agricultural engineer, farmer and viticulturist by profession, François Thibault is a long-standing elected member of Crédit Agricole's working bodies. Chairman of the Cosne-sur-Loire (Nièvre) Local Bank since 1991, he has been Director and then Chairman of the Caisse régionale Centre Loire, since 1996. He also holds a number of responsibilities in the Group's national working bodies, in particular as Chairman of Federal Committees, as well as in the specialised subsidiaries, in particular in insurance and corporate and investment banking.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman: Caisse régionale Centre Loire, Foncaris, Camca and Camca Courtage, SAS Centre Loire Expansion, SAS Pleinchamp
- Director: Crédit Agricole Corporate and Investment Bank, Car Centre, CA Bank Polska

In other listed companies
-

In other non-listed companies
- Partner in Gaec Thibault, GFA Villargeau d'en Haut, GFA de Montour, SCI Loire et Fontbout

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Director: CA Consumer Finance (2011)
- Member: Fireca Strategy Committee (2012)
- Chairman: Car Centre (2014)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Born in 1952

Date first appointed:
May 2008

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
779

François VEVERKA

Main office within the Company: Director
Chairman of the Risk Management Committee - Chairman of the Audit Committee
Member of the Strategy and Corporate Social Responsibility Committee – Member of the Compensation Committee
Business address: 84, avenue des Pages – 78110 Le Vésinet

BRIEF BIOGRAPHY

A graduate of ESSEC and former ENA student, François Veverka held a number of different positions in the public economic sphere, notably in the French Ministry of Finance and the "Commission des opérations de bourse". He then went on to take up executive positions in Standard & Poor's (1990-2006) where his role involved working with the French regulatory and supervisory authorities on all matters relating to banking and financial markets. He was then appointed Chief Executive Officer of Compagnie de Financement Foncier, before going on to become a banking and finance consultant.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Director: LCL, Crédit Agricole Corporate and Investment Bank
- Non-voting Director: Amundi

In other listed companies
-

In other non-listed companies
- Chairman of the Supervisory Board: Octofinances

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
-

In other listed companies
-

In other non-listed companies
- Supervisory Board member: Octofinances (2011)

Other offices
- Consultant: Banking and Finance activities (Banquefinance associés) (2015)
- Teacher: ESCP-EAP (2012), École polytechnique fédérale de Lausanne (2012)

François HEYMAN

Main office within the Company: Director representing employees of UES Crédit Agricole S.A.
Member of the Compensation Committee
Business address: Crédit Agricole S.A. – SGL/DCG – 12, place des États-Unis – 92120 Montrouge

Born in 1959

Date first appointed:
June 2012

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
60

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
2,164

BRIEF BIOGRAPHY

François Heyman has been a Research and Communication Campaigns Officer in the Group Communication division of Crédit Agricole S.A. since 2009. Alongside his banking career, he has served in a number of national trade union roles as representative of the CFDT in the Fédération Générale Agroalimentaire, a member of the Conseil économique, social et environnemental, Co-Chairman of Agrica, a supplementary retirement and Social Security group, Director of Arrco, and a member of the Conseil supérieur de la Protection sociale agricole.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Research and communication campaigns officer, Group Communication division of Crédit Agricole S.A.

In other listed companies
-

In other non-listed companies
-

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
-

In other listed companies
-

In other non-listed companies
-

Other offices
-

Christian MOUEZA

Main office within the Company: Director representing employees of UES Crédit Agricole S.A.
Business address: SILCA – 83, boulevard des Chênes – 78280 Guyancourt

Born in 1957

Date first appointed:
June 2012

Term of office ends:
2018

Number of Crédit Agricole S.A. shares held at 31/12/2015:
-

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
227

BRIEF BIOGRAPHY

Christian Moueza has spent the greater part of his career in Crédit Agricole S.A. and served in a number of different operating positions in computing and IT systems. An analyst, IT developer, and IT and organisational project manager, he was elected Director representing employees of Crédit Agricole S.A. (technical employees).

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- IT resource manager: SILCA

In other listed companies
-

In other non-listed companies
-

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- IT site manager: SILCA (2013)
- IT and organisational project manager: Internet & viruses (2014)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Xavier BEULIN

Main office within the Company: Director representing the professional agricultural organisations

Business address: FNSEA – 11, rue de la Baume – 75008 Paris

Born in 1958

Date first appointed:
September 2011

Term of office ends:
2017

Number of Crédit Agricole S.A. shares held at 31/12/2015:
50

BRIEF BIOGRAPHY

A cereal, oilseed and dairy farmer by profession, Xavier Beulin was appointed Chairman of the French Fédération nationale des syndicats d'exploitants agricoles (FNSEA), a position he has held since 2010. He has various responsibilities in agricultural organisations, notably as First Deputy Chairman of the Chambre régionale d'agriculture du Centre and Chairman of the Conseil économique, social et environnemental du Centre. Firmly committed to the oilseeds and protein sector, he was appointed Chairman of AVRIL Group in 2000. Xavier Beulin was appointed Director of Crédit Agricole S.A. by a joint decree by the Minister of the Economy and the Minister of Agriculture.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Director: CACIF

In other listed companies
-

In other non-listed companies
- Chairman: AVRIL Group

Other offices
- Chairman: FNSEA, Economic, Social and Environmental Regional Council for the region Centre Val-de-Loire (CESER), EOA (European Oilseeds Alliance), Grand Port Maritime de La Rochelle
- Chairman of the Supervisory Board: Grand Port Maritime de La Rochelle, Institut de Prospective économique du monde méditerranéen (IPEMED)
- Deputy Chairman: FDSEA du Loiret
- Elected representative and Board member: Chambre régionale d'agriculture du Centre, Chambre départementale d'agriculture du Loiret
- Director: Foundation for World Agriculture and Rural Life (FARM)

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
-

In other listed companies
-

In other non-listed companies
- Deputy Chairman: Copa-Cogeca (2015)

Other offices
- First Deputy Chairman: Chambre régionale d'agriculture du Centre (2013)
- Assistant Secretary: Chambre régionale d'agriculture du Centre (2014)
- Deputy Chairman: Chambre départementale d'agriculture du Loiret (2014)

François MACÉ

Main office within the Company: Non-voting Director

Business address: Caisse régionale de Nord de France – 10, square Foch – BP 369 – 59020 Lille Cedex

Born in 1955

Date first appointed:
November 2013

Term of office ends:
2016

Number of Crédit Agricole S.A. shares held at 31/12/2015:
3,890

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
7,193

BRIEF BIOGRAPHY

An agricultural engineer (ESA-Purpan), and holder of a post-graduate degree (DEA) in economics and rural law, François Macé has spent most of his career in Crédit Agricole Group. He served in several operating positions in the agriculture and corporate markets, followed by the Finance and Risk functions at the Caisse régionale du Loiret (which became Centre Loire in 1995). He joined the Caisse régionale du Midi (1998-2001), before moving to the Caisse Val de France as Deputy Chief Executive Officer. An accomplished banker, he was appointed Chief Executive Officer of the Caisses régionales Charente-Périgord (2004-2010), de Champagne-Bourgogne (2010-2012) and Nord de France (since 2012).

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chief Executive Officer: Caisse régionale Nord de France
- Chairman: SACAM Machinisme
- Director: CA Consumer Finance, Camca, Cacif
- Member: CA Titres, Uni-Edition

In other listed companies
-

In other non-listed companies
- Chairman: John Deere Financial, Foncière de l'Érable, FINORPA SCR
- Director: SAS Nacarat, La Voix du Nord

Other offices
- Chairman: FBF Committee Nord-Pas-de-Calais

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Chairman: Crelan (formerly Crédit Agricole Belge) (2014)
- Director: Crédit Agricole Risk Insurance (2014), Crédit Agricole Srbija (Serbia) (2014), Crédit Agricole Corporate and Investment (2013)

In other listed companies
-

In other non-listed companies
-

Other offices
- Director: PRES Bourgogne-Franche-Comté (2012), Competitiveness Cluster VITAGORA (2012), SEM d'Aménagement du Grand Dijon (2012), El Purpan (2014)

INFORMATION ON EXECUTIVES

Philippe BRASSAC

Main office within the Company: Chief Executive Officer
Chairman of the Executive Committee

Business address: Crédit Agricole S.A. – 12, place des États-Unis – 92120 Montrouge

Born in 1959

Date first appointed:
May 2015

Number of Crédit Agricole S.A. shares held at 31/12/2015:
-

FCPE (employee share ownership plan) shares held invested in Crédit Agricole S.A. shares at 31/12/2015:
17,657

BRIEF BIOGRAPHY

A graduate of the Paris Graduate School of Economics, Statistics and Finance (ENSAE), Philippe Brassac joined Crédit Agricole du Gard in 1982. He held several executive offices there before being appointed, in 1994, Deputy Chief Executive Officer of Crédit Agricole des Alpes-Maritimes, now Crédit Agricole Provence Côte d'Azur. In 1999, he joined Caisse Nationale de Crédit Agricole as Director of relations with Regional Banks. In 2001, he was appointed Chief Executive Officer of Crédit Agricole Provence Côte d'Azur. In 2010, he also became Secretary General of the Fédération Nationale du Crédit Agricole and Deputy Chairman of the Board of Directors of Crédit Agricole S.A. In May 2015, he was appointed Chief Executive Officer of Crédit Agricole S.A.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chief Executive Officer: Crédit Agricole S.A.
- Chairman: Crédit Agricole Corporate and Investment Bank, LCL
- Director: "Pays de France" Crédit Agricole foundation

In other listed companies
-

In other non-listed companies
-

Other offices
- Deputy Chairman: Executive Committee of the Fédération Bancaire Française

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Secretary General: FNCA (2015)
- Chief Executive Officer: Caisse régionale Provence Côte d'Azur (2015)
- Director and Deputy Chairman: Crédit Agricole S.A. (2015), SAS Rue La Boétie (2015)
- Director: Crédit Agricole Corporate and Investment Bank, LCL
- Chairman: Sofipaca Gestion and Sofipaca (2015)

In other listed companies
-

In other non-listed companies
-

Other offices
-

Born in 1960

Date first appointed:
July 2012

Number of Crédit Agricole S.A. shares held at 31/12/2015:
16,776

Xavier MUSCA

Main office within the Company: Deputy Chief Executive Officer
Member of the Executive Committee

Business address: Crédit Agricole S.A. – 12, place des États-Unis – 92120 Montrouge

BRIEF BIOGRAPHY

Graduate from the Institut d'études politiques in Paris and the École nationale d'administration, Xavier Musca began his career at the General Finance Inspectorate in 1985. In 1989, he joined the Treasury Directorate, where he became head of the European Affairs Bureau in 1990. In 1993, he was called to the Prime Minister's staff, then returned to the Treasury Directorate in 1995. Between 2002 and 2004, he was Principal Private Secretary to Francis Mer, Minister for the Economy, Finance and Industry, then appointed Treasury Director in 2004. He became Deputy Secretary General to the French President in 2009, in charge of economic affairs, then Secretary General to the French President in 2011. In 2012, Xavier Musca was appointed Deputy Chief Executive Officer of Crédit Agricole S.A., responsible for International retail banking, Asset management and Insurance. Since May 2015, he is Deputy Chief Executive Officer of Crédit Agricole S.A., as second Executive Director of Crédit Agricole S.A.

OFFICES HELD AT 31/12/2015

In Crédit Agricole Group companies
- Chairman: CA Consumer Finance
- Director: Amundi, Crédit Agricole Assurances, Crédit Agricole Creditor Insurance, Cariparma
- Director, Deputy Chairman: Predica
- Director, permanent representative of Crédit Agricole S.A.: Pacifica

In other listed companies
- Director: Cap Gemini

In other non-listed companies
-

Other offices
-

OTHER OFFICES HELD WITHIN PAST YEARS (2011 TO 2015)

In Crédit Agricole Group companies
- Deputy Chairman of the Supervisory Board: Crédit du Maroc (2015)
- Deputy Chairman: UBAF (2015)
- Director: CACEIS (2015), Crédit Agricole Egypt SAE (2015)

In other listed companies
- Director: Banco Espirito Santo (2014)

In other non-listed companies
- Director: Bespar (2014)

Other offices
-

3

TRADING IN THE COMPANY'S SHARES

Summary of trading in the Company's shares by executives of Crédit Agricole S.A. and other persons covered by Article L. 621-18-2 of the French Monetary and Financial Code during 2015, for transactions exceeding an aggregate ceiling of €5,000 (pursuant to Article L. 621-18-2 of the French Monetary and Financial Code and Article 223-26 of the General Regulations of the *Autorité des marchés financiers* (AMF)).

In accordance with Article 223-22 of the AMF's General Regulations, these trades have been reported to the AMF.

Name and position	Trading by members of the Board of Directors and by any persons related thereto
SAS Rue La Boétie Director	Option for the payment of scrip dividends on 41,869,955 shares for a total of €509,557,352

Specific measures concerning restrictions on or operations by Directors with regard to trading in the Company's shares:

Because each Director, by definition, is a "permanent insider", the rules on "windows" for subscription/prohibition on trading in Crédit Agricole S.A. shares apply to each Director. The dates corresponding to these windows are communicated to the Directors at the beginning of each financial year.

Name and position	Trading in the Company's shares by Executive Corporate Officers on a personal basis, and by any persons related thereto
Michel Mathieu Deputy Chief Executive Officer (until 31 August 2015)	Disposal of 49,479 shares for a total of €559,577 (2 transactions)

The Company's Board of Directors comprises 21 Directors, including one Corporate Officer of SAS Rue La Boétie, which is owned by the Regional Banks and owns 56.7% of Crédit Agricole S.A., and 10 Corporate Officers of the Regional Banks in which Crédit Agricole S.A. is shareholder at approximately 25%. The Regional Bank representatives therefore hold a majority of the seats on the Board. This illustrates the will to give the Regional Banks a broad representation and reflects Crédit Agricole Group's decentralised structure.

The interests of the Regional Banks and of SAS Rue La Boétie could differ from those of Crédit Agricole S.A. or of other Crédit Agricole S.A. shareholders. This could lead to potential conflicts of interests between the duties to Crédit Agricole S.A. of persons serving as both Director of Crédit Agricole S.A. and Corporate Officer of SAS Rue La Boétie or of a Regional Bank and their duties to SAS Rue La Boétie or to a Regional Bank. For information, it is noted that Crédit Agricole S.A. acts as the central body for the Regional Banks, in accordance with the provisions of Articles L. 511-30 to L. 511-32 and L. 512-47 to L. 512-54 of the French Monetary and Financial Code.

The Board of Directors currently has six independent Directors, i.e. one third in line with the recommendation of the AFEP/MEDEF Code of Corporate Governance regarding companies controlled by a majority shareholder. Four of the five Specialised Committees (Risks, Audit, Compensation, Appointments and Governance) are chaired by an independent Director. Consequently, after reviewing the situation with respect to the Directors in the light of the AFEP/MEDEF independence criteria, the Board concluded that the existing operation enabled the Board and its Committees to fulfil their duties with the required effectiveness, objectivity and independence, particularly with respect to preventing potential conflicts of interest, and to the equitable consideration of all shareholders' interests.

There exist no **service contracts** between the members of the administrative or management bodies and Crédit Agricole S.A. or any of its subsidiaries that grant benefits to such members.

To the Company's knowledge, there are no **family ties** among the Corporate Officers, Directors, Chief Executive Officer and Deputy Chief Executive Officers of Crédit Agricole S.A.

Crédit Agricole S.A. complies with the **corporate governance regulations** applicable in France, as described in the report of the Chairman of the Board of Directors submitted to the shareholders at the General Meeting of Shareholders of 19 May 2016, which is produced in full in this registration document. The AFEP/MEDEF Code revised in November 2015 is the Company's reference code for the purposes of preparing the report stipulated in Article L. 225-37 of the French Commercial Code.

To the Company's knowledge, at this date, no member of an administrative or management body of Crédit Agricole S.A. has been convicted in relation to fraudulent offences during the last five years.

To the Company's knowledge, at this date, no member of an administrative or management body of Crédit Agricole S.A. has been associated with any bankruptcy, receivership or liquidation during the last five years.

Details of any official charges and/or sanctions ruled against any member of an administrative or management body

No member of the administrative or management bodies of Crédit Agricole S.A. has been disqualified by a court from acting as a member of an administrative or management body or from participating in the management or running of Crédit Agricole S.A. within at least the last five years.

MANAGEMENT BODIES AT 15 MARCH 2016

COMPOSITION OF THE EXECUTIVE COMMITTEE

The Chief Executive Officer	**Philippe BRASSAC**
The Deputy Chief Executive Officer	**Xavier MUSCA**
The Deputy Managing Director in charge of the Large Customer division	**Jean-Yves HOCHER**
The Deputy Managing Director in charge of the Savings, Insurance and Real Estate division	**Yves PERRIER**
The Deputy Managing Director in charge of the Specialised Financial Services division	**Philippe DUMONT**
The Deputy Managing Director in charge of the Retail Banking division; also in charge of the Operations and Transformation division	**Michel MATHIEU**
The Deputy Managing Director in charge of the Development, Customer and Innovation division	**Olivier GAVALDA**
The Deputy Managing Director in charge of the Group Finance division	**Jérôme GRIVET**
The Secretary General	**Jérôme BRUNEL**
The Head of Group Human Resources	**Bénédicte CHRÉTIEN**
The Chief Executive Officer of LCL	**Yves NANQUETTE**
The Head of Group Risks	**Hubert REYNIER**
The Chief Executive Officer of Crédit Agricole Assurances	**Frédéric THOMAS**
The Head of Group Compliance	**Jean-Pierre TRÉMENBERT**

COMPOSITION OF THE EXTENDED EXECUTIVE COMMITTEE

The extended Executive Committee is composed of the members of the Executive Committee, plus:

The Head of the Agriculture and Food Processing division	**Laurent BENNET**
The Chief Executive Officer of Crédit Agricole Leasing & Factoring	**Philippe CARAYOL**
The Head of the Payments division	**Bertrand CHEVALIER**
The Head of Private Banking	**Christophe GANCEL**
The Chief Executive Officer of Crédit Agricole Immobilier	**Michel GOUTORBE**
The Chief Economist	**Isabelle JOB-BAZILLE**
The Head of Strategy	**Clotilde L'ANGEVIN**
The Head of Group Control and Audit	**Michel LE MASSON**
The Head of Group and Digital Marketing	**Serge MAGDELEINE**
The Head of Crédit Agricole S.A. Group in Italy	**Giampiero MAIOLI**
The Chief Executive Officer of CACEIS	**François MARION**
The Head of Group IT Systems	
The Head of Legal Affairs	**Pierre MINOR**
The Head of International Retail Banking	**Marc OPPENHEIM**
Also attended by: The Head of Group Public Affairs	**Alban AUCOIN**

COMPENSATION POLICY

This section has been prepared with the assistance of the Compensation Committee.

CRÉDIT AGRICOLE S.A. COMPENSATION POLICY

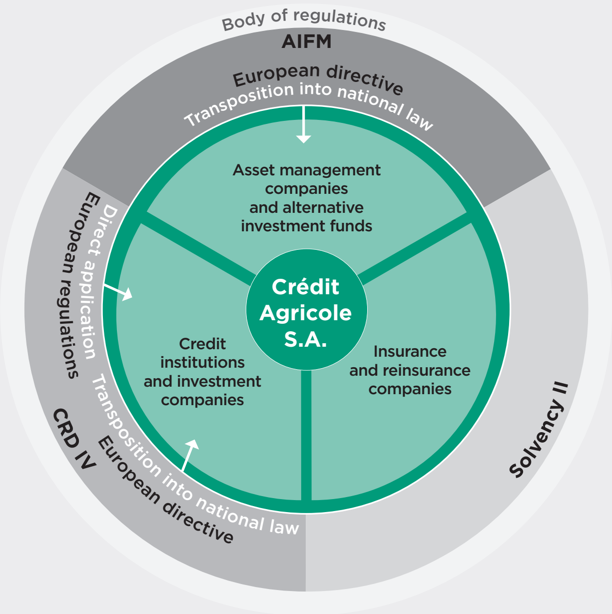
General principles applicable to all Crédit Agricole S.A. employees

Crédit Agricole S.A. has established a responsible compensation policy aimed at rewarding individual and Group performance over time, while reflecting the values of the Group and respecting the interests of all stakeholders, be they employees, customers or shareholders. The aim of the policy is to recognise individual and collective performance over the long term.

In line with the specific characteristics of its business lines, legal entities and legislation in local markets, the Group's compensation system aims to offer competitive compensation relative to its benchmark markets to attract and retain the best talent. Compensation is dependent on individual performance, but also the overall performance of the business lines. Lastly, the compensation policy aims to limit excessive risk-taking.

Crédit Agricole S.A.'s compensation policy must also be seen within a closely regulated environment specific to the banking sector.

Regulations governing the compensation policies of Crédit Agricole S.A. entities



The compensation policies of Crédit Agricole S.A. entities are governed by three distinct sets of regulations:

- those applicable to credit institutions and investment companies (the "CRD 4" package);
- those applicable to asset management companies and alternative investment funds (hedge funds and private equity funds) under the European AIFM directive 2011/6 of 8 June 2011;
- those applicable to insurance and reinsurance companies which come under the purview of Solvency II.

One innovation of the new regulatory framework is to define a set of "identified staff" who are subject to a more stringent compensation framework.

In general, Crédit Agricole S.A. Group ensures the compliance of its compensation policy with the national, European and international legal and regulatory environment in effect. It also includes the provisions of the Volcker Rule, the Law on the Separation of Banking and Finance Activities and the MiFID directive.

Total compensation paid to employees of Crédit Agricole S.A. comprises the following elements:

- fixed compensation;
- annual variable individual compensation;
- collective variable compensation (profit-sharing and incentives in France, profit-sharing in other countries);
- long-term variable and deferred compensation subject to performance conditions;
- peripheral compensation (supplementary pension and health insurance plans).

All or part of this package may be offered to each employee, according to their level of responsibility, skills and performance.

In each of its business lines, Crédit Agricole S.A. regularly reviews practices in other French, European and global financial groups so that its compensation structure can support its aspirations to attract and retain the talent and skills the Group needs.

Fixed compensation

Skills and responsibility level are rewarded by a basic salary in line with the specific characteristics of each business line in its local market.

Annual individual variable compensation

Variable compensation plans linked to performance are structured on the basis of attaining targets and the results of the entity, aligning employees' interests with those of the Group and its shareholders.

Variable compensation is related directly to annual performance and the impact on the establishment's risk profile. Unsatisfactory performance, failure to comply with rules and procedures or high-risk behaviours therefore have a direct impact on variable compensation.

Variable compensation is set in accordance with regulatory principles. It is defined in such a way that it does not hinder the ability of Group entities to strengthen their solvency when necessary. It takes all risks into account, including liquidity risk, as well as the cost of capital. It does not result from a performance assessment based on economic and financial criteria alone.

Depending on the business line and in line with market practices, two types of individual variable compensation systems exist within Crédit Agricole S.A.:

- **individual variable compensation** for central functions, retail banking and specialised business lines (insurance, leasing and factoring, consumer finance); and
- **bonuses** in corporate and investment banking, private banking, asset management and private equity.

INDIVIDUAL VARIABLE COMPENSATION

Individual variable compensation measures individual performance, on the basis of the attainment of individual and/or collective objectives. Performance is assessed by precise measurement of the results obtained relative to specific annual objectives (how much), taking into account the conditions in which the objectives were achieved (how).

The objectives are described precisely and are measurable over the year. The objectives should take into account customer, employee and societal dimension of the activities.

The extent to which objectives are achieved or exceeded is the key criterion for the allocation of individual variable compensation, in addition to a qualitative evaluation focusing on how the targets were achieved (examining criteria such as autonomy, engagement, uncertainty, general context, among others), and in light of consequences for the other stakeholders of the Company (managers, colleagues, other sectors, etc.). Inclusion of these various aspects enables individual variable compensation to be differentiated according to performance.

BONUS

Bonuses are related directly to the entity's financial results. They are determined according to a procedure comprising several stages.

1. The total amount allocated to the payment of bonuses is determined by entity, according to two types of criteria:

- quantitative criteria

  Each entity determines the amount of its business line contribution, *i.e.* its capacity to fund bonuses, taking into account the cost of risk, the cost of capital and the cost of liquidity, using the following calculation:

  Revenues(1)
  − direct and indirect expenses before bonuses
  − cost of risk
  − cost of capital before tax
  = Contribution

- qualitative criteria

  To determine the distribution rate for the contribution, *i.e.* the total available for bonuses, each entity must assess the level of distribution it wants to apply. To do so, it evaluates the entity's economic performance and the practices of competing companies operating in comparable businesses;

2. The individual allocation of this budget is determined according to the following principles:

   Individual bonus allocations are correlated with a formal individual annual performance appraisal, which looks at the achievement of both quantitative and qualitative objectives. There is no direct, automatic link between an employee's financial results and their variable compensation, given that employees are evaluated by looking at a combination of their performance, the results of their business and the conditions under which these results were attained.

   Similarly to individual variable compensation, targets are clearly defined and measurable over the year.

   Qualitative objectives are individualised, related to the professional activity and to the level of responsibility. They include the quality of risk management, behaviour and resources implemented to achieve the results, such as cooperation, teamwork and people management.

   In addition to the individual appraisal carried out each year by line management, the Human Resources department, the Group Risk Management and Permanent Controls department and the Compliance department conduct an independent assessment of potentially high-risk behaviour by these employees. If evidence of excessive risk-taking is found, there is a direct impact on variable compensation.

(1) *It being understood that, by definition, Revenues are calculated net of the cost of liquidity.*

Collective variable compensation

Crédit Agricole S.A. aims to ensure that all employees share in the results of collective performance. Accordingly, mechanisms for the allocation of collective variable compensation (profit-sharing) extend to the majority of Group entities in France. Similar mechanisms, to ensure results are shared amongst all employees, have been developed in a number of international entities (notably in Cariparma in Italy and Crédit Agricole Egypt).

Long term variable compensation

This component of variable compensation unifies, motivates and increases loyalty. It complements the annual variable compensation mechanism by rewarding the long-term collective performance of the Group and its entities.

It consists of several systems differentiated according to the level of responsibility in the Company:

1. "employee" shareholding open to all employees;
2. compensation in shares and/or cash with long-term performance conditions based on economic, financial and societal criteria consistent with the long-term strategy of the Group and its business entities. It is reserved for Senior Executives and key Group executives.

Compensation policy for Crédit Agricole S.A. Executive managers

The Group's 580 executive managers are members of the Management teams and break down into two management circles:

- executives in the first circle prepare the definition of strategy for their business line or a Group cross-cutting function and steer implementation, in line with Group strategy;
- in the second circle, executives are responsible for defining functional or operational policies that have a strategic impact on their businesses.

Crédit Agricole S.A. has implemented a variable compensation policy for Senior Executives, aiming at:

- correlating compensation levels with actual long-term performance;
- aligning management interests with those of Crédit Agricole S.A. by differentiating between individual and collective objectives and between financial and non-financial performance (customer satisfaction, management efficiency and impact on society);
- attracting, motivating and retaining Senior Executives.

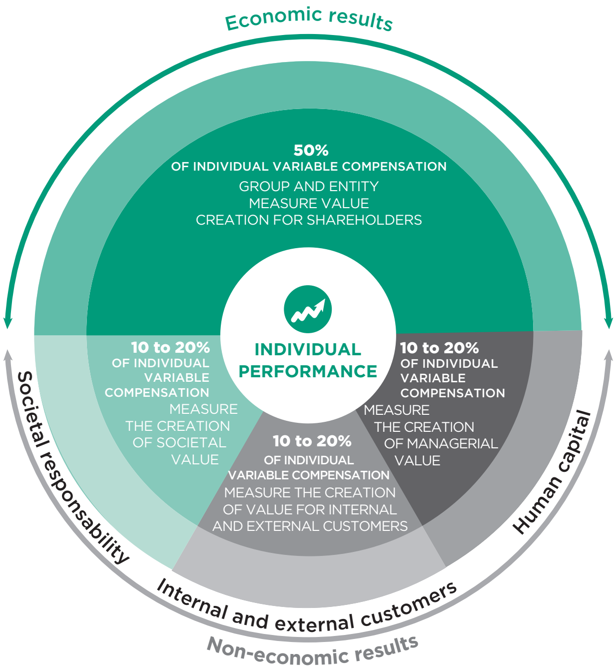
Annual individual variable compensation

All Crédit Agricole S.A. executive managers, including its Executive Corporate Officers, are eligible for the Group variable compensation plan. They benefit from a common plan, with the same rules applied across the Group.

Annual variable compensation is calculated based on two sets of criteria:

- economic criteria (50%), within the scope of Crédit Agricole S.A. and the scope of the Senior Executive's responsibility;
- non-economic criteria (50%).

They break down as follows:



- Measure the satisfaction of services and advices provided
- Measure the social responsibility, respect for values exceeding legal obligations, environmental impact, partnerships, ethics, etc.
- Measure the ability to attract, develop and retain employees

The amounts of annual individual variable compensation are calculated as a percentage of base salary. Target bonus increases in line with responsibility levels.

The financial objectives set for each executive manager, whatever his/her business line or function, are partly based on Group-wide criteria, commensurate with his/her level of responsibility. The other part is based on the financial objectives of his/her entity.

Long term variable compensation

Crédit Agricole S.A.'s compensation policy aims to reward performance in the long term.

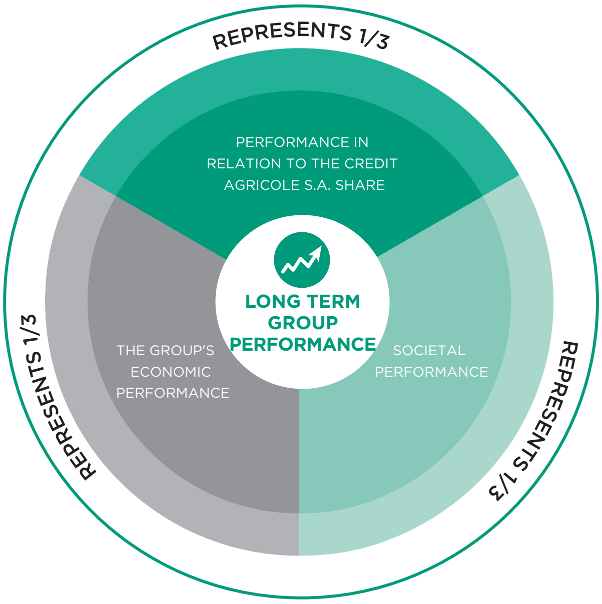
Crédit Agricole S.A. established a long term incentive plan in 2011 to reward long term performance and to strengthen the link with compensation, in particular by taking the entity's societal impact into consideration.

The long-term variable compensation plan for Senior Executives consists of compensation in instruments linked to the Crédit Agricole S.A. share.

Amounts are deferred over three years. One-third vests each year, subject to performance conditions and according to the following criteria:

- the intrinsic financial performance of Crédit Agricole S.A., defined as Crédit Agricole S.A. operating income growth;
- the relative performance of the Crédit Agricole S.A. share compared to a composite index of European banks;

- the societal performance of Crédit Agricole S.A. measured by the FReD index.



The members of the Crédit Agricole S.A. Executive Committee and the Group's top managers are eligible for this long term plan, with the allocation determined on an annual basis by the Group Chief Executive Officer.

Supplementary pension schemes

Since 2010, a common supplementary pension scheme has been put in place for Crédit Agricole Group Senior Executives. Most Crédit Agricole S.A. entities have signed up to the retirement regulation by a collective company agreement in accordance with Article L. 911-1 of the French Social Security Code. Senior Executives are accordingly members of a supplementary pension scheme, comprising a combination of defined-contribution plans and a top-up type defined-benefit plan:

- the aggregate contributions to the two defined-contribution supplementary pension plans (the branch scheme and the Company scheme), are equal to 8% of gross salary capped at eight times the social security cap (of which 5% is paid by the employer and 3% by the beneficiary);
- the rights to the defined-benefit top-up scheme are determined after the rights paid under the defined-contribution plans. The rights currently outstanding in Crédit Agricole S.A. are equal, subject to continued employment conditions at retirement, to between 0.125% and 0.30% of reference compensation for each quarter of seniority up to a limit of 120 quarters.

The reference compensation is defined as the average of the three highest gross annual compensation out of the last ten years of service in Crédit Agricole entities, including both fixed and variable compensation, with the latter capped at between 30% and 60% of fixed compensation, according to the last salary level.

In any event, on liquidation, the total retirement annuity of all schemes is capped by contractual provisions at 16 times the annual social security ceiling for the Chief Executive Officer, the Deputy Chief Executive Officers and the Deputy Managing Directors of Crédit Agricole S.A. and at 70% of the reference compensation in application of the supplementary retirement regulations for Crédit Agricole S.A. Senior Executives.

The rights established by the Group prior to the effective date of the rules in effect are maintained and, if applicable, added to the rights resulting from application of the rules in effect, notably for the calculation of the ceiling for the annuity paid.

Governance of compensation

The Group exercises oversight of all Group entities to ensure consistent compliance with Group-wide guidelines and rigorous application of compensation policies and procedures.

The Crédit Agricole S.A. Compensation Committee prepares opinions on Group compensation policy and presents them to the Board of Directors, providing such information as may be necessary for the Board to make informed decisions. It monitors and implements compensation policy, overall and by major business line.

Each entity provides the Compensation Committee of Crédit Agricole S.A. with the information it requires to fulfil its role, through the intermediary of the Group Human Resources department.

Moreover, in accordance with regulatory requirements, control functions play a role in the process of reviewing variable compensation in the Group, specifically for identified staff. This applies primarily to:

- the Group Human Resources department;
- the Group Risk Management and Permanent Controls department;
- the Group Compliance department;
- the Group Finance department; and
- the Group Control and Audit function.

The Group Risk Management and Permanent Controls department and Group Compliance department exercise their control function through the Compensation Policies Control Committee, which includes members of each of these departments and the Group Human Resources department.

This Committee issues an opinion on the compensation policy formulated by the Group Human Resources department, before it is presented to the Compensation Committee and then submitted to the Board of Directors for consideration.

The role of the Compensation Policies Control Committee is:

- to assess the information on general policies for presentation to the Compensation Committee, a pre-requisite to fulfilling the duty to provide warning;
- to ensure the validity of the principles applied to implement the compensation policy within the Group, in light of the new regulatory requirements;
- to assess that the way the rules are applied in the entities is compliant: definition of identified staff; principles used to calculate total variable compensation; management of noncompliant behaviours that will be taken into consideration when calculating variable compensation for the year or prior years;

- to coordinate the actions to be introduced in the entities by the Risk Management and Compliance functions.

The Finance department validates the terms and conditions for determining the total amount available for variable compensation, taking the full range of risks into account. It also ensures that variable compensation does not hinder the ability of Group entities to strengthen their solvency.

The Group Control and Audit function carries out an *a posteriori* audit on an annual basis examining the definition and implementation of compensation policy.

Important to know

- A responsible compensation policy reflecting the Group's values.
- A regulatory framework specific to the banking sector.
- Rewarding individual and collective performance in both the short and long term.
- Strict internal and external oversight of compensation policy.

COMPENSATION OF IDENTIFIED STAFF

The compensation policy that applies to identified staff is aligned with the Group's general principles and stems from a highly controlled regulatory environment that imposes rules on the structure of their compensation.

Scope of identified staff

The term "identified staff" replaces the former terms "regulated employees" or "risk-takers".

Identified staff include all categories of staff who have a material impact on the Group's or their entity's risk profile by virtue of their function, level of authorisation or their compensation, as well as staff with control functions in the Group or entities.

Identified staff are designated by a joint decision-making process between the Group functions and entities and between the Human Resources functions and the various control departments. This process is overseen by the Crédit Agricole S.A. Compensation Committee.

The Group uses two definitions for different types of business.

Credit institutions and investment firms

These are Group companies covered by the Decree of 3 November 2014 on internal control of credit institutions and investment firms.

Under Delegated Regulation EU 604/2014, "identified staff" include:

- **staff identified by virtue of their duties at Crédit Agricole S.A.:**
  - Corporate Officers,
  - all members of the Executive Committee,
  - Heads of central functions responsible for finance, legal affairs, taxation, human resources, compensation policy, information technology, financial control and economic analysis,
  - the Heads of the three control functions: Risk and Permanent Controls, Compliance and Audit,
  - employees reporting directly to the head of Risk and Permanent Controls, Compliance and Audit,
  - employees heading a Committee responsible for managing operational risk for the Group;
- **staff identified by virtue of their function in entities with balance sheets of more than €10 billion or equity of more than 2% of their parent company's equity:**
  - the Corporate Officers or Chief Executive Officers,
  - members of the Executive Committee or employees reporting directly to Chief Executive Officers,
  - the Heads of the three control functions: Risk and Permanent Controls, Compliance and Audit,
  - employees who chair the "new activities/new products" Committees in these entities;
- **staff identified by virtue of their level of authorisation or compensation:**
  - employees with authorisation or powers to take credit risk of more than 0.5% of Common Equity Tier 1 (CET1) capital in the subsidiary they belong to and of at least €5 million, or with authorisation or powers to structure this type of product with a significant impact on the risk profile of the subsidiary to which they belong,
  - employees who can take market risks of more than 0.5% of the CET1 capital or 5% of the Value at Risk (VaR) of the subsidiary to which they belong,
  - the hierarchical managers of employees who are not individually identified but who are collectively authorised to take credit risks more than 0.5% of CET1 capital in the subsidiary they belong to and at least €5 million, or to take market risks of more than 0.5% of the CET1 capital or 5% of the Value at Risk (VaR) of the subsidiary to which they belong,

- employees who have earned total gross compensation of more than €500,000 in the previous financial year,
- employees who are not identified under any of the previous criteria but whose total compensation puts them in the 0.3% top earners in the entity in the previous year (for entities with a balance sheet of more than €10 billion or with equity of more than 2% of their parent company's equity).

Asset management companies and alternative investment funds

In accordance with AMF position 2013-11 implementing the European AIFM directive 2011/6 of 8 June 2011, "identified staff" in asset management companies and alternative investment funds include employees who meet the two following criteria:

- **belong to a category of staff that has a material impact on the risk profile by virtue of the functions held, including as a minimum:**
  - effective managers,
  - Chief Investment Officers,
  - decision-making managers,
  - the Heads of Commercial Development and Marketing,
  - the Heads of the three control functions: Risk and Permanent Controls, Compliance and Audit,
  - the Heads of the support functions: Legal, Finance, Administrative and Human Resources;
- **earn variable compensation of more than €100,000.**

Compensation policies of identified staff

Credit institutions and investment firms

Pursuant to its regulatory obligations, the main features of Group compensation policy for identified staff are:

- the amounts and distribution of variable compensation must not impair the institutions' ability to strengthen their equity as required;
- for any employee in a credit institution or investment firm, the variable component of their compensation cannot be greater than 100% of the fixed component. Nevertheless, each year, the General Meeting of Shareholders can vote to apply a higher maximum ratio provided that total variable component never exceeds 200% of the fixed component for any employee;
- part of variable compensation is deferred over three years and is acquired in tranches subject to performance conditions;
- part of variable compensation is paid in Crédit Agricole S.A. shares or instruments linked to the Crédit Agricole S.A. share;
- vesting of each deferred tranche is followed by a six-month lock-up period. Part of non-deferred compensation is also locked up for six months.

RULES FOR DEFERRED PAYMENTS

The system is designed to provide incentives for employees to focus on the medium term performance of the Group and control of risks.

In practice, and in view of the proportionality principle, employees whose bonus or variable compensation is less than €120,000 are excluded from the scope of the deferred compensation rules, in all Group entities, unless otherwise stipulated by the regulatory authorities in the countries in which the Group's subsidiaries are located.

The deferred portion is determined based on the overall variable compensation awarded for the financial year.

Total variable component for year N	Deferred portion
< €120,000	NA
€120,000 - €400,000	40% from the first euro
€400,000 - €600,000	50% from the first euro with minimum non-deferred amount of €240,000
> €600,000	60% from the first euro with minimum non-deferred amount of €300,000

PAYMENT IN SHARES OR EQUIVALENT INSTRUMENTS

The deferred variable compensation and the non-deferred portion carried for six months are acquired in the form of Crédit Agricole S.A. shares or share-linked instruments. As a result, at least 50% of variable compensation for identified staff is awarded in shares or equivalent instruments.

Any hedging or insurance strategies limiting the scope of alignment provisions on risks contained in the compensation scheme are prohibited.

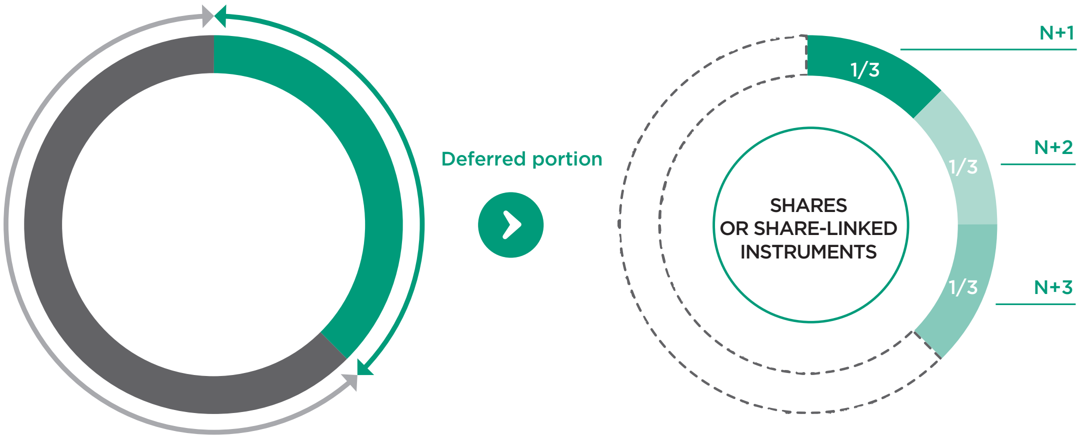
PERFORMANCE CONDITIONS

The deferred portion is vested in thirds: 1/3 in Year N+1, 1/3 in Year N+2 and 1/3 in Year N+3 relative to year N, subject to meeting the acquisition criteria. Each vesting date is extended by a six-month holding period.

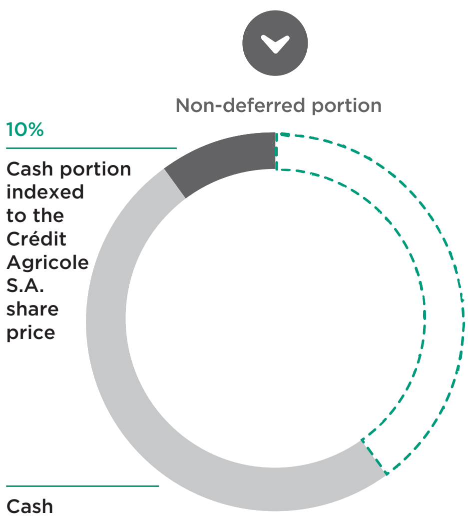
The performance conditions for Senior Executives classified as identified staff are aligned with those for long-term variable compensation as indicated in the Long-Term Variable Compensation paragraph above.

For other identified staff, performance conditions are determined relative to the target net income Group share for the entity, which is determined during the year in which the variable compensation under consideration is awarded.

DEFERRED COMPENSATION STRUCTURE OVERVIEW



- **The deferred portion** is acquired in three equal parts in N+1, N+2 and N+3, subject to performance conditions being met.
- Each instalment is paid in Crédit Agricole S.A. shares or instruments linked to the Crédit Agricole S.A. share, following a 6-month holding period.



- A part of the **non-deferred** variable compensation is paid in cash indexed to the Crédit Agricole S.A. share price, amounting to 10% of the total variable, following a 6-month holding period, *i.e.* in September of year N.
- The remainder of the non-deferred variable compensation is paid in cash in March of year N.

LIMITATION OF GUARANTEED BONUSES

Payment of guaranteed variable compensation is strictly limited to hiring situations and has a duration of no more than one year.

Guaranteed variable compensation is awarded subject to the deferred compensation plan applicable to the financial year. Accordingly, all the rules on variable compensation for identified staff (the deferred payment schedule, performance conditions and reporting) also apply to these bonuses.

DISCLOSURE

Compensation paid to identified staff in the year is addressed by a resolution put each year to the Crédit Agricole S.A. General Meeting of Shareholders.

MONITORING PROCESS

The total amount of variable compensation granted to an identified employee can be reduced in part or in full in light of actions taken or high-risk behaviour.

An internal monitoring system for high-risk behaviour by identified staff is defined in *ad hoc* procedures and deployed at Crédit Agricole S.A. subsidiaries in cooperation with the Group Risk Management and Permanent Controls and Compliance business lines.

The system includes:

- annual system monitoring and evaluation by the governance body;
- an arbitration procedure at the Executive Management level for the cases of high-risk behaviour discovered.

Asset management companies and alternative investment funds

Under current regulations the compensation framework of identified staff in asset management companies and alternative investment funds vary substantially from those used for credit institutions and investment firms. Special amendments have therefore been made, notably to the rules on deferred compensation.

Total variable component for year N	Deferred portion
< €100,000	NA
€100,000 - €600,000	50% from the first euro
> €600,000	60% from the first euro with minimum non-deferred amount of €300,000

COMPENSATION OF EXECUTIVE CORPORATE OFFICERS

General principles

The policy of compensation of Executive Corporate Officers of Crédit Agricole S.A. is determined by the Board of Directors on the recommendation of the Compensation Committee. The Board undertakes an annual review of the policy in light of developments in the industry and the competitive environment. Policy is aligned with the compensation policy for all Group executive managers described above. It is designed to unite key Group personnel around common shared criteria.

Moreover, compensation of Crédit Agricole S.A.'s Executive Corporate Officers is compliant with:

- the regulatory framework set by the French Monetary and Financial Code and the Decree of 3 November 2014 on internal control of credit institutions and investment firms, which transposes into French law the European rules on compensation of identified staff, including the Group's Executive Corporate Officers;
- the recommendations and principles of the Corporate Governance Code for listed companies, as revised in November 2015 (the "AFEP/MEDEF Code");
- the provisions of Law n° 2015-990 of 6 August 2015 on economic growth, activity and equal opportunities modifying, notably, Article L. 225-42-1 of the French Commercial Code on the vesting of conditional annual supplementary defined-benefit rights.

Compensation of Executive Corporate Officers is examined each year by the Board of Directors, on recommendation of the Compensation Committee. The guiding aim is to reward performance over the long term.

Fixed compensation

The amount of fixed compensation is decided by the Board of Directors acting on the recommendation of the Compensation Committee, taking a number of factors into account:

- the scope of responsibilities of Executive Corporate Officers;
- practices in the market and compensation packages observed for the same or similar functions in other major listed companies. Every year, the Group commissions specialist firms to assess its policy for the compensation of Executive Corporate Officers against the benchmark of other CAC 40 and financial sector companies to make sure the principles of its policy and compensation levels are consistent and competitive.

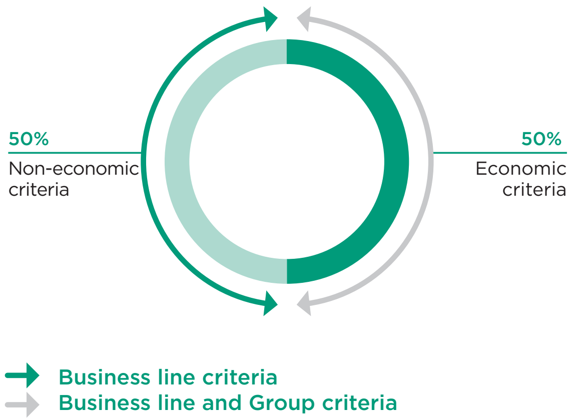
Variable compensation

In order to ensure that the Chairman of the Board of Directors is completely independent when carrying out his duties, he is not eligible for any variable compensation.

Annual variable compensation of the Chief Executive Officer and Deputy Chief Executive Officers

In 2010, the Board of Directors has defined a variable compensation policy for the Chief Executive Officer and Deputy Chief Executive Officers that is both demanding, aiming to closely align compensation of Executive Corporate Officers with the Group's performance, and innovative, taking sustainable long term performance into account, in addition to short term financial results.

For each Executive Corporate Officer, 50% of annual variable compensation is based on economic criteria, and 50% on non-economic criteria. This dual approach combines overall performance with a balance of financial results and managerial performance. The Board of Directors, on the recommendation of the Compensation Committee, defines both sets of criteria (economic and non-economic) each year to form the basis for the calculation of variable compensation to be awarded to the Group's Executive Corporate Officers.



The variable part is expressed as a percentage of annual fixed compensation. In accordance with the AFEP/MEDEF Code (paragraph 23.2.3), variable compensation is capped and may not exceed the maximum levels set out in the compensation policy. It can vary from 0 to 100% (target level) of fixed compensation for the Chief Executive Officer, if all the economic and non-economic objectives are attained and up to a maximum of 120% of fixed compensation for exceptional performance (maximum level). For the Deputy Chief Executive Officers, variable compensation can vary from 0 to 80% (target level) of fixed compensation if all economic and non-economic objectives are attained and up to a maximum of 120% (maximum level) of fixed compensation for an exceptional performance.

Each year, the Board of Directors, on the recommendation of the Compensation Committee, decides the amount of variable compensation due for the current financial year for each of its Executive Corporate Officers. The criteria for 2015 set out by the Board of Directors Meeting on 17 February 2015 are:

ECONOMIC CRITERIA, ACCOUNTING FOR 50% OF VARIABLE COMPENSATION

These take account of financial results and levels of investment and risk generated, cost of capital and liquidity in accordance with regulatory requirements in the French Monetary and Financial Code and Decree of 3 November 2014 on internal control, and in accordance with the development strategy set for the Group and its business lines.

The economic criteria **for the Chief Executive Officer** apply within the scope of Crédit Agricole S.A.:

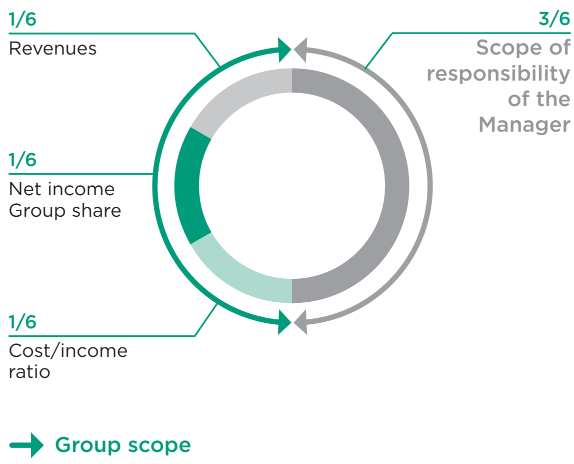
- revenues;
- net income Group share;
- cost/income ratio.

These criteria are weighted equally and account for one-third of the economic portion, *i.e.* for one sixth of annual variable compensation.

The economic criteria **for the Deputy Chief Executive Officers** apply within the scope of Crédit Agricole S.A. and within the scope of the executive manager's responsibilities. The economic criteria for the Crédit Agricole S.A. scope are identical to those for the Chief Executive Officer. They are weighted equally and account for 25% of total variable compensation:

- revenues;
- net income Group share;
- cost/income ratio.

For Messrs Bruno de Laage, Jean-Yves Hocher and Xavier Musca, these same criteria (revenues, net income Group share and cost/income ratio) are applied within the scope of their areas of responsibility. For Mr Jean-Yves Hocher, a risk weighted assets (RWA) criterion is also taken into account. Economic performance within the scope of their responsibilities accounts for 25% of total variable compensation.



For Mr Michel Mathieu, economic performance is assessed solely within the scope of Crédit Agricole S.A., in view of his responsibility for managing corporate functions.

As of 20 May 2015, the economic criteria for Mr Xavier Musca were assessed exclusively within the scope of Crédit Agricole S.A. in his position as Deputy Chief Executive Officer, the second effective manager.

NON-ECONOMIC CRITERIA, ACCOUNTING FOR 50% OF VARIABLE COMPENSATION

Non-economic criteria are reviewed every year, in accordance with the Group's strategic priorities. They are based on four groups of objectives for a total share of non-economic objectives accounting for 50% of total variable compensation:

- deployment of the medium-term plan;
- "must" cost-cutting programme and Group synergies;
- construction of a strong, resilient group;
- management of the transition to the new Executive Management team.

The performance of the Chief Executive Officer and Deputy Chief Executive Officers is evaluated for each indicator, by comparing results achieved with the annual targets defined by the Board. Their performance is assessed based on results. The Deputy Chief Executive Officers' performance assessment is presented to the Compensation Committee by the Chief Executive Officer, before being presented to the Board for decision.

Terms and conditions for payment of annual variable compensation

Following the assessment of achievement of annual targets as described above, a portion of the annual variable compensation awarded by the Board of Directors for a financial year is deferred, in the interests of aligning the compensation of Executive Corporate Officers with the Group's long term performance and to comply with regulations.

DEFERRED PORTION OF ANNUAL VARIABLE COMPENSATION, ACCOUNTING FOR 60% OF THE TOTAL

60% of annual variable compensation is awarded in instruments linked to the Crédit Agricole S.A. share price and is conditional upon the attainment of three performance targets:

- the intrinsic financial performance of Crédit Agricole S.A. defined as growth in Crédit Agricole S.A. operating income;

- the relative performance of the Crédit Agricole S.A. share compared to a composite index of European banks;
- the societal performance of Crédit Agricole S.A. measured by the FReD index.

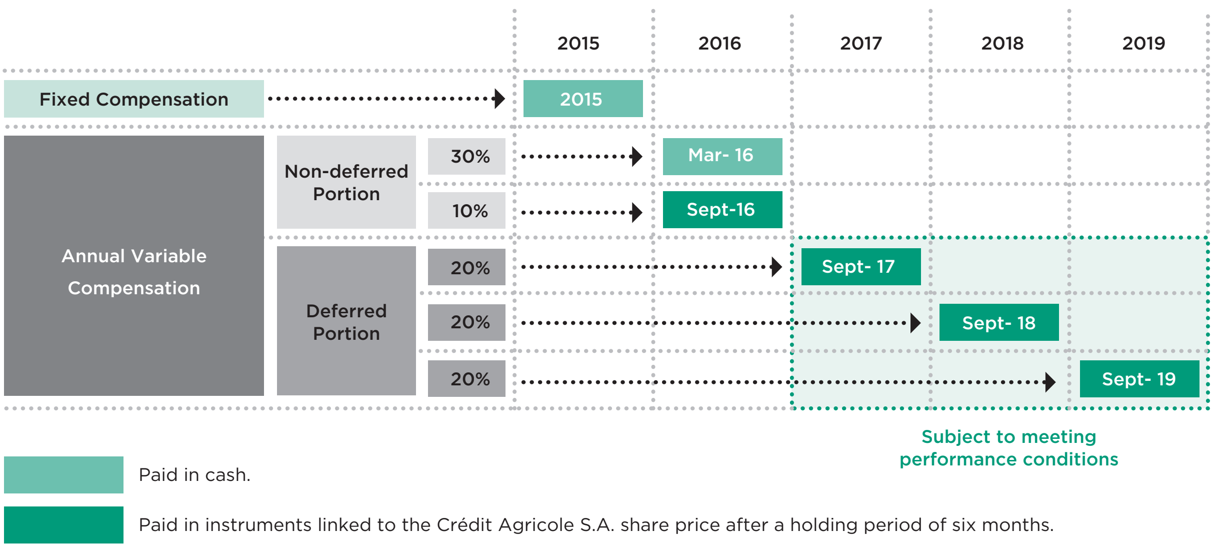
For each criterion, the grant may vary from 0% to 120% (target level corresponding to achieving the target set by the Board of Directors). Each criterion accounts for one-third of the grant. For each year, the percentage vested is the average percentage vested for each criterion, which is capped at 100%.

If an Executive Corporate Officer leaves the Group before the expiration of the period for the assessment of the performance criteria for deferred compensation, the benefit of the deferred compensation is excluded, unless in the case of retirement or exceptional circumstances, the grounds for which must be substantiated by the Board. In such cases, not yet accrued tranches of deferred shares will be delivered at their normal maturity date depending on how far the performance targets have been met.

NON-DEFERRED PORTION OF ANNUAL VARIABLE COMPENSATION, ACCOUNTING FOR 40% OF THE TOTAL

The non-deferred portion of total variable compensation is paid in part upon allocation in March (30% of the total), and in part six months later (10% of the total). The latter payment is indexed against the change in the Crédit Agricole S.A. share price between March and September.

SUMMARY DIAGRAM OF THE COMPENSATION STRUCTURE OVER TIME



Stock options – Performance shares

No Crédit Agricole S.A. stock options have been allocated to Executive Corporate Officers since 2006.

No performance shares were awarded to Executive Corporate Officers in 2015.

Post-employment benefits

Retirement

Chief Executive Officer and Deputy Chief Executive Officers do not benefit from retirement plans specific to Corporate Officers.

Messrs Philippe Brassac, Chief Executive Officer, Xavier Musca, Deputy Chief Executive Officer and second effective manager and Jean-Yves Hocher and Michel Mathieu, Deputy Chief Executive Officers of Crédit Agricole S.A. until 31 August 2015, are members of a common supplementary pension scheme for Crédit Agricole Group Senior Executives. Crédit Agricole S.A. joined the scheme in January 2010 when it set up its own retirement regulations by a collective company agreement in accordance with Article L. 911-1 of the French Social Security Code.

The benefit represented by this supplementary pension plan was taken into account by the Board of Directors in determining the overall compensation of Executive Corporate Officers. This benefit was approved by the General Meeting of Shareholders under the procedure governing related-party agreements.

The plans currently in force are a combination of a defined-contribution plan and a defined-benefit plan. The rights to the defined-benefit plan are determined after the rights paid under the defined-contribution plan:

- contributions to the defined-contribution retirement plan equal 8% of the gross monthly salary capped at eight times the social security cap (of which 3% paid by the Executive Corporate Officer);
- on the condition that the beneficiary is a Corporate Officer or an employee when exercising his pension entitlements, additional entitlements under the defined-benefit plan for each year of service represent 1.20% of the reference salary, capped at 36% of the reference salary.

In any event, on liquidation, the total retirement annuity is capped, for all company retirement plans and mandatory basic and complementary plans, by contractual provisions, at 16 times the annual social security cap for the Chief Executive Officer and the Deputy Chief Executive Officer, and at 70% of the reference compensation in application of the supplementary retirement regulations for Crédit Agricole S.A. Senior Executives.

The rights established by the Group prior to the effective date of the rules in effect are maintained and, if applicable, added to the rights resulting from application of the rules in effect, notably for the calculation of the ceiling for the annuity paid.

The reference salary is defined as the average of the three highest gross annual compensations received during the last ten years of activity within Crédit Agricole entities, including both fixed compensation and variable compensation, the latter being taken into account up to a ceiling of 60% of fixed compensation.

The supplementary defined-benefit pension plan in effect for Executive Corporate Officers meets the recommendations set out in paragraph 23.2.6 of the AFEP/MEDEF Code and the provisions of Law n° 2015-990 of 6 August 2015 on economic growth, activity and equal opportunities and, notably, of Article L. 225-42-1 of the French Commercial Code on the vesting of annual conditional supplementary defined-benefit rights:

- the group of potential beneficiaries is substantially broader than Executive Corporate Officers alone;
- minimum length of service: five years (the Code requires only two years' service);
- progression: proportional to the length of service capped at 120 quarters (30 years), with a vesting rate of between 0.125% and 0.30% per quarter validated, *i.e.*, between 0.5% and 1.2% per annum (*vs* 3% maximum required);
- estimated supplementary pension below the aforementioned ceiling of 45% of fixed and variable compensation due in respect of the reference period;
- obligation for the beneficiary to be a Corporate Officer or an employee when exercising their pension entitlements.

Management of the defined-benefit plan is outsourced to an organisation governed by the French Insurance Code.

Funding of the outsourced assets is accomplished via annual premiums entirely paid for by the employer and subject to the 24% contribution required by Article L. 137-11 of the French Social Security Code.

Severance payment

FOR THE CHIEF EXECUTIVE OFFICER

In the event of termination of a Chief Executive Officer's mandate, his employment contract will be reinstated under compensation conditions equivalent to the average annual compensation paid to the members of the Executive Committee of Crédit Agricole S.A., excluding Executive Corporate Officers, during the 12 months preceding the date of termination of their mandate.

The Chief Executive Officer will receive a severance payment if his mandate is terminated by Crédit Agricole S.A., under the following conditions and in accordance with the current version of the AFEP/MEDEF Code.

If, on termination of the Chief Executive Officer's mandate, Crédit Agricole S.A. is unable, within three months, to offer an equivalent or comparable position to that currently held by the members of the Executive Committee of Crédit Agricole S.A. in the form of an offer for at least two positions, he will be eligible, if termination of the mandate was initiated by Crédit Agricole S.A. and a result of a change in control or strategy, to a severance payment as follows:

The severance payment will be calculated based on twice the total gross annual compensation received for the calendar year preceding the year of termination of Mr Brassac's mandate. Note that the severance payment includes all other compensation including, notably, traditional redundancy pay due for Mr Brassac's employment contract with Crédit Agricole S.A., the severance pay described in Article 10 of his suspended employment contract, any other severance pay of any type whatsoever due for any reason and, potentially, payments in application of the non-competition clause.

Payment of the severance amount, excluding the portion due for the employment contract, is subject to the achievement of budget objectives by the Crédit Agricole S.A. business lines over the previous two financial years preceding termination of the mandate based on the following indicators, which take into account internal business line growth and the cost of risk, that is:

- revenues from operational business lines (excluding Corporate centre);
- operating income from operational business lines (excluding Corporate centre).

In any event, it is agreed by Mr Brassac and the Company that, in the event that a severance payment is made and he is able to retire on his full pension, he may not claim his retirement rights before a period of 12 months as of the date the severance payment is made. Otherwise, Mr Brassac will be required to waive the severance payment.

FOR THE DEPUTY CHIEF EXECUTIVE OFFICERS

In the event of termination of a Deputy Chief Executive Officer's mandate, their employment contract will be reinstated under compensation conditions equivalent to the average annual compensation paid to the members of the Executive Committee of Crédit Agricole S.A., excluding Executive Corporate Officers, during the 12 months preceding the date of termination of their mandate. The Company undertakes to offer them at least two positions corresponding to the duties of members of Crédit Agricole S.A.'s Management Committee.

In the event their employment contract is subsequently terminated, a Deputy Chief Executive Officer will receive a severance payment, calculated on a base corresponding to twice the annual gross compensation (excluding benefits in kind) received during the 12 months preceding the termination of their contract, including any other compensation and, in particular, traditional redundancy pay and any applicable non-competition payment. If he becomes eligible for post-employment benefits, no compensation will be paid.

In accordance with the AFEP/MEDEF Code (paragraph 23.2.5), the Chief Executive Officer and the Deputy Chief Executive Officers are not entitled to a specific increase in their compensation during the period preceding their departure.

Non-competition clause

The Chief Executive Officer and the Deputy Chief Executive Officer are subject to a non-competition clause forbidding them from accepting employment in France in a company with an activity which competes with that of Crédit Agricole S.A. This commitment is valid for one year starting from the date of termination of the work contract. In exchange, they will be paid monthly compensation equal to 50% of their last fixed salary for the duration of the obligation.

In accordance with the AFEP/MEDEF Code (paragraph 23.2.5), the aggregate compensation paid for contract termination and a non-competition clause may not exceed two years of annual compensation.

The Board of Directors reserves the right to partially or fully lift the non-competition obligation on the departure of the Chief Executive Officer or Deputy Chief Executive Officer.

Retirement allowances for Deputy Chief Executive Officers of Crédit Agricole S.A.

Messrs Jean-Yves Hocher, Michel Mathieu and Xavier Musca qualify for the retirement allowance that applies to all employees under the terms of the Crédit Agricole S.A. collective agreement, which can amount to up to six months of fixed salary plus variable compensation capped at 4.5% of their fixed salary.

Other Executive Corporate Officer benefits

Mr Philippe Brassac has the use of company housing.

Messrs Jean-Paul Chifflet, Michel Mathieu, Jean-Yves Hocher and Bruno de Laage have had the use of company housing or a housing allowance as Executive Corporate Officers.

No other benefits are paid to Executive Corporate Officers.

Implementation of the AFEP/MEDEF recommendations

In accordance with the AFEP/MEDEF Code (paragraph 25.1), the points of non-compliance of Crédit Agricole S.A.'s application of the recommendations of the Code are set out on page 115.

Individual compensation of Executive Corporate Officers

Jean-Marie Sander, Chairman of the Board of Directors until 4 November 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	2014	2015
Compensation awarded in respect of the financial year(1)	576,840	711,434
Value of options awarded during the year(2)	-	-
Value of performance shares awarded during the year(2)	-	-

(1) The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.

(2) No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		2015	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	420,000	420,000	355,000	355,000
Variable compensation	-	-	-	-
Non-deferred portion of exceptional bonus	-	-	63,000	-
Portion of exceptional bonus indexed to the Crédit Agricole S.A. share price	-	-	21,000	-
Deferred conditional portion of exceptional bonus	-	-	126,000	-
Directors' fees(1)	16,006	16,006	21,910	21,910
Benefits in kind	140,834	140,834	124,524	224,524
TOTAL	**576,840**	**576,840**	**711,434**	**601,434**

(1) Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

Jean-Marie Sander has served as Chairman of the Board of Directors since the General Meeting of Shareholders of 19 May 2010. He resigned from this office at the end of the Board of Directors Meeting on 4 November 2015.

Jean-Marie Sander received annual fixed compensation of €420,000. This compensation, set by the Board of Directors Meeting on 12 May 2010, remained unchanged since this date. In 2015, he received €355,000.

Jean-Marie Sander does not receive any variable compensation. The Board of Directors, on the recommendation of the Compensation Committee, voted to award Jean-Marie Sander an exceptional bonus for his contribution, alongside the Chief Executive Officer, to managing the consequences of the financial crisis, making the adjustments necessary to adapt the Group to the new economic, financial and regulatory environment, preparing the 2010 Group Business Plan and the 2014 Medium-Term Plan, as well as his contribution to the overall unity of Crédit Agricole S.A. and the quality of its relations with all stakeholders and its broader environment. Jean-Marie Sander's total bonus was set at €210,000, awarded in accordance with the compensation rules under CRD 4, especially as regards the mechanism for deferring payment.

Jean-Marie Sander received Directors' fees for serving as Chairman of the Crédit Agricole S.A. Strategy Committee and as Director of Crédit Foncier de Monaco in the amount of €21,910 in respect of 2015.

As Jean-Marie Sander is not a beneficiary of the supplementary pension plan in place within Crédit Agricole S.A., the Board of Directors Meeting on 24 February 2010, on the recommendation of the Compensation Committee, decided to grant him an annual sum of €100,000 to fund his retirement plan. In 2015, Jean-Marie Sander received an annual sum of €100,000 in respect of the 2014 financial year and €84,524 in respect of the 2015 financial year to fund his retirement plan.

Finally, Jean-Marie Sander receives a payment in lieu of company housing.

Dominique Lefebvre, Chairman of the Board of Directors as of 4 November 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	2014	2015
Compensation awarded in respect of the financial year[1]	-	88,873
Value of options awarded during the year[2]	-	-
Value of performance shares awarded during the year[2]	-	-

(1) *The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.*

(2) *No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.*

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		2015	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	-	-	82,540	82,540
Non-deferred variable compensation	-	-	-	-
Variable compensation indexed to the Crédit Agricole S.A. share price	-	-	-	-
Deferred and conditional variable compensation	-	-	-	-
Exceptional compensation	-	-	-	-
Directors' fees[1]	-	-	-	-
Benefits in kind	-	-	6,333	6,333
TOTAL	**-**	**-**	**88,873**	**88,873**

(1) *Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).*

Dominique Lefebvre was appointed Chairman of the Board of Directors as of the end of the Board of Directors Meeting of 4 November 2015.

Dominique Lefebvre receives annual fixed compensation of €520,000. This compensation was set by the Board of Directors Meeting on 4 November 2015. In 2015, he received €82,540.

Dominique Lefebvre does not receive any variable compensation. No exceptional compensation was awarded to him in respect of 2015.

Dominique Lefebvre waived receipt of Directors' fees paid in respect of offices held in Crédit Agricole Group companies for the duration of his term of office or at the end of his term. Moreover and prior to taking up his position, Dominique Lefebvre received €41,910 as a Director on the Board of Crédit Agricole S.A.

Finally, Dominique Lefebvre receives a payment in lieu of company housing, as set out under Benefits in kind in the table below.

Jean-Paul Chifflet, Chief Executive Officer until 20 May 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	**2014**	**2015**
Compensation awarded in respect of the financial year[(1)]	2,054,440	781,179
Value of options awarded during the year[(2)]	-	-
Value of performance shares awarded during the year[(2)]	-	-

(1) The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.

(2) No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		**2015**	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	900,000	900,000	350,000	350,000
Non-deferred variable compensation	296,100	321,000	107,400	296,100
Variable compensation indexed to the Crédit Agricole S.A. share price	98,700	103,790	35,800	95,739
Deferred and conditional variable compensation	592,200	736,837	214,800	602,175
Exceptional compensation	-	-	-	-
Directors' fees[(1)]	65,485	65,485	50,623	50,623
Benefits in kind	101,955	101,955	22,556	22,556
TOTAL	**2,054,440**	**2,229,067**	**781,179**	**1,417,193**

(1) Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

TABLE 2A – DETAIL OF DEFERRED VARIABLE COMPENSATION

		2013		**2014**		**2015**	
	Total number of shares awarded[(1)]	Number of shares awarded[(1)]	Number of shares vested[(2)]	Number of shares awarded[(1)]	Number of shares vested[(3)]	Number of shares awarded[(1)]	Number of shares vested[(4)]
Plan awarded in 2012	110,205	36,735	27,104	36,735	36,735	36,735	15,143[(5)]
Plan awarded in 2013	37,605	-	-	12,535	12,535	12,535	12,535
Plan awarded in 2014	56,465	-	-	-	-	18,822	18,822

(1) The share value at the grant date is €4.90 for the 2012 plan, €7.18 for the 2013 plan and €11.37 for the 2014 plan.

(2) The share value when vested is €7.22 for the 2012 plan.

(3) The share value when vested is €11.39 for the 2012 and 2013 plans.

(4) The share value when vested is €12.95 for the 2012, 2013 at 2014 plans.

(5) 100% for performance, but application of a reduction due to the terms and conditions under the regulations of existing plans.

Jean-Paul Chifflet held the position of Chief Executive Officer until 20 May 2015.

FIXED COMPENSATION

Jean-Paul Chifflet received annual fixed compensation of €900,000. This compensation, set by the Board of Directors Meeting on 24 February 2010, remained unchanged since this date. Jean-Paul Chifflet received €350,000 in 2015.

VARIABLE COMPENSATION

Variable compensation awarded in 2016 in respect of 2015

At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Jean-Paul Chifflet in respect of 2015.

In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis:

- 109% of economic criteria were met, reflecting a sharp increase in net income Group share and a net improvement in profitability, fuelled by a dynamic commercial performance, the turnaround in the Group's businesses as a result of the major efforts to refocus in the period 2011 to 2013, and the strengthened financial structure;
- the achievement of non-economic targets defined at the start of the year was fixed at 100% by the Board, considering the attainment of the synergy and cost reduction targets in the Medium-Term Plan, and the effective management of the transition in establishing the new Executive Management team.

Based on the weighting above, Mr Jean-Paul Chifflet earned variable compensation of €358,000 in respect of 2015, reflecting a target achievement ratio of 105%. This was equivalent to 105% of his fixed reference compensation.

This compensation breaks down as follows:

- €107,400, representing 30% of variable compensation is to be paid in March 2016;
- €35,800, representing 10% of variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016;
- €214,800, at the grant date, representing 60% of variable compensation is awarded in instruments linked to Crédit Agricole S.A. shares, which vest progressively over a deferred period of three years, conditional upon the attainment of three performance targets:
  - the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.,
  - the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks,
  - the societal performance of Crédit Agricole S.A. measured by the FReD index.

Deferred variable compensation vested in 2015 (table 2A above)

Jean-Paul Chifflet received 46,500 shares as deferred variable compensation for prior years, equivalent to €602,175 on the vesting date. This amount represents:

- the first year of payment of deferred variable compensation awarded in 2014 in respect of 2013, tranche for which 18,822 shares were awarded, at a share price on the grant date of €11.37;
- the second year of payment of deferred variable compensation awarded in 2013 in respect of 2012, tranche for which 12,535 shares were awarded, at a share price on the grant date of €7.18;
- the third year of payment of deferred variable compensation awarded in 2012 in respect of 2011, tranche for which 36,735 shares were awarded, at a share price on the grant date of €4.90.

Vesting is conditional upon the attainment of three performance targets:

- the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.;
- the relative performance of Crédit Agricole S.A. share price compared to a composite index of European banks;
- the societal performance of Crédit Agricole S.A. measured by the FReD index.

In view of the performance recorded in respect of the three criteria, the final percentage vested is 100% for the variable compensation awarded in 2012, 2013 and 2014.

EXCEPTIONAL COMPENSATION

No exceptional compensation was awarded or paid in respect of the 2015 financial year.

DIRECTORS' FEES

Jean-Paul Chifflet received Directors' fees for offices held in Crédit Agricole CIB, Crédit Agricole Suisse, LCL and Amundi.

He received €50,623 of Directors' fees in respect of 2015.

SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF POSITION

In the event of the termination of his position by Crédit Agricole S.A., under the conditions approved by the General Meeting of Shareholders of 19 May 2010, Jean-Paul Chifflet benefited from compensation for termination of contract. In this event, on whatever grounds, he could be bound by a non-competition clause for a period of one year from the date of termination of the office, as approved by the General Meeting of Shareholders of 19 May 2010.

Given his retirement, no severance benefit was paid to Jean-Paul Chifflet during the financial year.

SUPPLEMENTARY PENSION SCHEME

In respect of 2015, in accordance with the commitment authorised by the Board on 24 February 2010 and approved by the General Meeting of Shareholders on 19 May 2010 (11th resolution), and pursuant to the regulations of the supplementary pension plan for Senior Executives of Crédit Agricole S.A. Group, the following benefits were paid to Jean-Paul Chifflet on his retirement on 1 June 2015:

- a gross annual defined-benefit supplementary pension of €740,720;
- a gross annual defined-contribution supplementary pension of €6,519.

The combined total of these two supplementary pension schemes represents 35% of the compensation, excluding benefits in kind, paid to Mr Chifflet in respect of 2014.

BENEFITS IN KIND

Jean-Paul Chifflet had the use of company housing until 31 May 2015. This benefit was being transferred to benefits in kind in accordance with current regulations.

Philippe Brassac is Chief Executive Officer as of 20 May 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	2014	2015
Compensation awarded in respect of the financial year(1)	-	1,172,072
Value of options awarded during the year(2)	-	-
Value of performance shares awarded during the year(2)	-	-

(1) The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.

(2) No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		2015	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	-	-	554,032	554,032
Non-deferred variable compensation	-	-	174,000	-
Variable compensation indexed to the Crédit Agricole S.A. share price	-	-	58,000	-
Variable compensation indexed to the Crédit Agricole S.A. share price	-	-	348,000	-
Exceptional compensation	-	-	-	-
Directors' fees(1)	-	-	-	-
Benefits in kind	-	-	38,040	38,040
TOTAL	**-**	**-**	**1,172,072**	**592,072**

(1) Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

TABLE 2A – DETAIL OF DEFERRED VARIABLE COMPENSATION

		2013		2014		2015	
	Total number of shares awarded(1)	Number of shares awarded(1)	Number of shares vested(2)	Number of shares awarded(1)	Number of shares vested(3)	Number of shares awarded(1)	Number of shares vested(4)
Plan awarded in 2012	-	-	-	-	-	-	-
Plan awarded in 2013	-	-	-	-	-	-	-
Plan awarded in 2014	-	-	-	-	-	-	-

(1) The share value at the grant date is €4.90 for the 2012 plan, €7.18 for the 2013 plan and €11.37 for the 2014 plan.

(2) The share value when vested is €7.22 for the 2012 plan.

(3) The share value when vested is €11.39 for the 2012 and 2013 plans.

(4) The share value when vested is €12.95 for the 2012, 2013 at 2014 plans.

Philippe Brassac is Chief Executive Officer as of 20 May 2015.

FIXED COMPENSATION

Philippe Brassac receives annual fixed compensation of €900,000. This compensation was set by the Board of Directors Meeting on 19 May 2015. In the 2015 financial year, Philippe Brassac received annual fixed compensation of €554,032 in respect of this compensation.

VARIABLE COMPENSATION

Variable compensation awarded in 2016 in respect of 2015

At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation for Philippe Brassac in respect of 2015.

In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 19 May 2015, the amount of variable compensation has been determined on the following basis:

- 109% of economic criteria were met, reflecting a sharp increase in net income Group share and a net improvement in profitability, fuelled by a dynamic commercial performance, the turnaround in the Group's businesses as a result of the major efforts to refocus in the period 2011 to 2013, and the strengthened financial structure;

- the Board of Directors of Crédit Agricole S.A. resolved to jointly assess the non-economic targets for Philippe Brassac and Xavier Musca in fiscal 2015. The achievement of non-economic targets was set at 100% by the Board at the start of the year. The targets in the Medium-Term Plan have been met through a combination of the robust increase in income synergies between Group entities, coupled with tighter cost control and the cost synergies generated under the MUST programme. The growth of the Savings management and Insurance business line, specialist services and the International Retail Banking division provided an additional boost and put the Bank ahead of target for 2015 under the Medium-Term Plan. Finally, the Compliance functions were repositioned, which had a further positive impact on the soundness of the Crédit Agricole S.A. Group.

Based on the weighting above, Philippe Brassac earned €580,000 in variable compensation in respect of 2015, reflecting a target achievement ratio of 105%. This was equivalent to 105% of his fixed reference compensation.

This compensation breaks down as follows:

- €174,000, representing 30% of variable compensation is to be paid from March 2016;
- €58,000, representing 10% of variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016;
- €348,000, at the grant date, representing 60% of variable compensation is awarded in instruments linked to Crédit Agricole S.A. shares, which vest progressively over a deferred period of three years, conditional upon the attainment of three performance targets:
  - the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.,
  - the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks,
  - the societal performance of Crédit Agricole S.A. measured by the FReD index.

Deferred variable compensation vested in 2015 (table 2A above)

Philippe Brassac receives no deferred variable compensation under prior plans.

EXCEPTIONAL COMPENSATION

No exceptional compensation was awarded or paid in respect of the 2015 financial year.

DIRECTORS' FEES

Philippe Brassac waived receipt of Directors' fees for the duration of his term of office. Moreover, prior to his appointment, Philippe Brassac received €13,335 as a Director on the Boards of Crédit Agricole S.A., Crédit Agricole CIB and LCL.

SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF POSITION

No severance benefit was paid to Philippe Brassac during the financial year.

In the event of the termination of his position by Crédit Agricole S.A., under the conditions authorised by the Board Meeting on 19 May 2015 and submitted to the General Meeting of Shareholders of 19 May 2016, Philippe Brassac will be paid compensation for termination of contract. In the event of termination of his position as Chief Executive Officer, on whatever grounds, he may be bound by a non-competition clause for a period of one year from the date of termination, as authorised by the Board Meeting on 19 May 2015 and submitted to the General Meeting of Shareholders of 19 May 2016.

SUPPLEMENTARY PENSION SCHEME

No supplementary pension amount is payable to Philippe Brassac in respect of the 2015 financial year.

As a Corporate Officer of Crédit Agricole S.A., Philippe Brassac continues to be a member of the supplementary pension plans in place for the Group's Senior Executives, in addition to the collective and mandatory pension and death & disability schemes.

The additional annuity paid by these plans will be reduced, where appropriate, so that the annual aggregate annuity taken together with the annuities of all Group defined-contribution schemes and other mandatory schemes does not exceed 16 times the annual Social Security cap as of the date of liquidation.

The Board of Directors Meeting on 19 May 2015 approved Philippe Brassac's membership of Crédit Agricole S.A. Group's supplementary pension plans prior to the date of publication of French law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities; therefore the provisions of Article L. 225-42-1 of the French Commercial Code (*Code de commerce*), which makes the acquisition of annual supplementary pension entitlements subject to performance conditions, do not apply.

In accordance with the provisions of Article L. 225-102-1 of the French Commercial Code as amended, in the framework of law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities, Philippe Brassac's annual and conditional individual supplementary pension entitlements as at 31 December 2015 break down as:

- a life annuity under a defined-contribution supplementary pension, estimated at €2 k gross;
- a life annuity under a defined-benefit supplementary pension, estimated at €508 k gross.

The estimated total of these supplementary pension entitlements, taken together with estimated pensions from mandatory retirement schemes, triggers the application of the contractual cap of 16 times the annual social security cap as of the closing date, for all schemes.

The uncertain entitlements under the defined-benefit supplementary pension plan are subject to continued employment conditions at retirement and are estimated on the basis of 33 years of service recorded on the closing date.

The published estimated amounts are the gross amounts before taxes and social security charges applicable at the closing date, particularly income tax payable by individuals and supplementary contributions of 7% and 14%, payable by the beneficiary, which are deducted from the life annuities payable under the defined-benefit supplementary pension plan.

BENEFITS IN KIND

Philippe Brassac has the use of company housing. This benefit is being transferred to benefits in kind in accordance with current regulations.

Xavier Musca, Deputy Chief Executive Officer

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	**2014**	**2015**
Compensation awarded in respect of the financial year[1]	995,614	1,235,409
Value of options awarded during the year[2]	-	-
Value of performance shares awarded during the year[2]	-	-

(1) The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.

(2) No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2014. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		**2015**	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	500,000	500,000	623,118	623,118
Non-deferred variable compensation	122,400	135,000	156,300	122,400
Variable compensation indexed to the Crédit Agricole S.A. share price	40,800	43,650	52,100	39,576
Variable compensation indexed to the Crédit Agricole S.A. share price	244,800	43,138	312,600	151,580
Exceptional compensation	-	-	-	-
Directors' fees[1]	87,614	87,614	91,291	91,291
Benefits in kind	-	-	-	-
TOTAL	**995,614**	**809,402**	**1,235,409**	**1,027,965**

(1) Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

TABLE 2A – DETAIL OF DEFERRED VARIABLE COMPENSATION

		2013		**2014**		**2015**	
	Total number of shares awarded[1]	Number of shares awarded[1]	Number of shares vested[2]	Number of shares awarded[1]	Number of shares vested[3]	Number of shares awarded[1]	Number of shares vested[4]
Plan awarded in 2012	-	-	-	-	-	-	-
Plan awarded in 2013	11,365	-	-	3,789	3,789	3,789	3,789
Plan awarded in 2014	23,747	-	-	-	-	7,916	7,916

(1) The share value at the grant date is €4.90 for the 2012 plan, €7.18 for the 2013 plan and €11.37 for the 2014 plan.

(2) The share value when vested is €7.22 for the 2012 plan.

(3) The share value when vested is €11.39 for the 2012 and 2013 plans.

(4) The share value when vested is €12.95 for the 2012, 2013 at 2014 plans.

Xavier Musca has served as Deputy Chief Executive Officer since 19 July 2012 and as Deputy CEO Second Effective Manager since 20 May 2015.

FIXED COMPENSATION

Xavier Musca received annual fixed compensation of €623,118 in 2015. Xavier Musca was appointed Second Effective Manager of Crédit Agricole S.A. on 20 May 2015. Accordingly the Board of Directors Meeting on 19 May 2015 increased his fixed compensation to €700,000.

VARIABLE COMPENSATION

Variable compensation awarded in 2016 in respect of 2015

At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Xavier Musca in respect of 2015.

In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis:

- 109% of economic were met, reflecting the good results achieved by the Crédit Agricole S.A. Group as a whole, as well as the higher net income recorded by the Savings management and Insurance business line and retail banking, boosted by the solid financial performances posted by Cariparma and CA Egypt. The record net inflows and excellent performance in the international market in 2015 by the asset management business line made a substantial contribution to inflows during the year;
- the Board of Directors of Crédit Agricole S.A. resolved to jointly assess the non-economic targets for Philippe Brassac and Xavier Musca in fiscal 2015. The achievement of non-economic targets was set at 100% by the Board at the start of the year. The targets in the Medium-Term Plan have been met through a combination of the robust increase in income synergies between Group entities, coupled with tighter cost control and the cost synergies generated under the MUST programme. The growth of the Savings management and Insurance business line, specialist services and the International Retail Banking division provided an additional boost and put the Bank ahead of target for 2015 under the Medium-Term Plan. Finally, the Compliance functions were repositioned, which had a further positive impact on the soundness of the Crédit Agricole S.A. Group.

Variable compensation earned by Xavier Musca in respect of 2015 was set at €521,000, reflecting a target achievement rate of 104%. This is equivalent to 84% of his fixed reference compensation.

This compensation breaks down as follows:

- €156,300, representing 30% of variable compensation is to be paid from March 2016;
- €52,100, representing 10% of variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016;
- €312,600, at the grant date, representing 60% of variable compensation is awarded in instruments linked to Crédit Agricole S.A. shares, which vest progressively over a deferred period of three years, conditional upon the attainment of three performance targets:
  - the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.,
  - the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks,
  - the societal performance of Crédit Agricole S.A. measured by the FReD index.

Deferred variable compensation vested in 2015 (table 2A above)

Xavier Musca received 11,705 shares as deferred variable compensation for prior years, equivalent to €151,580 on the date of vesting. This amount represents:

- the first year of payment of deferred variable compensation awarded in 2014 in respect of 2013, tranche for which 7,916 shares were awarded, at a share price on the grant date of €11.37;
- the second year of payment of deferred variable compensation awarded in 2013 in respect of 2012, tranche for which 3,789 shares were awarded, at a share price on the grant date of €7.18.

Vesting is conditional upon the attainment of three performance targets:

- the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.;
- the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks;
- the societal performance of Crédit Agricole S.A. measured by the FReD index.

In view of the performance recorded in respect of the three criteria, the final percentage vested is 100% for the variable compensation awarded in 2013 and 2014.

EXCEPTIONAL COMPENSATION

No exceptional compensation was awarded or paid in respect of the 2015 financial year.

DIRECTORS' FEES

Xavier Musca received €91,291 in Directors' fees for serving as Director of Crédit Agricole Egypt, Cariparma, Crédit du Maroc, Amundi and UBAF.

SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF POSITION

Xavier Musca is guaranteed that his employment contract will be reinstated with compensation conditions equivalent to those that apply to the members of the Management Committee (excluding Corporate Officers) and he will be offered two positions at Management Committee level. This benefit will be submitted to the General Meeting of Shareholders under the procedure governing related-party agreements.

Xavier Musca will be paid compensation in the event that his employment contract is terminated by Crédit Agricole S.A. This benefit will be submitted to the General Meeting of Shareholders under the procedure governing related-party agreements.

In the event of the termination of his position as Deputy Chief Executive Officer on whatever grounds, Xavier Musca may be bound by a non-competition clause for a period of one year from the date of termination of the office. This benefit will be submitted to the General Meeting of Shareholders under the procedure governing related-party agreements.

SUPPLEMENTARY PENSION SCHEME

No supplementary pension amount is payable to Xavier Musca in respect of the 2015 financial year.

Xavier Musca is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole Group, which supplements the collective and mandatory pension and death & disability plans.

The Board of Directors Meeting on 19 May 2015 approved Xavier Musca's membership of Crédit Agricole S.A. Group's supplementary pension plans prior to the date of publication of French law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities; therefore the provisions of Article L. 225-42-1 of the French Commercial Code (*Code de commerce*), which makes the acquisition of annual supplementary pension entitlements subject to performance conditions, do not apply.

In accordance with the provisions of Article L. 225-102-1 of the French Commercial Code as amended, in the framework of law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities, Xavier Musca's annual and conditional individual supplementary pension entitlements estimated as at 31 December 2015 break down as:

- a life annuity under a defined-contribution supplementary pension, estimated at €2 k gross;
- a life annuity under a defined-benefit supplementary pension, estimated at €36 k gross,

The uncertain entitlements under the defined-benefit supplementary pension plan are subject to continued employment conditions at retirement and are estimated on the basis of 3.45 years' service recorded on the closing date, corresponding to 4.14% of the reference compensation at 31 December 2015.

The published estimated amounts are the gross amounts before taxes and social security charges applicable at the closing date, particularly income tax payable by individuals and supplementary contributions of 7% and 14%, payable by the beneficiary, which are deducted from the life annuities payable under the defined-benefit supplementary pension plan.

Jean-Yves Hocher, Deputy Chief Executive Officer until 31 August 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	**2014**	**2015**
Compensation awarded in respect of the financial year(1)	1,079,912	685,361
Value of options awarded during the year(2)	-	-
Value of performance shares awarded during the year(2)	-	-

(1) The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.

(2) No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		**2015**	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	500,000	500,000	347,446	347,446
Non-deferred variable compensation	137,100	135,000	74,400	137,100
Variable compensation indexed to the Crédit Agricole S.A. share price	45,700	43,650	24,800	44,329
Variable compensation indexed to the Crédit Agricole S.A. share price	274,200	433,798	148,800	319,670
Exceptional compensation	-	-	-	-
Directors' fees(1)	62,407	62,407	49,282	49,282
Benefits in kind	60,505	60,505	40,633	40,633
TOTAL	**1,079,912**	**1,235,360**	**685,361**	**938,460**

(1) Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

TABLE 2A – DETAIL OF DEFERRED VARIABLE COMPENSATION

		2013		**2014**		**2015**	
	Total number of shares awarded(1)	Number of shares awarded(1)	Number of shares vested(2)	Number of shares awarded(1)	Number of shares vested(3)	Number of shares awarded(1)	Number of shares vested(4)
Plan awarded in 2012	61,225	20,409	15,058	20,409	20,409	20,407	8,412(5)
Plan awarded in 2013	25,070	-	-	8,357	8,357	8,357	8,357
Plan awarded in 2014	23,747	-	-	-	-	7,916	7,916

(1) The share value at the grant date is €4.90 for the 2012 plan, €7.18 for the 2013 plan and €11.37 for the 2014 plan.

(2) The share value when vested is €7.22 for the 2012 plan.

(3) The share value when vested is €11.39 for the 2012 and 2013 plans.

(4) The share value when vested is €12.95 for the 2012, 2013 at 2014 plans.

(5) 100% for performance, but application of a reduction due to the terms and conditions under the regulations of existing plans.

Jean-Yves Hocher served as Deputy Chief Executive Officer until 31 August 2015.

FIXED COMPENSATION

Jean-Yves Hocher received €347,446 in fixed compensation as Deputy Chief Executive Officer in 2015. On renewal of his term of office as Deputy Chief Executive Officer, the Board of Directors Meeting on 19 May 2015 resolved to increase his fixed annual compensation to €550,000 in line with his increased responsibilities. This compensation included an increase of €50,000 over his previous fixed compensation package, which had remained unchanged since 3 March 2009.

Moreover, for the period prior to taking up this position, Jean-Yves Hocher received €183,333 in fixed compensation as an employee of Crédit Agricole S.A.

VARIABLE COMPENSATION

Variable compensation awarded in 2016 in respect of 2015

At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Jean-Yves Hocher in respect of 2015.

In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis:

- 90% of economic criteria were met, reflecting an increase in corporate and investment banking revenue, in particular in structured financing, as well as exceptional items that had a negative impact on net income;
- the achievement of non-economic targets was set at 90% by the Board at the start of the year, considering that the annual performance of Corporate and investment banking, in line with the targets set in the Medium-Term Plan, was nonetheless impacted by the management of the Crédit Agricole CIB (OFAC and BOR) litigation cases and the impairment of UBAF.

Variable compensation earned by Jean-Yves Hocher in respect of 2015 was set at €248,000, reflecting a target achievement rate of 90%. This is equivalent to 72% of his fixed reference compensation.

This compensation breaks down as follows:

- €74,400, representing 30% of variable compensation is to be paid from March 2016;
- €24,800, representing 10% of variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016;
- €148,800, at the grant date, representing 60% of variable compensation is awarded in instruments linked to Crédit Agricole S.A. shares, which vest progressively over a deferred period of three years, conditional upon the attainment of three performance targets:
  - the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.,
  - the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks,
  - the societal performance of Crédit Agricole S.A. measured by the FReD index.

Deferred variable compensation vested in 2015 (table 2A above)

Jean-Yves Hocher received 24,685 shares as deferred variable compensation for prior years, equivalent to €319,670. This amount represents:

- the first year of payment of deferred variable compensation awarded in 2014 in respect of 2013, tranche for which 7,916 shares were awarded, at a share price on the grant date of €11.37;
- the second year of payment of deferred variable compensation awarded in 2013 in respect of 2012, tranche for which 8,357 shares were awarded, at a share price on the grant date of €7.18;
- the third year of payment of deferred variable compensation awarded in 2012 in respect of 2011, tranche for which 20,407 shares were awarded, at a share price on the grant date of €4.90.

Vesting is conditional upon the attainment of three performance targets:

- the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.;
- the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks;
- the societal performance of Crédit Agricole S.A. measured by the FReD index.

In view of the performance recorded in respect of the three criteria, the final percentage vested is 100% for the variable compensation awarded in 2012, 2013 and 2014.

EXCEPTIONAL COMPENSATION

No exceptional compensation was awarded or paid in respect of the 2015 financial year.

DIRECTORS' FEES

Jean-Yves Hocher received €49,282 in Directors' fees for serving as Director of Crédit Foncier de Monaco, Banque Saudi Fransi and CA Indosuez Wealth.

SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF POSITION

No severance benefit was paid to Jean-Yves Hocher during the financial year.

In accordance with the conditions approved by the General Meeting of Shareholders on 22 May 2012, in the event of termination of his term of office, Jean-Yves Hocher's employment contract would have been reinstated under compensation conditions equivalent to the average annual compensation amounts paid to the members of the Executive Committee of Crédit Agricole S.A., excluding Executive Corporate Officers, during the 12 months preceding the date of termination of his term of office. In this case, the Company would undertake to offer him at least two positions corresponding to duties of members of Crédit Agricole S.A.'s Executive Committee.

If his employment contract is terminated, Jean-Yves Hocher would have received a severance payment, calculated on a base corresponding to twice the annual gross compensation (excluding benefits in kind) received during the 12 months preceding the termination of his contract, including any other indemnity and, in particular, traditional redundancy pay and any possible non-competition payments.

SUPPLEMENTARY PENSION SCHEME

No supplementary pension amount is payable to Jean-Yves Hocher in respect of the 2015 financial year.

Jean-Yves Hocher is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole, which supplements the collective and mandatory pension and death & disability plans.

The Board of Directors Meeting on 19 May 2015 approved Jean-Yves Hocher's membership of Crédit Agricole S.A. Group's supplementary pension plans prior to the date of publication of French law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities; therefore the provisions of Article L. 225-42-1 of the French Commercial Code (*Code de commerce*), which makes the acquisition of annual supplementary pension entitlements subject to performance conditions, do not apply.

In accordance with the provisions of Article L. 225-102-1 of the French Commercial Code as amended, in the framework of law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities, Jean-Yves Hocher's annual and conditional individual supplementary pension entitlements estimated as at 31 December 2015 break down as:

- a life annuity under a defined-contribution supplementary pension, estimated at €6 k gross;
- a life annuity under a defined-benefit supplementary pension, estimated at €475 k gross.

The estimated total of the supplementary pension entitlements, taken together with estimated pensions from compulsory retirement schemes:

- trigger the application of the cap of 70% of the reference compensation on the closing date, for all schemes, in accordance with the supplementary pension regulations;
- is less than the contractual of 16 times the annual Social Security cap.

The uncertain entitlements under the defined-benefit supplementary pension plan are subject to continued employment conditions at retirement and are estimated on the basis of 27 years of service recorded on the closing date.

The published estimated amounts are the gross amounts before taxes and social security charges applicable at the closing date, particularly income tax payable by individuals and supplementary contributions of 7% and 14%, payable by the beneficiary, which are deducted from the life annuities payable under the defined-benefit supplementary pension plan.

BENEFITS IN KIND

Jean-Yves Hocher has the use of company housing. This benefit is being transferred to benefits in kind in accordance with current regulations.

Moreover, for the period prior to taking up this position, Jean-Yves Hocher had the use of company housing in the amount of €20,316 as an employee of Crédit Agricole S.A.

Bruno de Laage, Deputy Chief Executive Officer until 31 August 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	2014	2015
Compensation awarded in respect of the financial year[1]	995,000	680,113
Value of options awarded during the year[2]	-	-
Value of performance shares awarded during the year[2]	-	-

(1) *The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.*

(2) *No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.*

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		2015	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	500,000	500,000	347,446	347,446
Non-deferred variable compensation	127,500	132,000	85,800	127,500
Variable compensation indexed to the Crédit Agricole S.A. share price	42,500	42,680	28,600	41,225
Variable compensation indexed to the Crédit Agricole S.A. share price	255,000	406,481	171,600	317,391
Exceptional compensation	-	-	-	-
Directors' fees[1]	-	-	-	-
Benefits in kind	70,000	70,000	46,667	46,667
TOTAL	**995,000**	**1,151,161**	**680,113**	**880,229**

(1) *Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).*

TABLE 2A – DETAIL OF DEFERRED VARIABLE COMPENSATION

	Total number of shares awarded(1)	2013		2014		2015	
		Number of shares awarded(1)	Number of shares vested(2)	Number of shares awarded(1)	Number of shares vested(3)	Number of shares awarded(1)	Number of shares vested(4)
Plan awarded in 2012	61,225	20,409	15,058	20,409	20,409	20,407	8,412(5)
Plan awarded in 2013	25,070	-	-	8,357	8,357	8,357	8,357
Plan awarded in 2014	23,219	-	-	-	-	7,740	7,740

(1) The share value at the grant date is €4.90 for the 2012 plan, €7.18 for the 2013 plan and €11.37 for the 2014 plan.
(2) The share value when vested is €7.22 for the 2012 plan.
(3) The share value when vested is €11.39 for the 2012 and 2013 plans.
(4) The share value when vested is €12.95 for the 2012, 2013 at 2014 plans.
(5) 100% for performance, but application of an allowance due to the terms and conditions under the regulations of existing plans.

Bruno de Laage served as Deputy Chief Executive Officer until 31 August 2015.

FIXED COMPENSATION

Bruno de Laage received €347,446 in fixed compensation as Deputy Chief Executive Officer in 2015. On renewal of his term of office as Deputy Chief Executive Officer, the Board of Directors Meeting on 19 May 2015 resolved to increase his fixed annual compensation to €550,000 in line with his increased responsibilities. This compensation included an increase of €50,000 over his previous fixed compensation package, which had remained unchanged since 23 February 2011.

Moreover, for the period prior to taking up this position, Bruno de Laage received €34,367 in fixed compensation as an employee of Crédit Agricole S.A.

VARIABLE COMPENSATION

Variable compensation awarded in 2016 in respect of 2015

At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Bruno de Laage in respect of 2015.

In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis:

- 107% of economic criteria were met, reflecting an increase in net income generated by the Retail Banking division, which saw an increase in inflows and outstanding loans, in spite of a weak recovery and persistent low interest rates, which were not positive for retail banking;
- the achievement of non-economic targets defined by the Board of the start of the year was set at 100%, considering the marked turnaround in the specialist services business, the synergies generated between the Regional Banks and the consumer finance business, as well as the ramp-up in implementing LCL's transformation plan.

Variable compensation earned by Bruno de Laage in respect of 2015 was set at €286,000, reflecting a target achievement rate of 103%. This is equivalent to 83% of his fixed compensation.

This compensation breaks down as follows:

- €85,800, representing 30% of variable compensation is to be paid from March 2016;
- €28,600, representing 10% of variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016;
- €171,600, at the grant date, representing 60% of variable compensation is awarded in instruments linked to Crédit Agricole S.A. shares, which vest progressively over a deferred period of three years, conditional upon the attainment of three performance targets:
  - the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.,
  - the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks,
  - the societal performance of Crédit Agricole S.A. measured by the FReD index.

Deferred variable compensation vested in 2015 (table 2A above)

Bruno de Laage received 24,509 shares as deferred variable compensation for prior years, equivalent to €317,391 on the date of vesting. This amount represents:

- the first year of payment of deferred variable compensation awarded in 2014 in respect of 2013, tranche for which 7,740 shares were awarded, at a share price on the grant date of €11.37;
- the second year of payment of deferred variable compensation awarded in 2013 in respect of 2012, tranche for which 8,357 shares were awarded, at a share price on the grant date of €7.18;
- the third year of payment of deferred variable compensation awarded in 2012 in respect of 2011, tranche for which 20,407 shares were awarded, at a share price on the grant date of €4.90.

Vesting is conditional upon the attainment of three performance targets:

- the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.;
- the relative performance of the Crédit Agricole S.A. share compared to a composite index of European banks;
- the societal performance of Crédit Agricole S.A. measured by the FReD index.

In view of the performance recorded in respect of the three criteria, the final percentage vested is 100% for the variable compensation awarded in of 2012, 2013 and 2014.

EXCEPTIONAL COMPENSATION

No exceptional compensation was awarded or paid in respect of the 2015 financial year.

DIRECTORS' FEES

Bruno de Laage waived receipt of Directors' fees in respect of his positions in the Group's subsidiaries.

SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF POSITION

No severance or non-competition payment was paid to Bruno de Laage during the financial year.

On his retirement on 1st October 2015, Bruno de Laage received €148,847 gross in retirement benefit, in accordance with the terms of the collective bargaining agreement in force in Crédit Agricole S.A.

SUPPLEMENTARY PENSION SCHEME

In respect of 2015, in accordance with the commitment authorised by the Board on 24 February 2010 and approved by the General Meeting of Shareholders on 19 May 2010 (13th resolution), and pursuant to the regulations of the supplementary pension plan for Senior Executives of Crédit Agricole S.A. Group, the following benefits were paid to Bruno de Laage on his retirement on 1 October 2015:

- a gross annual defined-benefit supplementary pension of €378.515;
- a gross annual defined-contribution supplementary pension of €5,644.

The combined total of these two supplementary pension schemes represents 35% of the compensation, excluding benefits in kind, paid to Bruno de Laage in respect of 2014.

BENEFITS IN KIND

Bruno de Laage received a payment in lieu of company housing.

Moreover, for the period prior to taking up this position, Bruno de Laage had the use of company housing in the amount of €5,833 as an employee of Crédit Agricole S.A.

Michel Mathieu, Deputy Chief Executive Officer until 31 August 2015

TABLE 1 – COMPENSATION, SHARES AND STOCK OPTIONS AWARDED TO EXECUTIVE CORPORATE OFFICERS OF CRÉDIT AGRICOLE S.A.

Gross amounts *(in euros)*	**2014**	**2015**
Compensation awarded in respect of the financial year(1)	1,054,369	710,383
Value of options awarded during the year(2)	-	-
Value of performance shares awarded during the year(2)	-	-

(1) The compensation shown in this table represents amounts awarded in respect of the year indicated. The itemised tables below show compensation awarded in respect of a given year and compensation received during that year.

(2) No Crédit Agricole S.A. stock options were awarded to Corporate Officers in 2015. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 2 – SUMMARY TABLE OF GROSS COMPENSATION AMOUNTS

	2014		**2015**	
(in euros)	Amount awarded in respect of 2014	Amount paid in 2014	Amount awarded in respect of 2015	Amount paid in 2015
Fixed compensation	500,000	500,000	347,446	347,446
Non-deferred variable compensation	131,700	144,000	86,400	131,700
Variable compensation indexed to the Crédit Agricole S.A. share price	43,900	46,560	28,800	42,583
Variable compensation indexed to the Crédit Agricole S.A. share price	263,400	423,261	172,800	326,495
Exceptional compensation	-	-	-	-
Directors' fees(1)	34,601	34,601	20,882	20,882
Benefits in kind	80,768	80,768	54,055	54,055
TOTAL	**1,054,369**	**1,229,190**	**710,383**	**923,161**

(1) Net amounts, after the following deductions from the sums payable to individual beneficiaries resident in France: income tax prepayment (21%) and social contributions (15.50%).

TABLE 2A – DETAIL OF DEFERRED VARIABLE COMPENSATION

	Total number of shares awarded[1]	2013		2014		2015	
		Number of shares awarded[1]	Number of shares vested[2]	Number of shares awarded[1]	Number of shares vested[3]	Number of shares awarded[1]	Number of shares vested[4]
Plan awarded in 2012	61,225	20,409	15,058	20,409	20,409	20,407	8,412[5]
Plan awarded in 2013	25,070	-	-	8,357	8,357	8,357	8,357
Plan awarded in 2014	25,330	-	-	-	-	8,443	8,443

(1) The share value at the grant date is €4.90 for the 2012 plan, €7.18 for the 2013 plan and €11.37 for the 2014 plan.
(2) The share value when vested is €7.22 for the 2012 plan.
(3) The share value when vested is €11.39 for the 2012 and 2013 plans.
(4) The share value when vested is €12.95 for the 2012, 2013 at 2014 plans.
(5) 100% for performance, but application of an allowance due to the terms and conditions under the regulations of existing plans.

Michel Mathieu served as Deputy Chief Executive Officer until 31 August 2015.

FIXED COMPENSATION

Michel Mathieu received €347,446 in fixed compensation as Deputy Chief Executive Officer in 2015. On renewal of his term of office as Deputy Chief Executive Officer, the Board of Directors Meeting on 19 May 2015 resolved to increase his fixed annual compensation to €550,000 in line with his increased responsibilities. This compensation included an increase of €50,000 over his previous fixed compensation package, which had remained unchanged since 24 February 2010.

Moreover, for the period prior to taking up this position, Michel Mathieu received €183,333 in fixed compensation as an employee of Crédit Agricole S.A.

VARIABLE COMPENSATION

Variable compensation awarded in 2016 in respect of 2015

At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Michel Mathieu in respect of 2015.

In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis:

- 109% of economic criteria were met, reflecting a sharp increase in net income Group share and a net improvement in profitability, fuelled by the turnaround in the Group's businesses as a result of the major efforts to refocus in the period 2011 to 2013, and the strengthened financial structure;
- the achievement of non-economic targets defined at the start of the year was set at 100% by the Board, considering the attainment of the synergy and cost reduction targets under the MUST program and the Medium-Term Plan, and the implementation of income synergies between Group entities.

Variable compensation earned by Michel Mathieu in respect of 2015 was set at €288,000, reflecting a target achievement rate of 105%. This is equivalent to 84% of his fixed compensation.

This compensation breaks down as follows:

- €86,400, representing 30% of variable compensation is to be paid from March 2016;
- €28,800, representing 10% of variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016;
- €172,800, at the grant date, representing 60% of variable compensation is awarded in instruments linked to Crédit Agricole S.A. shares, which vest progressively over a deferred period of three years, conditional upon the attainment of three performance targets:
  - the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.,
  - the relative performance of Crédit Agricole S.A. shares compared to a composite index of European banks,
  - the societal performance of Crédit Agricole S.A. measured by the FReD index.

Deferred variable compensation vested in 2015 (table 2A above)

Michel Mathieu received 25,212 shares as deferred variable compensation for prior years, equivalent to €326,495 on the date of vesting. This amount represents:

- the first year of payment of deferred variable compensation awarded in 2014 in respect of 2013, tranche for which 8,443 shares were awarded, at a share price on the grant date of €11.37;
- the second year of payment of deferred variable compensation awarded in 2013 in respect of 2012, tranche for which 8,357 shares were awarded, at a share price on the grant date of €7.18;
- the third year of payment of deferred variable compensation awarded in 2012 in respect of 2011, tranche for which 20,407 shares were awarded, at a share price on the grant date of €4.90.

Vesting is conditional upon the attainment of three performance targets:

- the intrinsic financial performance of Crédit Agricole S.A. defined as growth in the gross operating income of Crédit Agricole S.A.;
- the relative performance of the Crédit Agricole S.A. share compared to a composite index of European banks;
- the societal performance of Crédit Agricole S.A. measured by the FReD index.

In view of the performance recorded in respect of the three criteria, the final percentage vested is 100% for the variable compensation awarded in 2012, 2013 and 2014.

EXCEPTIONAL COMPENSATION

No exceptional compensation was awarded or paid in respect of the 2015 financial year.

DIRECTORS' FEES

Michel Mathieu received €20,882 in Directors' fees for serving as Director of Cariparma and LCL.

SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF POSITION

No severance benefit was paid to Michel Mathieu during the financial year.

In accordance with the conditions approved by the General Meeting of Shareholders on 19 May 2010, in the event of termination of his term of office, Michel Mathieu's employment contract would have been reinstated under compensation conditions equivalent to the average annual compensation amounts paid to the members of the Executive Committee of Crédit Agricole S.A., excluding Corporate Officers, during the 12 months preceding the date of termination of his term of office. In this case, the Company would undertake to offer him at least two positions corresponding to duties of members of Crédit Agricole S.A.'s Executive Committee.

If his employment contract is terminated, Michel Mathieu would have received a severance payment, calculated on a base corresponding to twice the annual gross compensation (excluding benefits in kind) received during the 12 months preceding the termination of his contract, including any other indemnity and, in particular, traditional redundancy pay and any possible non-competition payments. If he became eligible for post-employment benefits, no compensation would have been due.

SUPPLEMENTARY PENSION SCHEME

No supplementary pension amount is payable to Michel Mathieu in respect of the 2015 financial year.

Michel Mathieu is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole Group, which supplements the collective and mandatory pension and death & disability plans.

The Board of Directors Meeting on 19 May 2015 approved Michel Mathieu's membership of Crédit Agricole S.A. Group's supplementary pension plans prior to the date of publication of French law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities; therefore the provisions of Article L. 225-42-1 of the French Commercial Code (*Code de commerce*), which makes the acquisition of annual supplementary pension entitlements subject to performance conditions, do not apply.

In accordance with the provisions of Article L. 225-102-1 of the French Commercial Code as amended, in the framework of law no. 2015-990 dated 6 August 2015 for growth, activity and equal economic opportunities, Michel Mathieu's annual and conditional individual supplementary pension entitlements estimated as at 31 December 2015 break down as:

- a life annuity under a defined-contribution supplementary pension, estimated at €6 k gross;
- a life annuity under a defined-benefit supplementary pension, estimated at €489 k gross.

The estimated total of the supplementary pension entitlements, taken together with estimated pensions from compulsory retirement schemes:

- trigger the application of the cap of 70% of the reference compensation on the closing date, for all schemes, in accordance with the supplementary pension regulations;
- is less than the contractual of 16 times the annual Social Security cap.

The uncertain entitlements under the defined-benefit supplementary pension plan are subject to continued employment conditions at retirement and are estimated on the basis of 32 years of service recorded on the closing date.

The published estimated amounts are the gross amounts before taxes and social security charges applicable at the closing date, particularly income tax payable by individuals and supplementary contributions of 7% and 14%, payable by the beneficiary, which are deducted from the life annuities payable under the defined-benefit supplementary pension plan.

BENEFITS IN KIND

Michel Mathieu has the use of company housing. This benefit is being transferred to benefits in kind in accordance with current regulations.

Moreover, for the period prior to taking up this position, Michel Mathieu had the use of company housing in the amount of €27,028 as an employee of Crédit Agricole S.A.

TABLE 3 – DIRECTORS' FEES RECEIVED BY CRÉDIT AGRICOLE S.A. CORPORATE OFFICERS

See p. 131.

TABLE 4 – STOCK OPTIONS GRANTED TO EXECUTIVE CORPORATE OFFICERS IN 2015 BY CRÉDIT AGRICOLE S.A. AND OTHER GROUP COMPANIES

No stock options were awarded to Executive Corporate Officers in 2015.

TABLE 5 – STOCK OPTIONS EXERCISED BY EXECUTIVE CORPORATE OFFICERS IN 2015

No Crédit Agricole S.A. stock options were exercised by Executive Corporate Officers in 2015.

TABLE 6 – PERFORMANCE SHARES AWARDED TO EXECUTIVE CORPORATE OFFICERS IN 2015

No performance share plan was instituted at Crédit Agricole S.A.

TABLE 7 – PERFORMANCE SHARES MADE AVAILABLE IN 2015 FOR EXECUTIVE CORPORATE OFFICERS

Not applicable. No performance share plan was instituted at Crédit Agricole S.A.

TABLE 8 – HISTORY OF AND ALLOCATIONS OF STOCK OPTIONS

Not applicable.

TABLE 9 – STOCK OPTIONS GRANTED TO AND EXERCISED BY THE TOP 10 EMPLOYEE BENEFICIARIES, OTHER THAN CORPORATE OFFICERS IN 2015

Not applicable. Crédit Agricole S.A. did not award any options in 2015 and no options were exercised in 2015.

TABLE 10 – EMPLOYMENT CONTRACT/SUPPLEMENTARY PENSION SCHEME/SEVERANCE PAYMENT IN THE EVENT OF TERMINATION OF OFFICE/NON-COMPETITION CLAUSE

Executive Corporate Officers	Employment contract[1]		Supplementary pension scheme		Indemnities and benefits due or likely to be due upon termination or change in office		Indemnity under a non-competition clause	
	Yes	No	Yes	No	Yes	No	Yes	No
Jean-Marie Sander Chairman Term of office start/end date: 20/05/2010 - 04/11/2015		X		X		X		X
Dominique Lefebvre Chairman Term of office start date: 04/11/2015		X		X		X		X
Jean-Paul Chifflet Chief Executive Officer Term of office start/end date: 01/03/2010 - 20/05/2015		X	X		X		X	
Philippe Brassac Chief Executive Officer Term of office start date: 20/05/2015	X		X		X		X	
Xavier Musca Deputy Chief Executive Officer Term of office start date: 19/07/2012	X		X		X		X	
Jean-Yves Hocher Deputy Chief Executive Officer Term of office start/end date: 15/10/2008 - 31/08/2015	X		X		X		X	
Bruno de Laage Deputy Chief Executive Officer Term of office start/end date: 01/03/2010 - 31/08/2015	X		X		X		X	
Michel Mathieu Deputy Chief Executive Officer Term of office start/end date: 01/03/2010 - 31/08/2015	X		X		X		X	

(1) *The AFEP/MEDEF recommendation against holding a corporate office while being covered by an employment contract applies to the Chairman of the Board of Directors, the Chairman and Chief Executive Officer and the Chief Executive Officer. The employment contracts of Jean-Yves Hocher, Michel Mathieu, Bruno de Laage and Xavier Musca, Deputy Chief Executive Officers, were, however, suspended by amendment. They will take effect once more at the end of their respective corporate offices, at the updated compensation and function conditions which prevailed prior to their terms of office.*

Items of compensation due or awarded in respect of the 2015 financial year to each Executive Corporate Officer of the Company, to be voted on by shareholders

In accordance with the recommendations of the AFEP/MEDEF Code, which is Crédit Agricole S.A.'s reference Corporate Governance Code, pursuant to Article L. 225-37 of the French Commercial Code, the December 2015 Guide to the application of the AFEP/MEDEF Code, the provisions of law no. 2015-990 of 6 August 2015 for growth, activity and equal economic opportunities and Article L. 225-42-1 of the French Commercial Code relative to entitlement to conditional annual supplementary defined-benefit pension rights, the following items of compensation due or awarded to each Executive Corporate Officer of Crédit Agricole S.A. for the year just ended must be submitted to the shareholders for a vote:

- the fixed portion;
- the annual variable portion and, where necessary, the multi-annual variable part, together with the objectives that contribute to the determination of this variable portion;
- exceptional compensation;
- stock options, performance shares and any other long term compensation;
- benefits linked to taking up or terminating office;
- the increase in conditional annual supplementary defined-benefit pension rights mentioned in Article L. 137-11 of the French Social Security Code (*Code de la Sécurité Sociale*) granted to Corporate Officers of Crédit Agricole S.A.
- benefits in kind.

The General Meeting of Shareholders of 19 May 2016 is asked to give its opinion on the items of compensation due or awarded to each Executive Corporate Officer of Crédit Agricole S.A. in respect of 2015:

- Jean-Marie Sander;
- Dominique Lefebvre;
- Jean-Paul Chifflet;
- Philippe Brassac;
- Jean-Yves Hocher;
- Bruno de Laage;
- Michel Mathieu;
- Xavier Musca.

As a result, the General Meeting of Shareholders is asked for its opinion on the following items of compensation due or awarded in respect of the financial year just ended to Jean-Marie Sander and Dominique Lefebvre, Chairman of the Board of Directors, Jean-Paul Chifflet and Philippe Brassac, Chief Executive Officer, and to Jean-Yves Hocher, Bruno de Laage, Michel Mathieu and Xavier Musca, all Deputy Chief Executive Officers.

ITEMS OF COMPENSATION DUE OR AWARDED TO JEAN-MARIE SANDER, CHAIRMAN OF THE BOARD OF DIRECTORS UNTIL 4 NOVEMBER 2015, IN RESPECT OF 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€355,000	Jean-Marie Sander received annual fixed compensation of €420,000. This compensation, set by the Board of Directors Meeting on 12 May 2010, remains unchanged since this date. He received €355,000 in 2015 in respect of this compensation
Variable compensation	No payment in respect of 2015	Jean-Marie Sander is not entitled to any variable compensation
Non-deferred portion of exceptional bonus	€63,000	The Board of Directors, on the recommendation of the Compensation Committee, voted to award Jean-Marie Sander an exceptional bonus for his contribution, alongside the Chief Executive Officer, to managing the consequences of the financial crisis, making the adjustments necessary to adapt the Group to the new economic, financial and regulatory environment, preparing the 2010 Group Business Plan and the 2014 Medium-Term Plan, as well as his contribution to the overall unity of Crédit Agricole S.A. and the quality of its relations with all stakeholders and its broader environment. Jean-Marie Sander's total bonus was set at €210,000, awarded in accordance with the compensation rules related to CRD 4, especially as regards the mechanism for deferring payment.
Portion of exceptional bonus indexed to the Crédit Agricole S.A. share price	€21,000	
Deferred conditional portion of exceptional bonus	€126,000	
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Jean-Marie Sander is not entitled to any stock options or performance shares.
Directors' fees	€21,910	Jean-Marie Sander received €21,910 in Directors' fees in 2015 for serving as Chairman of the Crédit Agricole S.A. Strategy Committee and as Director of Crédit Foncier de Monaco.
Benefits in kind	€124,524	The benefits consist of company housing and the sum of €100,000, a sum that was approved by the Board of Directors on the recommendation of the Compensation Committee to be used to build up his retirement capital.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Jean-Marie Sander was not entitled to any severance payment.
Non-competition compensation	No compensation paid in respect of 2015	Jean-Marie Sander was not entitled to any non-competition compensation.
Supplementary pension scheme	No payment in respect of 2015	Jean-Marie Sander was not a beneficiary of the supplementary pension plan in place within the Group.

ITEMS OF COMPENSATION DUE OR AWARDED IN RESPECT OF 2015 TO DOMINIQUE LEFEBVRE, CHAIRMAN OF THE BOARD OF DIRECTORS AS OF 4 NOVEMBER 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€82,540	Dominique Lefebvre receives annual fixed compensation of €520,000. This compensation was set by the Board of Directors Meeting on 4 November 2015. He received €82,540 in 2015 in respect of this compensation
Non-deferred variable compensation	No payment in respect of 2015	Dominique Lefebvre is not entitled to any variable compensation.
Variable compensation indexed to the Crédit Agricole S.A. share price	No payment in respect of 2015	Dominique Lefebvre is not entitled to any variable compensation indexed to the Crédit Agricole S.A. share price.
Variable compensation indexed to the Crédit Agricole S.A. share price	No payment in respect of 2015	Dominique Lefebvre is not entitled to any deferred and conditional variable compensation.
Exceptional compensation	No payment in respect of 2015	Dominique Lefebvre is not entitled to any exceptional compensation.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Dominique Lefebvre not entitled to any stock options or performance shares.
Directors' fees	No payment in respect of 2015	Dominique Lefebvre waived receipt of Directors' fees paid in respect of offices held in Crédit Agricole Group companies for the duration of his term of office or at the end of his term.
Benefits in kind	€6,333	The benefits in kind paid consist a payment in lieu of company housing.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Dominique Lefebvre is not entitled to any severance payment.
Non-competition compensation	No compensation paid in respect of 2015	Dominique Lefebvre is not entitled to any non-competition payment.
Supplementary pension scheme	No payment in respect of 2015	Dominique Lefebvre is not a beneficiary of the supplementary pension plan in place within the Group.

ITEMS OF COMPENSATION DUE OR AWARDED TO JEAN-PAUL CHIFFLET, CHIEF EXECUTIVE OFFICER UNTIL 20 MAY 2015, IN RESPECT OF 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€350,000	Jean-Paul Chifflet received annual fixed compensation of €900,000. This compensation, set by the Board of Directors Meeting on 24 February 2010, remained unchanged since this date. Jean-Paul Chifflet received €350,000 in fixed compensation in respect of 2015.
Non-deferred variable compensation	€107,400 (amount granted)	At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Jean-Paul Chifflet in respect of 2015. In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis: ● 109% of economic criteria were met, reflecting a sharp increase in net income Group share and a net improvement in profitability, fuelled by a dynamic commercial performance, the turnaround in the Group's businesses as a result of the major efforts to refocus on profitable activities in the period 2011 to 2013, and the strengthened financial structure; ● the achievement of non-economic targets defined at the start of the year was fixed at 100% by the Board, considering the attainment of the synergy and cost reduction targets in the Medium-Term Plan, and the effective management of the transition in establishing the new Executive Management. Variable compensation earned by Jean-Paul Chifflet in respect of the 2015 financial year was set at €358,000, 105% of his target variable compensation. 30% of the total compensation, *i.e.* €107,400 will be paid from March 2015.
Variable compensation indexed to the Crédit Agricole S.A. share price	€35,800 (amount granted)	10% of the variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€214,800 (amount granted)	The deferred component of the variable compensation amounted to €214,800 at the grant date, representing 60% of the total variable compensation awarded in 2016 in respect of 2015. This deferred compensation is awarded in instruments linked to Crédit Agricole S.A. shares, the vesting of which is progressively deferred over a period of three years and is conditional on the attainment of three performance targets: ● the intrinsic financial performance of Crédit Agricole S.A. defined as growth of the gross operating income of Crédit Agricole S.A.; ● the relative performance of Crédit Agricole S.A. share compared to a composite index of European banks; ● the societal performance of Crédit Agricole S.A. measured by the FReD index.
Exceptional compensation	No payment in respect of 2015	Jean-Paul Chifflet received no exceptional compensation in respect of 2015.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Jean-Paul Chifflet was not awarded any stock options or performance shares or any other long-term compensation in respect of 2015.
Directors' fees	€50,623	Jean-Paul Chifflet received €50,623 in Directors' fees for offices in Crédit Agricole CIB, Crédit Agricole Suisse, LCL and Amundi in 2015.
Benefits in kind	€22,556	Jean-Paul Chifflet had the use of company housing until 31 May 2015. This benefit is being transferred to benefits in kind in accordance with current regulations.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Jean-Paul Chifflet would have been paid compensation in the event that his office is terminated by Crédit Agricole S.A. In accordance with the procedure governing related party agreements and commitments, this commitment was authorised by the Board on 24 February 2010 and approved by the General Meeting of Shareholders of 19 May 2010 (Eleventh resolution). In view of his retirement, no severance benefit was paid to Jean-Paul Chifflet during the financial year.
Non-competition compensation	No compensation paid in respect of 2015	In the event of the termination of his position as Chief Executive Officer on whatever grounds, Jean-Paul Chifflet could have been bound by a non-competition clause for a period of one year from the date of termination of the office. In accordance with the procedure governing related party agreements and commitments, this commitment was authorised by the Board on 24 February 2010 and approved by the General Meeting of Shareholders of 19 May 2010 (Eleventh resolution).
Supplementary pension scheme	Gross life annuities paid in 2015: €740,720 (Article 39) €6,519 (Article 83)	In accordance with the commitment authorised by the Board on 24 February 2010, and approved by the General Meeting of Shareholders on 19 May 2010 (Eleventh resolution), and pursuant to the regulations of the supplementary pension plan for Senior Executives of Crédit Agricole S.A. Group, the following benefits were paid to Jean-Paul Chifflet on his retirement on 1 June 2015: ● a gross annual defined-benefit supplementary pension of €740,720; ● a gross annual defined-contribution supplementary pension of €6,519. The combined total of these two supplementary pension schemes represents 35% of the compensation, excluding benefits in kind, paid to Mr Chifflet in respect of 2014.

ITEMS OF COMPENSATION DUE OR AWARDED IN RESPECT OF 2015 TO PHILIPPE BRASSAC, CHIEF EXECUTIVE OFFICER AS OF 20 MAY 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€554,032	Philippe Brassac receives annual fixed compensation of €900,000. This compensation was set by the Board of Directors Meeting on 19 May 2015. In the 2015 financial year, Philippe Brassac received fixed compensation of €554,032.
Non-deferred variable compensation	€174,000	At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation for Philippe Brassac in respect of 2015. In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 19 May 2015, the amount of variable compensation has been determined on the following basis: ● 109% of economic criteria were met, reflecting a sharp increase in net income Group share and a net improvement in profitability, fuelled by a dynamic commercial performance, the turnaround in the Group's businesses as a result of the major efforts to refocus on profitable activities in the period 2011 to 2013, and the strengthened financial structure; ● the Board of Directors of Crédit Agricole S.A. resolved to jointly assess the non-economic targets for Philippe Brassac and Xavier Musca in fiscal 2015. The achievement of non-economic targets was set at 100% by the Board at the start of the year. The targets in the Medium-Term Plan have been met through a combination of the robust increase in income synergies between Group entities, coupled with tighter cost control and the cost synergies generated under the MUST programme. The growth of the Savings management and Insurance business lines, specialist services and the International Retail Banking division provided an additional boost and put the Bank ahead of target for 2015 under the Medium-Term Plan. Finally, the Compliance functions were repositioned, which had a further positive impact on the soundness of the Crédit Agricole S.A. Group. Variable compensation earned by Philippe Brassac in respect of 2015 was set at €580,000, 105% of his target variable compensation. 30% of the total compensation, *i.e.* €174,000 will be paid from March 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€58,000	10% of the variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€348,000	The deferred component of the variable compensation amounted to €348,000 at the grant date, representing 60% of the total variable compensation awarded in 2016 in respect of 2015. This deferred compensation is awarded in instruments linked to Crédit Agricole S.A. shares, the vesting of which is progressively deferred over a period of three years and is conditional on the attainment of three performance targets: ● the intrinsic financial performance of Crédit Agricole S.A. defined as growth of the gross operating income of Crédit Agricole S.A.; ● the relative performance of Crédit Agricole S.A. share compared to a composite index of European banks; ● the societal performance of Crédit Agricole S.A. measured by the FReD index.
Exceptional compensation	No payment in respect of 2015	Philippe Brassac received no exceptional compensation in respect of 2015.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Philippe Brassac was not awarded any stock options or performance shares in respect of 2015.
Directors' fees	No payment in respect of 2015	Philippe Brassac waived receipt of Directors' fees for the duration of his term of office.
Benefits in kind	€38,040	The benefits in kind paid consist of the provision of company housing.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Philippe Brassac will be paid compensation in the event that his office is terminated by Crédit Agricole S.A. This commitment was authorised by the Board on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.
Non-competition compensation	No compensation paid in respect of 2015	In the event of the termination of his position as Chief Executive Officer on whatever grounds, Philippe Brassac may be bound by a non-competition clause for a period of one year from the date of termination of the office. This commitment was authorised by the Board on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.
Supplementary pension scheme	No payment in respect of 2015	Philippe Brassac is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole Group, which supplements the collective and mandatory pension and death & disability plans. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.

ITEMS OF COMPENSATION DUE OR AWARDED TO XAVIER MUSCA, DEPUTY CHIEF EXECUTIVE OFFICER IN RESPECT OF 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€623,118	Xavier Musca was appointed Second Effective Manager of Crédit Agricole S.A. on 20 May 2015. Accordingly the Board of Directors Meeting on 19 May 2015 increased his fixed compensation to €700,000. Xavier Musca received annual fixed compensation of €623,118 in 2015.
Non-deferred variable compensation	€156,300 (amount granted)	At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Xavier Musca in respect of his office in 2015. In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis: ● 109% of economic were met, reflecting the good results achieved by the Crédit Agricole S.A. Group as a whole, as well as the higher net income recorded by the Savings management and Insurance business line and retail banking, boosted by the solid financial performances posted by Cariparma and CA Egypt. The record net inflows and excellent performance in the international market in 2015 by the asset management business line made a substantial contribution to inflows during the year; ● The Board of Directors of Crédit Agricole S.A. resolved to jointly assess the non-economic targets for Philippe Brassac and Xavier Musca in fiscal 2015. The achievement of non-economic targets was set at 100% by the Board at the start of the year. The targets in the Medium-Term Plan have been met through a combination of the robust increase in income synergies between Group entities, coupled with tighter cost control and the cost synergies generated under the MUST programme. The growth of the Savings management and Insurance business line, specialist services and the International retail banking division provided an additional boost and put the Bank ahead of target for 2015 under the Medium-Term Plan. Finally, the Compliance functions were repositioned, which had a further positive impact on the soundness of the Crédit Agricole S.A. Group. Variable compensation earned by Xavier Musca in respect of 2015 was set at €521,000, 104% of his target variable compensation. 30% of the total compensation, *i.e.* €156,300 will be paid from March 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€52,100 (amount granted)	10% of the variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€312,600 (amount granted)	The deferred component of the variable compensation amounted to €312,600, representing 60% of the total variable compensation awarded in 2016 in respect of 2015. This deferred compensation is awarded in instruments linked to Crédit Agricole S.A. shares, the vesting of which is progressively deferred over a period of three years and is conditional on the attainment of three performance targets: ● the intrinsic financial performance of Crédit Agricole S.A. defined as growth of the gross operating income of Crédit Agricole S.A.; ● the relative performance of Crédit Agricole S.A. share compared to a composite index of European banks; ● the societal performance of Crédit Agricole S.A. measured by the FReD index.
Exceptional compensation	No payment in respect of 2015	Xavier Musca received no exceptional compensation in respect of 2015.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Xavier Musca was not awarded any stock options or performance shares or any other long term compensation in respect of 2015.
Directors' fees	€91,291	Xavier Musca received €91,291 in Directors' fees for serving as Director of Crédit Agricole Egypt, Cariparma, Crédit du Maroc, Amundi and UBAF.
Benefits in kind	No benefits in kind	Xavier Musca did not receive any benefits in kind.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No payment in respect of 2015	Xavier Musca will be paid compensation in the event that his employment contract is terminated by Crédit Agricole S.A. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.
Non-competition compensation	No payment in respect of 2015	In the event of the termination of his position as Chief Executive Officer on whatever grounds, Xavier Musca may be bound by a non-competition clause for a period of one year from the date of termination of the office. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.
Supplementary pension scheme	No payment in respect of 2015	Xavier Musca is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole Group, which supplements the collective and mandatory pension and death & disability plans. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.

ITEMS OF COMPENSATION DUE OR AWARDED TO JEAN-YVES HOCHER, DEPUTY CHIEF EXECUTIVE OFFICER UNTIL 31 AUGUST 2015, IN RESPECT OF 2015, TO BE VOTED ON BY SHAREHOLDERS

▸ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€347,446	On renewal of his term of office as Deputy Chief Executive Officer, the Board of Directors Meeting on 19 May 2015 resolved to increase his fixed annual compensation to €550,000 in line with his increased responsibilities. This compensation included an increase of €50,000 over his previous fixed compensation package, which had remained unchanged since 3 March 2009. Jean-Yves Hocher received €347,446 in fixed compensation as Deputy Chief Executive Officer in 2015.
Non-deferred variable compensation	€74,400 (amount granted)	At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Jean-Yves Hocher in respect of 2015. In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis: ● 90% of economic criteria were met, reflecting an increase in corporate and investment banking revenue, in particular in structured financing, as well as exceptional items that had a negative impact on net income; ● the achievement of non-economic targets was set at 90% by the Board at the start of the year, considering that the annual performance of Corporate and investment banking, in line with the targets set in the Medium-Term Plan, was nonetheless impacted by the management of the CACIB (OFAC and BOR) litigation cases and the impairment of UBAF. Variable compensation earned by Jean-Yves Hocher in respect of 2015 was set at €248,000, 90% of his target variable compensation. 30% of the total compensation, *i.e.* €74,400 will be paid from March 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€24,800 (amount granted)	10% of the variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016.
Variable compensation windexed to the Crédit Agricole S.A. share price	€148,800 (amount granted)	The deferred component of the variable compensation amounted to €148,800, representing 60% of the total variable compensation awarded in 2016 in respect of 2015. This deferred compensation is awarded in instruments linked to Crédit Agricole S.A. shares, the vesting of which is progressively deferred over a period of three years and is conditional on the attainment of three performance targets: ● the intrinsic financial performance of Crédit Agricole S.A. defined as growth of the gross operating income of Crédit Agricole S.A.; ● the relative performance of Crédit Agricole S.A. share compared to a composite index of European banks; ● the societal performance of Crédit Agricole S.A. measured by the FReD index.
Exceptional compensation	No payment in respect of 2015	Jean-Yves Hocher received no exceptional compensation in respect of 2015.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Jean-Yves Hocher was not awarded any stock options or performance shares or any other long-term compensation in respect of 2015.
Directors' fees	€49,282	Jean-Yves Hocher received €49,282 in Directors' fees for serving as Director of Crédit Foncier de Monaco, Banque Saudi Fransi and CA Indosuez Wealth.
Benefits in kind	€40,633	Jean-Yves Hocher has the use of company housing. This benefit is being transferred to benefits in kind in accordance with current regulations.

▸ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Jean-Yves Hocher would have been paid compensation in the event that his employment contract was terminated by Crédit Agricole S.A. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments. In view of termination of his term of office, this commitment does not apply.
Non-competition compensation	No compensation paid in respect of 2015	In the event of the termination of his position as Chief Executive Officer on whatever grounds, Jean-Yves Hocher could have been bound by a non-competition clause for a period of one year from the date of termination of the office. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments. In view of termination of his term of office, this commitment does not apply.
Supplementary pension scheme	No payment in respect of 2015	Jean-Yves Hocher is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole Group, which supplements the collective and mandatory pension and death & disability plans. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.

ITEMS OF COMPENSATION DUE OR AWARDED TO BRUNO DE LAAGE, DEPUTY CHIEF EXECUTIVE OFFICER UNTIL 31 AUGUST 2015, IN RESPECT OF 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€347,446	On renewal of his term of office as Deputy Chief Executive Officer, the Board of Directors Meeting on 19 May 2015 resolved to increase his fixed annual compensation to €550,000 in line with his increased responsibilities. This compensation included an increase of €50,000 over his previous fixed compensation package, which had remained unchanged since 23 February 2011. Bruno de Laage received €347,446 in fixed compensation as Deputy Chief Executive Officer in 2015.
Non-deferred variable compensation	€85,800 (amount granted)	At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Bruno de Laage in respect of 2015. In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis: ● 107% of economic criteria were met, reflecting an increase in net income generated by the Retail Banking division, which saw an increase in inflows and outstanding loans, in spite of a weak recovery and persistent low interest rates, which were not positive for retail banking; ● the achievement of non-economic targets defined by the Board of the start of the year was set at 100%, considering the marked turnaround in the specialist services business, the synergies generated between the Regional Banks and the consumer finance business, as well as the ramp-up in implementing LCL's transformation plan. Variable compensation earned by Bruno de Laage in respect of 2015 was set at €286,000, or 103% of his target variable compensation. 30% of the total compensation, *i.e.* €85,800 will be paid from March 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€28,600 (amount granted)	10% of the variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€171,600 (amount granted)	The deferred component of the variable compensation amounted to €171,600, representing 60% of the total variable compensation awarded in 2016 in respect of 2015. This deferred compensation is awarded in instruments linked to Crédit Agricole S.A. shares, the vesting of which is progressively deferred over a period of three years and is conditional on the attainment of three performance targets: ● the intrinsic financial performance of Crédit Agricole S.A. defined as growth of the gross operating income of Crédit Agricole S.A.; ● the relative performance of Crédit Agricole S.A. share compared to a composite index of European banks; ● the societal performance of Crédit Agricole S.A. measured by the FReD index.
Exceptional compensation	No payment in respect of 2015	Bruno de Laage received no exceptional compensation in respect of 2015.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Bruno de Laage was not awarded any stock options or performance shares or any other long-term compensation in respect of 2015.
Directors' fees	No payment in respect of 2015	Bruno de Laage waived receipt of Directors' fees in respect of the positions he may have held in the Group's subsidiaries.
Benefits in kind	€46,667	Bruno de Laage had the use of company housing. This benefit is being transferred in accordance with current regulations.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Bruno de Laage will be paid compensation in the event that his employment contract is terminated by Crédit Agricole S.A. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments. In view of termination of his term of office, this commitment does not apply. On his retirement on 1 October 2015, Bruno de Laage received €148,847 gross in retirement benefit, in accordance with the terms of the collective bargaining agreement in force in Crédit Agricole S.A.
Non-competition compensation	No compensation paid in respect of 2015	In the event of the termination of his position as Chief Executive Officer on whatever grounds, Bruno de Laage could have been bound by a non-competition clause for a period of one year from the date of termination of the office. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments. In view of termination of his term of office, this commitment does not apply.
Supplementary pension scheme	Gross life annuities paid in 2015: €370,515 (Art. 39) €5,649 (Art. 83)	In accordance with the commitment authorised by the Board of Directors on 19 May 2015, and pursuant to the terms of the regulations governing the supplementary pension plan for Senior Executives of Crédit Agricole S.A. Group, the following benefits were granted to Bruno de Laage on his retirement on 1 October 2015: ● a gross annual defined-benefit supplementary pension of €378,515; ● a gross annual defined-contribution supplementary pension of €5,644. The combined total of these two supplementary pension schemes represents 35% of the compensation, excluding benefits in kind, paid to Bruno de Laage in respect of 2014.

ITEMS OF COMPENSATION DUE OR AWARDED TO MICHEL MATHIEU, DEPUTY CHIEF EXECUTIVE OFFICER UNTIL 31 AUGUST 2015, IN RESPECT OF 2015, TO BE VOTED ON BY SHAREHOLDERS

▶ Items of compensation due or awarded in respect of the year ended to be voted on by shareholders

	Amounts	Presentation
Fixed compensation	€347,446	On renewal of his term of office as Deputy Chief Executive Officer, the Board of Directors Meeting on 19 May 2015 resolved to increase his fixed annual compensation to €550,000 in line with his increased responsibilities. This compensation included an increase of €50,000 over his previous fixed compensation package, which had remained unchanged since 24 February 2010. Michel Mathieu received €347,446 in fixed compensation as Deputy Chief Executive Officer in 2015.
Non-deferred variable compensation	€86,400 (amount granted)	At its meeting of 16 February 2016, the Board of Directors, on the recommendation of the Compensation Committee, set the amount of the variable compensation of Michel Mathieu in respect of 2015. In view of the achievement of economic and non-economic criteria decided by the Board at its meeting of 17 February 2015, the amount of variable compensation has been determined on the following basis: ● 109% of economic criteria were met, reflecting a sharp increase in net income Group share and a net improvement in profitability, fuelled by the turnaround in the Group's businesses as a result of the major efforts to refocus in the period 2011 to 2013, and the strengthened financial structure; ● the achievement of non-economic targets defined at the start of the year was set at 100% by the Board, considering the attainment of the synergy and cost reduction targets under the MUST program and the Medium-Term Plan, and the implementation of income synergies between Group entities. Variable compensation earned by Michel Mathieu in respect of 2015 was set at €288,000, 105% of his target variable compensation. 30% of the total compensation, *i.e.* €86,400 will be paid from March 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€28,800 (amount granted)	10% of the variable compensation is indexed to the Crédit Agricole S.A. share price and will be paid in September 2016.
Variable compensation indexed to the Crédit Agricole S.A. share price	€172,800 (amount granted)	The deferred component of the variable compensation amounted to €172,800, representing 60% of the total variable compensation awarded in 2016 in respect of 2015. This compensation is awarded in instruments linked to Crédit Agricole S.A. shares, the vesting of which is progressively deferred over a period of three years and is conditional on the attainment of three performance targets: ● the intrinsic financial performance of Crédit Agricole S.A. defined as growth of the gross operating income of Crédit Agricole S.A.; ● the relative performance of Crédit Agricole S.A. share compared to a composite index of European banks; ● the societal performance of Crédit Agricole S.A. measured by the FReD index.
Exceptional compensation	No payment in respect of 2015	Michel Mathieu received no exceptional compensation in respect of 2015.
Stock options, performance shares or any other long term compensation	No payment in respect of 2015	Michel Mathieu was not awarded any stock options or performance shares or any other long-term compensation in respect of 2015.
Directors' fees	€20,882	Michel Mathieu received €20,882 in Directors' fees for serving as Director of Cariparma and LCL.
Benefits in kind	€54,055	Michel Mathieu has the use of company housing. This benefit is being transferred to benefits in kind in accordance with current regulations.

▶ Items of compensation due or awarded in respect of the year ended, submitted to the opinion of shareholders and that were voted on by the General Meeting of Shareholders as part of the procedure governing related party agreements and commitments

	Amounts	Presentation
Severance payment	No compensation paid in respect of 2015	Michel Mathieu would have been paid compensation in the event that his employment contract was terminated by Crédit Agricole S.A. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments. In view of termination of his term of office, this commitment does not apply.
Non-competition compensation	No compensation paid in respect of 2015	In the event of the termination of his position as Chief Executive Officer on whatever grounds, Michel Mathieu could have been bound by a non-competition clause for a period of one year from the date of termination of the office. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments. In view of termination of his term of office, this commitment is not apply.
Supplementary pension scheme	No payment in respect of 2015	Michel Mathieu is a beneficiary of the supplementary pension plan for Senior Executives of Crédit Agricole Group, which supplements the collective and mandatory pension and death & disability plans. This commitment was approved by the Board of Directors on 19 May 2015, and will be subject to the procedure governing related party agreements and commitments.

4 2015 OPERATING AND FINANCIAL REVIEW

Increase in net income, **positive** indicators

Business line contribution to Net Income Group share

39% Retail banking

36% Asset management and Insurance

10% Specialised financial services

15% Corporate and investment banking

Change in business line earnings

Increase in gross operating income

€7,684 m 2014

€8,122 m 2015

Reduction in the cost of risk

€2,291 m 2014

€2,064 m 2015

Increase in the Net Income Group share

2014 €3,972 m

2015 €4,845 m

OPERATING AND FINANCIAL INFORMATION

PRESENTATION OF THE CONSOLIDATED FINANCIAL STATEMENTS OF CRÉDIT AGRICOLE S.A.

Changes to accounting policies and principles

Changes to accounting policies and principles are described in Note 1 to the consolidated financial statements for the year ended 31 December 2015.

All 2014 data has been restated following the application of IFRIC 21.

Changes in the scope of consolidation

Changes in the scope of consolidation are described in Notes 2 and 12 to the consolidated financial statements for the year ended 31 December 2015.

ECONOMIC AND FINANCIAL ENVIRONMENT

2015 was a year of sharply differing growth rates across the world. In the United States, GDP grew steadily at an enviable 2.4%. In Europe growth picked up to 1.5%, but in the emerging economies it dipped to 3.8%. Financial markets underwent some turbulent episodes: jumpy all year, they fluctuated on doubts about the pace of monetary policy tightening by the FED and the scale of the Chinese slowdown.

China was constantly at the forefront of the economic and financial scene. As was only to be expected, China's slow transition toward a new growth model based on consumption and services led to an obvious slowdown in growth to 6.9%. However, thanks to the traditional props of public spending and looser monetary policy, it did not collapse. A hard landing was avoided, but at the cost of growing imbalances including the mushrooming of a now massive internal debt. The ratio of non-financial sector debt/GDP seems to be heading for 250%.

The slowdown in China, which had been a very high consumer of energy, triggered a steep decline in commodity prices, most prominently oil. The price of Brent crude slumped by 35% year-on-year with half of this fall coming between the June peak and year end.

In the USA household consumption was once again the main contributor to growth, As the jobs market improved, people found themselves with more income and better household finances and the value of their assets rose. Lower oil prices may have dampened productive investment and industrial output but were good for the economy as a whole. Cheap energy and falling prices of imported goods helped keep inflation low, which in turn helped household buying power. Residential real estate also picked up: attractive mortgage rates continue to provide valuable support to the market. In contrast, the rising dollar acted as a drag on growth. The loss of competitiveness, exacerbated by uninspiring global demand, hampered net exports and shaved around 0.7 points off the economy's growth rate.

In the Eurozone, growth firmed and spread through most member states. This more widespread recovery owed much to vigorous consumer spending driven, in large part, by rising salaries and low inflation. Household finances were looking healthier: debt interest was down and net wealth up. Companies also improved their financial position: cash piles grew, the need to pay down debt became less burdensome and terms for new credit eased. We saw signs of a revival in productive investment, a hitherto missing link. In France, at long last, signs emerged of a gradual recovery. That said, French growth remains below the European average. Despite ups and downs in 2015, including a dip in the second quarter and fallout from the terrorist attacks in the fourth, growth was 1.1% in 2015 compared to 0.2% in 2014.

If advanced economies seem to have got their act together, helped by cheap energy and defying the slowdown in global demand, for emerging markets it is a different story. These bore the brunt of a largely indiscriminate resurgence of risk aversion on financial markets, driven by fears of US monetary tightening, plunging commodity prices and speculation on the scale of China's slowdown. This sudden disenchantment sent risk premiums on their foreign currency debt soaring and exchange rates tumbling. The crisis brought to light points of fragility that the good years had hidden: stubborn external constraints, domestic demand that, despite the emerging middle class, is still too immature to absorb an external shock, tools of economic policy that are running out of steam as there is limited room for manoeuvre on monetary and fiscal policy.

Differences between the major countries and economic regions are both striking and growing. and the differences between their monetary policies are equally stark. Although still well short of its 2% inflation target, the FED had nevertheless fulfilled the employment side of its mandate and felt able to carefully start tightening monetary policy again. Having closely observed the potential negative impacts of external events, including the steep appreciation of the dollar and stalling of global demand, it hiked the FED Funds rate by 25 basis points in December, to 0.50%. Across the Atlantic, the European Central Bank (ECB) had already taken one step towards a determinedly non-conventional policy by moving to a negative deposit rate of -0.10% in June 2014, then -0.20% in September 2014. In 2015, it went further, vigorously embracing ultra-accommodative monetary policy. The quantitative easing (QE) announced in January and introduced in March, was not unexpected. However, its volumes and duration were: €60 billion of purchases per month with the programme continuing until September 2016. Aside from the stated target of anchoring inflationary expectations around its 2% target, the policy was implicitly designed to depreciate the euro and stimulate lending. As inflationary expectations stayed stubbornly flat (and growth prospects bleak) the ECB gradually further loosened its already accommodative monetary policy by extending the range of securities eligible for purchase before, in December, cutting a further 10 basis points off its deposit rate and extending the QE programme until March 2017.

In the course of the year, despite spells of high tension, US 10Y yields rose by less than 20 basis points, ending the year at 2.30%: still very low. In the Eurozone, the long-term benchmark (the German 10Y), which had been locked in a vertiginous slide since its 2% peak in January 2014, bottomed out in April 2015 at a low of 0.2%; having started 2015 at 0.5% it thus ended the year at 0.63%. This remains a very low rate, even if 2Y rates plunged unremittingly further into negative territory, slipping from -0.1% to -0.35% in the course of 2015. Finally, the euro lost 10% against the dollar in 2015.

CRÉDIT AGRICOLE S.A. OPERATIONS AND CONSOLIDATED RESULTS

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**17,194**	**15,849**	**+8.5%**
Operating expenses	(11,583)	(11,088)	+4.5%
Gross operating income	**5,611**	**4,761**	**+17.8%**
Cost of risk	(2,293)	(2,204)	+4.1%
Operating income	**3,318**	**2,557**	**+29.7%**
Share of net income of equity-accounted entities	1,534	647	x 2.4
Net income on other assets	38	53	(28.1%)
Change in value of goodwill	-	(22)	n.m.
Pre-tax income	**4,890**	**3,235**	**+51.1%**
Income tax charge	(898)	(470)	+91.1%
Net income from discontinued or held-for-sale operations	(21)	(5)	n.m.
Net income	**3,971**	**2,760**	**+43.9%**
NET INCOME GROUP SHARE	**3,516**	**2,344**	**+50.0%**
Basic earnings per share *(in euros)*	1.21	0.84	+44.0%

The economic environment proved tougher than expected in 2015, with only a modest recovery in growth and persistently low interest rates, which was unhelpful for the Retail Banking business. Despite this context, Crédit Agricole S.A.'s earnings grew strongly in 2015, supported by the upturn in business lines that made major refocusing efforts between 2011 and 2013. To support future growth, in line with the Medium Term Plan 2014-2016, French retail banking continued to transform its branch networks, pushing ahead its IT and organisational projects. The Group also continued its expansion in Europe. Amundi acquired Bawag PSK Invest, an Austrian asset management company backed by a banking network, in February 2015, while CACEIS progressively extended its network in Europe. Wealth Management, meanwhile, opened a branch in Italy.

Business remained strong in the Retail banking networks with both individual and corporate customers, benefiting subsidiaries in all the Group's business lines. In particular, on-balance sheet assets grew by 4.3% over the year and loans outstanding by 5.0% (scope: Regional Banks, LCL and Cariparma). The Savings management and Insurance business line attracted record net inflows of €91 billion in 2015. Crédit Agricole Assurances remains Europe's number one bancassurer. Consumer finance assets under management rose 3.5% on the year. In Corporate and investment banking, commercial momentum was solid in structured finance, and the fixed income and foreign exchange businesses also performed well.

Crédit Agricole S.A.'s **revenues** amounted to €17,194 million in 2015, an increase of 8.5% compared to 2014. This figure includes €512 million of specific items, compared with -€435 million in 2014. For both years, these items include issuer spreads, DVA running and loan hedges recognised in Corporate and investment banking. In 2014, they also included the impact of day 1 and changes in CVA/DVA/FVA methodology and the gain on revaluation of Bank of Italy shares recognised in Cariparma's contribution. In 2015, they included the indemnity received from Alpha Bank recognised in the Corporate centre. Excluding these impacts, business line revenues increased by 4.0% compared with 2014. This growth was driven mainly by an excellent performance in Savings management and Insurance. The business line's revenues rose 10.6%, driven by growth at Amundi and in the insurance business. Revenues at LCL fell 2.8% over the year, excluding home purchase savings plan provisions. The combined effect of early repayments and loan renegotiations did not fully offset good margins at inception and growth in insurance commissions. Cariparma's revenues were up 1.9% compared with 2014[1]. The interest margin remained stable over the period, showing resilience in a climate of low interest rates in Italy, while fee and commission income increased by 2%. Revenues of the other international retail banking entities, excluding Cariparma, rose 2.8% compared with 2014, driven mainly by a strong commercial performance in Egypt. Revenues from Specialised financial services, meanwhile, stabilised in 2015, reflecting the change in outstandings. Revenues at Corporate and investment banking, restated for accounting changes, grew 5.0% on the year, helped particularly by exchange rate effects. Finally, in 2015, the Corporate centre reduced its negative revenue contribution by €389 million.

Operating expenses for the year were €11,583 million, up by 4.5% on 2014. Operating expenses at business lines included a number of external negative impacts: a €173 million exchange rate effect related to the euro/dollar and €230 million in contributions to the Single Resolution Fund and new taxes. Excluding these items, business line operating expenses in 2015 were well controlled, increasing by 1.1% compared with 2014. The increase was mainly concentrated in the expanding business lines (Insurance and Asset management) and Corporate and investment banking (one-off impact of €30 million). Expenses in the Corporate centre fell year-on-year.

In all, the cost/income ratio was 67.4% in 2015, a year-on-year improvement of 2.6 percentage points.

The **cost of risk** stood at €2,293 million, a rise of 4.1% from €2,204 million in 2014. Restated for litigation provisions (€350 million in the second quarter of 2015 and €150 million in the fourth quarter) the cost of risk remained moderate, representing 41 basis points of outstandings compared to 55 basis points in 2014. The reduction was mainly due to falling cost of risk at Crédit Agricole Consumer Finance. Risk in French retail banking was unchanged. Cost of risk at the Regional Banks was also stable in 2015 at 18 basis points of outstandings. At LCL it was 13 basis points, helped by recoveries from old legal risks. At Cariparma, cost of risk fell throughout the year, from 140 basis points of outstandings in 2014 to 117 in 2015. CA Consumer Finance benefited from Agos's return to a normal cost of risk. At 162 basis points of 2015 outstandings, it was down by 102 basis points compared to 2014. Investment banking enjoyed a relatively low cost of risk during the year: stripping out the additional provision for OFAC litigation (€350 million), cost of risk fell by 7 basis points during the year to 18 basis points of outstandings.

Impaired loans (excluding lease finance transactions with customers, Crédit Agricole internal transactions and accrued interest) were down slightly to €14.8 billion at end-December 2015, representing 3.5% of gross customer and interbank loans outstanding compared with 3.6% at end-2014[2] Agos Ducato disposed of €579 million of provisioned doubtful loans at the end of 2015, following €872 million at end-2014. The ratio of impaired loans covered by specific reserves was 53.9% versus 54.2% at end-December 2014[2]. Including collective reserves, the impaired loans coverage ratio stood at 71.5% at 31 December 2015 (based on outstandings before guarantees and collateral).

The share of net income from equity-accounted entities was €1,534 million, boosted in particular by the strong contribution from Eurazeo in 2015 and flattered by losses on the BES stake in 2014 (€708 million). The share of net income from equity-accounted entities contributed by the Regional Banks (at 25%) was €1,072 million in 2015.

Income before tax was €4,890 million compared with €3,235 million in 2014 a year-on-year increase of 51.1% It was helped by a favourable scissors effect and rising net income from equity-accounted entities.

Crédit Agricole S.A.'s **effective tax rate** (26.8% in 2015) only relates to part of the overall tax charge borne by the Group: although Crédit Agricole's Regional Banks qualify for group relief with Crédit Agricole S.A., their results and income tax charge are recognised on a single line in "share of net income of equity-accounted entities". This means that Crédit Agricole S.A.'s effective tax rate does not include all the corporate income tax paid by the various Group entities.

The effective tax rate of Crédit Agricole Group is 33.3%.

The **net income Group share** of Crédit Agricole S.A. totalled €3,516 million. Adjusted for specific items (issuer spreads, DVA running, loan hedges, increased legal provisions and the indemnity received from Alpha Bank) net income Group share rose was €3,633 million. The return on tangible equity (RoTE) on this adjusted basis was 10.4% for 2015 (10.0% on reported net income Group share).

Liquidity

Crédit Agricole Group's cash balance sheet totalled €1,058 billion at end-December 2015, compared with €1,029 billion at end-December 2014.

The surplus of long term funding sources to long term applications of funds was €108 billion at end-December 2015 compared with €101 billion at end-December 2014, an increase of €7 billion.

Liquidity reserves after valuation gains/losses and haircuts amounted to €257 billion at end-December 2015, covering 257% of gross short term debt, versus 203% at end-December 2014. HQLA securities after valuation gains/losses and haircuts represented 216% of short term debt not deposited with Central Banks. Both the Group and Crédit Agricole S.A. had an LCR ratio exceeding 110% at end-December 2015.

During 2015, the main Crédit Agricole Group issuers raised €33.6 billion of senior and Tier 2 debt in the market and the branch networks. Crédit Agricole itself raised the equivalent of 7.8 billion euros in senior debt and of €3.8 billion in Tier 2 in the market. Moreover, the Group's subordinated debt was actively managed. Crédit Agricole Assurances, in particular, issued Tier 2 debt (grandfathered in Tier 1) for €1 billion. Finally, the first true sale securitisation of French home loans was completed, for an amount of €10 billion, fully retained for reserve purposes.

(1) Excluding specific items recognised by Crédit Agricole S.A. in Q1-14 (including +€80 million in revenues).

(2) Restated in December 2014 for adoption of IFRS 5 by CA Albania.

In 2016, Crédit Agricole S.A. plans to issue, subject to market conditions, €14 billion of medium to long-term debt (senior and subordinated) on the market.

Operations and results by business segment

Crédit Agricole S.A. Group structures its business into seven operating segments, including six business lines:

- French retail banking – Crédit Agricole Regional Banks;
- French retail banking – LCL;
- International retail banking;
- Asset management and Insurance;
- Specialised financial services;
- Corporate and investment banking;

plus the Corporate centre.

The Group's business lines are defined in Note 5 to the consolidated financial statements for the year ended 31 December 2015 – "Operating segment information". The organisation and activities are described in section 1 of Crédit Agricole S.A.'s Registration document.

CONTRIBUTION BY BUSINESS LINE TO CRÉDIT AGRICOLE S.A.'S NET INCOME GROUP SHARE

(in millions of euros)	2015	2014 Restated
French retail banking – Regional Banks	1,072	1,026
French retail banking – LCL	565	583
International retail banking	226	(500)
Savings management and Insurance	1,759	1,552
Specialised financial services	484	279
Corporate and investment banking France	739	1,032
Corporate centre	(1,329)	(1,628)
TOTAL	**3,516**	**2,344**

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1. French retail banking – Crédit Agricole Regional Banks

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**13,872**	**13,550**	**+2.4%**
Operating expenses	(7,744)	(7,620)	+1.6%
Gross operating income	**6,128**	**5,930**	**+3.3%**
Cost of risk	(706)	(704)	+0.4%
OPERATING INCOME	**5,422**	**5,226**	**+3.7%**

CONSOLIDATED DATA FOR THE 38 REGIONAL BANKS RESTATED FOR INTRAGROUP TRANSACTIONS

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Net income accounted for at equity (~ 25%)	**916**	**878**	**+4.3%**
Change in share of reserves	156	148	+5.4%
Share of net income of equity-accounted entities	1,072	1,026	+4.5%
NET INCOME GROUP SHARE	**1,072**	**1,026**	**+4.5%**

The Regional Banks' contribution to net income Group share of Crédit Agricole S.A. Group, by net income accounted for at equity (approximately 25%), totalled €1,072 million in 2015, a rise of 4.5% from 2014.

Customer assets grew by 2.8% year-on-year to reach €622 billion at end-December 2015, including €369 billion in on-balance sheet deposits, a year-on-year increase of 3.7%. There was a highly positive change in the product mix of on-balance sheet deposits, with a high growth, 12.3%, in demand deposits in the year coupled with a 7.2% decrease in time accounts and deposits. Home savings plans continued to progress, with an increase of 8.2% over the year. Following the trend of 2014, the Regional Banks continued the development of mutual shareholders passbook accounts, with growth of 18.4% over the year to €7.9 billion. Off-balance sheet customer assets totalled €253 billion at end-December 2015, an increase of 1.5% compared with end-December 2014, still driven by life insurance, the assets of which increased by 3.5% over the year to €179 billion at end-2015.

Loans outstanding were also up by 2.9% over the year, totalling €411.5 billion at end-2015. Growth stemmed primarily from home loans, which were up 4.4% over the year to €239.4 billion, as well as consumer finance, which increased by 4.4% to €15.5 billion at end-2015. At the same time, the number of insurance contracts in stock increased by 3.8%, compared to end-2014.

For the full year, the Regional Banks' contribution to Crédit Agricole S.A.'s net income Group share was €1,072 million, an increase of 4.5% compared with 2014, including a revenue impact of €1 million related to the home purchase savings schemes reserves (*versus* -€195 million in 2014) and an operating expense impact of -€12 million related to the Single Resolution Fund (SRF).

Excluding the home savings impact, revenues were up slightly by 0.9% over the year, driven by growth in lending and fee and commission income. Despite the growth in lending volumes, the net interest margin was penalised in 2015 by loan renegotiations in a highly competitive environment (-1.7% over the year excluding home savings impact). However, fee and commission income rose by 5% over the year, driven by 7.2% growth in insurance commissions.

Restated for the SRF impact, operating expenses were €7,732 million in 2015, a contained increase of 1.5% compared with 2014, reflecting investment by the Regional Banks (especially €68 million of IT spend to develop digital banking during the year). The cost/income ratio remained low at 55.7% in 2015, excluding SRF impact.

Lastly, risks remained well controlled. The cost of risk was -€706 million in 2015, an increase of only 0.4% compared with 2014, representing a very low level of 18 basis points of outstandings, stable compared with the previous year. In addition, the impaired loans ratio was 2.5% and the coverage ratio of reserves to impaired loans was above 100% at end-December 2015.

2. French retail banking – LCL

(in millions of euros)	2015	2014 Restated	Change 2015[(1)]-2014[(2)]
Revenues	**3,631**	**3,677**	**(1.3%)**
Operating expenses	(2,561)	(2,532)	(1.1%)
Gross operating income	**1,070**	**1,145**	**(6.9%)**
Cost of risk	(134)	(183)	(26.8%)
Net gains (losses) on other assets	(2)	(1)	n.m.
Pre-tax income	**934**	**961**	**(3.3%)**
Income tax charge	(340)	(347)	(2.5%)
Net income	**594**	**614**	**(3.7%)**
NET INCOME GROUP SHARE	**565**	**584**	**(3.5%)**

(1) *After adjustment for provision for home purchase savings scheme (-€10 million in 2015), the integration of BFCAG (-€40 million of revenues in 2015) and the transformation plan (-€53 million of revenues in 2015).*

(2) *After adjustment for provision for home purchase savings scheme (-€48 million in revenues in 2014), changes in CVA/DVA methodology (-€15 million in revenues in 2014) and regulatory cap on charges (--€20 million in revenues in 2014).*

LCL recorded a strong business performance, thanks in large part to its commercial dynamism with 72,000 net new accounts opened. Customer-related funds were €175.1 billion, up 4.7% on the year. Off-balance sheet customer assets increased by 1.7%, mainly due to life insurance inflows (+3.1% over the period) while on-balance sheet deposits increased by 7.4% over the year, driven by demand deposits (+14.1%).

Loans outstanding amounted to €97.3 billion at end-December 2015, an increase of 6.5% compared with the previous year. Growth was driven by home loans, which increased by 7.4% year-on-year to €62.9 billion, and a recovery in small business and entreprise lending.

The loan to deposit ratio was 108% at end-December 2015, an improvement of 1 percentage point compared with end-2014.

Revenues were €3,631 million in 2015, down by 1.3%. The change was due to the combined effect of early repayments and loan renegotiations which were not fully offset by good margins at inception and growth in insurance commissions. Operating expenses were well controlled, decreasing by 1.1% excluding investments in the transformation plan, SRF and impacts related to the consolidation of BFCAG. The cost of the "Centricité Client 2018" transformation plan was 53 million euros in 2015, an increase of 23.1% compared with 2014. The cost of risk was €134 million. It remained low throughout the year, representing 13 basis points of outstandings. The impaired loans ratio therefore came to 2.2%, stable compared with end-December 2014. The impaired loan coverage ratio including collective reserves was more than 73% at end-2015 and end-2014.

In all, net income Group share was €565 million in 2015, down 3.5%[(1)] compared with 2014.

(1) *After adjustment for provision for home purchase savings scheme (€-10) million in 2015), the integration of BFC AG (-€40 million of revenues in 2015) and the transformation plan (€-53) million of revenues in 2015).*

3. International retail banking

In 2015, the business line posted net income Group share of €226 million compared with a loss of €500 million in 2014, which was penalised by the full write-down of the equity-accounted value of the BES holding for €708 million.

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**2,622**	**2,646**	**(0.9%)**
Operating expenses excluding SRF, deposit guarantee fund and rescue plans	(1,484)	(1,469)	+1.0%
SRF, deposit guarantee fund and rescue plans for Italian banks and a Polish bank	(48)	-	n.m.
Gross operating income	**1,090**	**1,177**	**(7.4%)**
Cost of risk	(589)	(749)	(21.4%)
Operating income	**501**	**428**	**+17.1%**
Equity-accounted entities	7	(717)	n.m.
Net gains (losses) on other assets	2	(2)	n.m.
Change in value of goodwill	-	-	n.m.
Pre-tax income	**510**	**(291)**	**n.m.**
Income tax charges	(161)	(140)	+15.5%
Net income from discontinued operations	(21)	14	n.m.
Net income for the period	**328**	**(417)**	**n.m.**
Non-controlling interests	102	83	+22.3%
NET INCOME GROUP SHARE	**226**	**(500)**	**N.M.**

In Italy, the environment remains dominated by low interest rates, which is holding back revenues and hampering the normalisation of cost of risk. In this environment, Cariparma proved resilient, thanks in large measure to its regional positioning concentrated in the north of the country, and continued its strong commercial performance.

CARIPARMA'S CONTRIBUTION TO CRÉDIT AGRICOLE S.A. RESULTS[1]

(in millions of euros)	2015	2014 Restated[1]	Change 2015-2014[1]
Revenues	**1,689**	**1,658**	**+1.9%**
Operating expenses excluding SRF, deposit guarantee fund and rescue plans	(933)	(927)	+0.8%
SRF, deposit guarantee fund and rescue plans for Italian banks	(42)	-	n.m.
Cost of risk	(389)	(460)	(15.4%)
Net income	**210**	**177**	**+18.3%**
NET INCOME GROUP SHARE	**153**	**128**	**+19.2%**

(1) Excluding, in 2014, items accounted for by Crédit Agricole S.A. in Q1-14 (+€80 million in revenues of which +€92 million for revaluation of Bank of Italy securities and -€109 million in cost of risk) as well as income tax linked to these items.

In Italy, Cariparma continued its strong commercial performance in 2015. On-balance sheet deposits totalled €36.8 billion at end-December 2015, a rise of 2.7% on the year, led by demand deposits. Customer loans stood at €33.7 billion at end-2015, an increase of 1.1% over the year in an Italian market down 1.2% over the same period *(source: ABI, January 2016)*. The strong performance was driven by retail customer loans, up 3.9% year-on-year, and in particular by home loans (+5.2% year-on-year). The ratio of loans (net of specific reserves) to deposits was therefore 86% at end-2015 compared with 88% at end-2014. Cariparma also had surplus liquidity of €5.2 billion at end-2015, a €0.8 billion increase in 2015.

Off-balance sheet customer assets totalled €60.2 billion at end-2015, an increase of 5.8% over the year thanks to very strong business momentum particularly in life insurance and mutual funds, which, overall, increased by 11.6% over the year. Total customer assets therefore amounted to €97 billion at end-2015, an increase of 4.6% compared with end-2014.

For the full year, Cariparma's revenues were €1,689 million, an increase of 1.9%[1] compared with 2014. Fee and commission income grew 2%[1] between 2014 and 2015 and net interest margin was unchanged despite the low interest rate environment.

Operating expenses were affected in 2015 by the cost of the Single Resolution Fund (SRF), contribution to the deposit guarantee fund and the contribution to a dedicated resolution fund for four Italian banks. Restated for those items (€42 million in 2015), operating expenses remained under control, with a limited increase of 0.8%

(1) Excluding the SRF, deposit guarantee fund and the contribution to a support fund for Italian banks in 2015.

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compared with 2014. The restated cost/income ratio[1] was 55.3% in 2015, a year-on-year improvement of 0.6 of a percentage point compared with 2014[2].

The cost of risk was €389 million in 2015, a decrease of 15.4%[2] compared with the previous year. The doubtful loan inflows were down significantly, by 41% between 2014 and 2015. The cost of risk therefore decreased from 140[2] basis points of outstandings in 2014 to 117 basis in 2015. The impaired loans ratio to total outstandings was 13.8% at end-2015, with an increasing coverage ratio (including collective reserves) of 45.5% compared with 44.4% at end-2014.

In all, Cariparma's net income Group share came to €153 million in 2015, an increase of 19.2%[1] compared with 2014 and an increase of 35.8%[2] restated for the SRF, deposit guarantee fund and Italian bank rescue plan. Based on the local scope of consolidation, Cariparma Group's net income was €221 million in 2015.

The Group's other international entities delivered a strong commercial performance with 3.1% growth in total on-balance sheet assets over the year to €11.5 billion and 2.1% growth in gross loans outstanding to €10.2 billion at end-2015. The surplus of deposits over loans (net of reserves) thus amounted to €2.1 billion at end-2015.

For the full year, revenues of the other international retail banking entities excluding Cariparma totalled €933 million, an increase of 2.8% compared with 2014, driven mainly by a strong commercial performance in Egypt. Operating expenses were driven up in Poland by the €6 million exceptional charge to the Deposit guarantee fund and Support fund for borrowers in difficulty, following the collapse of a Polish bank. Stripping this out, growth in operating expenses for the other international entities was contained to 1.4%[3] and the cost/income ratio stood at 59.0%[3], an improvement of 0.8 of a percentage point compared with 2014. The cost of risk was €200 million, a year-on-year increase of 10.6%. It was affected by the situation in Morocco and Poland, but improved in Ukraine. In all, net income Group share was €73 million compared with a loss of €613 million in 2014, which was penalised by the net negative impact of impairment for BES of -€708 million recognised in the share of income from equity-accounted entities.

4. Savings management and Insurance

This business line encompasses asset management, insurance, private banking and asset servicing.

The business line's assets under management amounted to €1,396 billion at end-December 2015, an increase of nearly €128 billion since end-December 2014. The increase reflected robust net inflows during the year, coupled with positive material market and foreign currency impacts. Excluding the market and currency effect of almost €32 billion and a scope effect of about €5 billion, this represents net inflows of almost €91 billion during 2015 compared with about €42 billion in 2014. In 2015, Amundi contributed net inflows of almost €80 billion, Savings/retirement insurance almost €7 billion and Private banking more than €4 billion.

Net profit Group share for the division came to €1,759 million in 2015, with Insurance contributing 67%, Asset management 22%, Private banking 6% and CACEIS 5%.

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**5,653**	**5,109**	**+10.6%**
Operating expenses	(2,750)	(2,558)	+7.5%
Gross operating income	**2,903**	**2,551**	**+13.8%**
Cost of risk	(29)	(63)	(53.3%)
Share of net income of equity-accounted entities	25	17	+49.1%
Net gains (losses) on other assets	10	50	(80.4%)
Change in value of goodwill	-	(22)	n.m.
Pre-tax income	**2,909**	**2,533**	**+14.8%**
Income tax charge	(1,001)	(835)	+19.9%
Net income from discontinued or held for sale operations	3	0	n.m.
Net income	**1,911**	**1,698**	**+12.5%**
NET INCOME GROUP SHARE	**1,759**	**1,552**	**+13.3%**

In **Asset management**, the key event of 2015 was Amundi's successful initial public offering, a new stage that will help to accelerate the expansion of this subsidiary.

Amundi delivered record inflows in 2015, ranking world number four asset gatherer of open-end funds[4] and number one in France[5] with more than half of all open-end fund inflows during the year stemming from this country. At end-2015, Amundi had

(1) *Excluding the SRF, deposit guarantee fund and the contribution to a support fund for Italian banks in 2015.*

(2) *Excluding, in 2014, items accounted for by Crédit Agricole S.A. in Q1-14 (+€80 million in revenues of which +€92 million for revaluation of Bank of Italy securities and -€109 million cost of risk) as well as income tax linked to these items.*

(3) *Excluding the the support fund for a Polish bank in 2015.*

(4) *Source: Morningstar, open-end fund inflows from January to November 2015, quoted by the Financial Times on 04/01/2016.*

(5) *Source: Europerformance, French open-end funds across 2015; aggregate inflows for Amundi + CPR AM + BFT, ranked respectively 1st, 4th and 5th largest asset gatherers in France, with total inflows of €20.9 billion vs. €38.2 billion for the French market.*

€985 billion in assets under management, an increase of 12.2% compared with end-2014. Net inflows reached a record with almost €80 billion and were buoyant across all client segments, including €41.5 billion from the retail branch networks (individual and small business clients) and €38.4 billion from institutional investors and large corporates. In this latter segment, the bulk of inflows (€33.7 billion) came from outside the management contracts with Crédit Agricole and Société Générale group insurers. In the retail branch networks, though, the joint ventures contributed three quarters of inflows (€31.3 billion). The market and currency effect amounted to €22.4 billion in 2015 and the scope effect to €5.3 billion (consolidation of Bawag PSK Invest in the first quarter of 2015).

Amundi delivered an excellent performance outside France, with international markets accounting for 75% (€59.9 billion) of total inflows over the year. Growth was especially strong in Asia, in particular through the joint ventures in China, Korea and India, which attracted more than €30 billion of new asset inflows in 2015. Inflows were similarly dynamic in Europe, particularly Italy (+€5.7 billion).

Net inflows for the year were well-balanced by asset class, but more than half (€44.7 billion) went into long-term assets, mainly bonds (€24.4 billion), diversified (€11.7 billion) and equity instruments (€6 billion). Structured products were the only asset class to experience net outflows in 2015, of €5 billion.

AMUNDI'S CONTRIBUTION TO CRÉDIT AGRICOLE S.A.'S NET INCOME

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**1,656**	**1,538**	**+7.8%**
Operating expenses	(898)	(820)	+9.6%
Gross operating income	**758**	**718**	**+5.7%**
Cost of risk	(6)	(5)	+37.5%
Net income	**510**	**482**	**+6.0%**
NET INCOME GROUP SHARE	**395**	**372**	**+6.9%**

Revenues grew by 7.8% between 2014 and 2015, driven mainly by rising outstandings. Costs remained under control during the year: excluding scope changes (consolidation of Bawag Invest), the SRF, currency effects and IPO expenses, costs rose 4.3% between 2014 and 2015. Similarly restated, the cost/income ratio was unchanged at 53.4% in 2015. In all, Amundi Group's net income was €395 million in 2015. Excluding IPO expenses. it grew 8.8% in the year to €402 million.

Crédit Agricole Assurances, the leading[1] bancassurer in Europe, reported premium income of €31.2 billion in 2015 (based on French GAAP), an increase of 3.2% compared with 2014.

The Savings/retirement business was buoyant, delivering premium income of €24.9 billion in 2015, an increase of 2.6% over the year. Unit-linked fund inflows rose by 46.1%, while euro fund inflows decreased by 5.6% over the year. Unit-linked funds represented 22.7% of new gross inflows, an increase of 6.8 percentage points compared with end-2014.

Net inflows in Savings/retirement and Death & disability were €7.8 billion over the year excluding market effects, including €5.5 billion in France. In Savings/retirement, assets under management grew by 4.3% year-on-year to reach €259.7 billion at end-2015. Funds in euros amounted to €210.5 billion, up 4.0% year-on-year, while unit-linked funds rose by 5.8% year-on-year to €49.2 billion, representing 19.0% of the total (up 0.3 of a percentage point over one year).

In the Death & disability/health/creditor segment, premium income rose by 5.5% in 2015 to €3.8 billion. Growth was driven by death & disability/health insurance. At end-2015, 200,000 people were covered by the new group death & disability/health product, 18 months after the launch of this business.

Property & casualty insurance premiums continue to enjoy strong growth. They totalled €2,540 million in 2014, up 5.4% on 2014. This performance outstripped the French market, which grew by 1.5% in 2015[2], enabling Crédit Agricole Assurances to gain market share. New business (Pacifica scope) remained buoyant throughout the year, both in the farming and small business segments (up 12.1% in 2015) and the retail segment (motor insurance up 11.0% and home insurance up 10.4% in 2015). The combined ratio (net of reinsurance) improved[3] by 0.7 of a percentage point in 2015, to 95.8%.

(1) Source: Argus de l'Assurance, 18 December 2015 (end-2014 data).

(2) Source: FFSA, 28/01/2016.

(3) Ratio of (claims + operating expenses + commissions) to premium income, net of reinsurance. Pacifica scope.

CRÉDIT AGRICOLE ASSURANCES' CONTRIBUTION TO CRÉDIT AGRICOLE S.A.'S NET INCOME

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**2,480**	**2,153**	**+15.1%**
Operating expenses	(661)	(601)	+9.9%
Net gains (losses) on other assets	(5)	-	n.m.
Pre-tax income	**1,814**	**1,551**	**+16.9%**
NET INCOME GROUP SHARE	**1,177**	**1,039**	**+13.3%**

Revenues for the Insurance business line were €2,480 million in 2015, a 15.1% rise year-on-year. Operating expenses rose by 9.9%. These include costs of organic growth at Crédit Agricole Assurances and tax increases (€15 million in 2015). In 2015, net income Group share for the business line rose by 13.3% to €1,177 million.

At the end of 2015, the investment portfolio of life insurance companies was largely invested in fixed income products, which represent 82.9% of the total. This was followed by equities (net of hedges) at 6.5%, then property (6.2%), private equity investments and convertible bonds (1.9%), short-term investments (1.3%), and alternative asset management (1.2%). These relative weightings have hardly changed since the end of 2014.

In Asset servicing, **CACEIS** delivered a continued good business performance in 2015. Assets under administration increased by 4.8% over the year to €1,477 billion, driven by both business from new clients and buoyant inflows, and accompanied by a positive market effect. Assets under custody were again held back by a low-growth environment: despite a 3% increase in France over the year, total assets under custody decreased slightly by 1.1%, to €2,327 billion.

CACEIS reported revenues of €748 million in 2015, up 3.6% year-on-year, driven by growth in assets outstanding. Costs remained under control, rising 1.9% year-on-year. Restating for the SRF impact the rise was +0.8%. CACEIS grew gross operating income by 10.7% between 2014 and 2015 and its cost/income ratio improved 1.3% over the period. Net income Group share in 2015 was €92 million, an increase of 4.0%.

Private banking saw strong growth in inflows during 2015, now net positive for eight successive quarters. Driven by strong business momentum and a favourable currency effect, Private banking's assets under management reached €151 billion at end-2015, an increase of 6.8% or €9.7 billion compared with end-2014. Of this 9.7 billion increase, €4.2 billion came from net inflows and €5.5 billion from market and currency effects.

Assets under management include €109.6 billion of assets related to CA Private Banking and €41.4 billion of assets related to LCL Private Banking, which have risen respectively by 7.9% and 4.0% during 2015. In France, assets under management increased by 7.5% over the year to €68.6 billion, while internationally, assets under management increased by 6.2% to €82.4 billion.

Despite a still challenging environment, Private Banking revenues continued to grow, led by performance fees. Revenues rose 10.4% year-on-year to €769 million in 2015. The 7.8% rise in expenses between 2014 and 2015 was due to negative exchange rate effects and costs of developing the new Italian branch. Nevertheless, the cost/income ratio at Private Banking improved by 1.9 percentage points over the year. Cost of risk fell significantly in 2015 (down 60.9% in a year). It should be remembered that Crédit Agricole Suisse struck a non-prosecution agreement with the US Justice Department on 15 December 2015 regarding the commercial conduct of its operations with US taxpayers in exchange for a fine of USD99 million, which had been previously provisioned. Taken together, these items allowed Private Banking to post a 70.1% year-on-year rise in net income Group share in 2015, to €95 million.

5. Specialised financial services

(in millions of euros)	2015	2014 Restated	Change 2015-2014[1]
Revenues	**2,629**	**2,639**	**(1.1%)**
Operating expenses	(1,332)	(1,351)	(1.3%)
Contribution to Single Resolution Fund	(4)	-	-
Gross operating income	**1,293**	**1,288**	**(1.3%)**
Cost of risk	(657)	(1,044)	(37.1%)
Share of net income (loss) of equity-accounted entities	164	136	+22.0%
Net gains (losses) on other assets	4	-	n.m.
Change in value of goodwill	-	-	-
Pre-tax income	**804**	**380**	**x 2.0**
Income tax charge	(213)	(36)	x 4.4
Net income from discontinued or held-for-sale operations	(1)	(22)	n.m.
Net income	**590**	**322**	**+72.5%**
NET INCOME GROUP SHARE	**484**	**279**	**+62.4%**

(1) *Excluding repayment of loan handling fees in Germany in 2014 (impact in revenues and in equity-accounted entities), deconsolidation of Credium and Credicom in revenues and depreciation of the goodwill of Forso in equity-accounted entities in 2015.*

Specialised Financial Services includes Crédit Agricole Consumer Finance in France and its subsidiaries or partnerships abroad, and Crédit Agricole Leasing & Factoring.

Specialised financial services posted net income Group share of €484 million in 2015 compared to €279 million in 2014.

In **Consumer finance**, total production rose by 14.4% from 2014, to €33.6 billion. The managed loan book increased by 3.5% over the year despite the sale of €579 million of doubtful loans by Agos in the fourth quarter. The managed loan book thus stood at €71.2 billion at end-2015 compared with €68.8 billion at end-2014. The geographical breakdown of these outstandings was unchanged from the previous year, with 38% of outstandings in France, 32% in Italy and 30% in other countries. Consolidated outstandings were down 1.0% year-on-year to €32.2 billion (restated for the disposal of doubtful loans by Agos). Car finance partnerships were up 11.1% in the year, reaching net outstandings of €21.1 billion by the end of December 2015. The Crédit Agricole Group loan book rose by 8.3% to €13.5 billion at 31 December 2015. Meanwhile, Crédit Agricole Consumer Finance continued to strengthen its self-funding ratio, which has risen by 8.7 percentage points since end-2014 to reach 68% of the financed loans at end-2015.

Consumer finance revenues remained more or less stable year-on-year in 2015 excluding the loan handling, fee refunds in Germany in 2014 and the deconsolidation of Credium and Credicom in 2015. Operating expenses were stable in 2015 compared to 2014. Crédit Agricole Consumer Finance's cost of risk for the full year represented 162 basis points of outstandings, a sharp decrease compared with 2014 (264 basis points). The impaired loan ratio at Agos was 8.0% (following the disposal of doubtful loans in the fourth quarter 2015), compared with 9.3% at the end of 2014, with a still high impaired loans coverage ratio (including collective provisions) of 100.9%. For the full year, net income Group share rose by 75.7% to €367 million, excluding the impact of the loan handling fees refund in Germany in 2014 and deconsolidation of Credium and Credicom in 2015. It was helped by the sharp drop in cost of risk at Agos.

Lease financing and factoring continued to grow with production up 11.8% on 2014. Lease finance outstandings remained more or less stable over the year at €15.0 billion, including €11.2 billion in France. Factored receivables increased year-on-year by 7.6% to €66.7 billion in 2015, including a 7.2% rise in France to €42.7 billion.

CAL&F reported revenues of €530 million in 2015, down slightly by 1.2% year-on-year. Operating expenses fell by 7.3% in 2015 compared to 2014. The cost of risk remained limited. CAL&F recorded a 29.8% year-on-year increase in net income Group share in 2015 to €117 million from €88 million in 2014.

6. Corporate and investment banking

(in millions of euros)	2015	2014 Restated	Change 2015[(1)]-2014[(1)]
Revenues	**4,308**	**3,816**	**+5.0%**
o/w Financing activities	*2,187*	*2,160*	*(0.2%)*
o/w Capital markets and investment banking	*2,121*	*1,656*	*10.9%*
Operating expenses	(2,542)	(2,292)	+10.9%
Gross operating income	**1,766**	**1,524**	**(2.8%)**
Cost of risk	(655)	(252)	21.0%
Share of net income of equity-accounted entities	60	161	(63.2%)
Net gains (losses) on other assets	(7)	4	n.m.
Pre-tax income	**1,164**	**1,437**	**(13.0%)**
Income tax charge	(407)	(385)	(17.5%)
Net income	**755**	**1,055**	**(11.6%)**
NET INCOME GROUP SHARE	**739**	**1,032**	**(11.7%)**

NB: 2014 figures restated to reflect the analytical reallocation of discontinuing activities and the reallocation of SFS (Structured and Financial Solutions) to Investment banking (instead of Financing activities).

(1) Restated for accounting impacts (loan hedges, DVA running, change in Day 1 FVA and change in CVA/DVA/FVA in Q4-14) on revenues and the additional OFAC provision (Q2-15) on the cost of risk.

Crédit Agricole CIB maintained its solid market positions thanks to its recognised expertise and it regularly wins awards in its areas of excellence.

The Bank reaffirmed its expertise in Green Bonds, a segment where it remains world leader *(source: CACIB)*. Crédit Agricole CIB also maintained its leading position in ABCP issues in Europe *(source: CPWare)* and remained number two worldwide in agency euro bond issues *(source: Thomson Financial)*. It rose from eighth to third in the global rankings for bookrunning Jumbo covered bonds in 2015.

It was also named "Best Infrastructure House" in the 2015 Euromoney Awards for Excellence and for the first time "Bank of the Year Americas" by Project Finance International. Other honours included "Finance House of the Year" in the Road, Transport, Rail and Airport sectors of the Global Transport Finance awards. Crédit Agricole CIB also retained its world number one ranking in aeronautical finance *(source: Air France Journal)*. The Bank was also the leading LBO/MBO bookrunner in Western Europe.

Crédit Agricole CIB was ranked best Trade Finance bank in Western Europe in 2015 (improving on its number 2 spot in 2014). It was also the second biggest syndicator in France and number 5 in Western Europe *(source: Thomson Financial)*.

In 2015 as, a whole, Corporate and investment banking revenues amounted to 4,308 million euros. On a restated basis[(1)], they were 4,232 million euros, representing a 5% increase on 2014. **Structured finance** revenues rose 14%, including currency effects. This growth was driven by good production levels, particularly in infrastructure financing and aircraft and rail financing. **Commercial banking** was resilient in 2015, due to its strong presence in all Crédit Agricole CIB's markets, but was negatively affected throughout the year, and particularly in the second half, by the adverse operating environment, including falling oil prices and low interest rates, and by mortgage book impairment, particularly in the fourth quarter. In **Capital markets and investment** banking, good performance in Forex and interest rate was mitigated by lower revenues in Credit activities resulting from volatile and adverse market conditions. Investment banking revenues rose in 2015 as a result of significant transactions.

Average VaR remained low at €13 million at 31 December 2015.

Excluding costs relating to the SRF (€77 million) and the relocation of Crédit Agricole CIB totalling €30 million in the fourth quarter, expenses at constant exchange rates remained under control in **Corporate and investment banking**.

The **cost of risk** rose relative to 2014, mainly due to the OFAC matter for €350 million (recognised in the second quarter of 2015) and also a reinforcement of provisions on the Energy sector, particularly in the fourth quarter.

Equity-accounted subsidiaries contributed €60 million in 2015. This includes €246 million from Banque Saudi Fransi as well as the €152 million impairment loss on the balance of Crédit Agricole CIB's stake in UBAF.

In 2015, **net income Group share at the Corporate and investment bank** was €739 million. On a restated basis[(1)], it was €1,033 million, down 11.7% compared with 2014. These earnings reflect a strong performance by the Bank's operating business lines, partly offset by the one-off negative impact of OFAC and UBAF as well as the contribution to the Single Resolution Fund and the cost of CACIB's move in 2016.

Finally, the bank's exposure to the oil & gas sector, which represents 2% of Crédit Agricole S.A.'s total EAD, is both extremely diversified (79% of EAD in segments showing little or no impact from the fall in oil prices) and of very high quality (84% of EAD on investment-grade counterparties).

(1) Restated for accounting impacts (loan hedges, DVA running, change in Day 1 FVA and change in CVA/DVA/FVA in Q4-14) on revenues and the additional OFAC provision (Q2-15) on the cost of risk.

7. Corporate centre

(in millions of euros)	2015	2014 Restated	Change 2015-2014
Revenues	**(1,649)**	**(2,038)**	**(19.1%)**
o/w capital and liquidity management[1]	(2,069)	(2,171)	(4.7%)
o/w net costs allocated to equity stakes funding and to debt	(1,300)	(1,511)[2]	(14.0%)
o/w Switch	(744)	(744)	-
o/w *issuer* spreads	273	(278)	n.m.
o/w other	147	411	(64.2%)
Operating expenses	(862)	(885)	(2.6%)
Gross operating income	**(2,511)**	**(2,923)**	**(14.1%)**
Cost of risk	(229)	87	n.s.
Share of net income of equity-accounted entities	206	24	x 8.6
Net gains (losses) on other assets	31	2	n.s.
Pre-tax income	**(2,503)**	**(2,810)**	**(10.9%)**
Income tax charge	1,224	1,273	(3.9%)
Net income	**(1,279)**	**(1,537)**	**(16.7%)**
NET INCOME GROUP SHARE	**(1,329)**	**(1,628)**	**(18.3%)**

(1) *Cost of capital, rate, liquidity and debt management as central body and treasurer.*

(2) *2014 restated for the review of allocation of funding costs by funding type (liquidity, capital, debt).*

It should be remembered that in 2015 Banque Française Commerciale Antilles Guyane (BFCAG) was deconsolidated from the Corporate centre and consolidated with LCL.

For the full year 2015, Corporate centre's net income Group share amounted to -€1,329 million compared with -€1,628 million in 2014. Restated for issuer spreads, it amounted to -€1,505 million *versus* -€1,445 million in 2014.

Full year revenues were -€1,649 million compared with -€2,038 million in 2014. Capital and liquidity management contributed -€2,069 million, an improvement of €102 million compared with 2014. The cost of Switch 1 and 2 remained unchanged at €744 million. Net costs allocated to equity stakes funding and to debt amounted to -€1,300 million compared with -€1,511 million in 2014. This improvement is due to both a decrease in average debt outstanding and a decrease in the valuation rate. Note that it also included €163 million indemnity from Alpha Bank accounted in capital and liquidity management in 2015. Crédit Agricole CIB's issuer spread and the spread related to unit-linked insurance contracts had a positive impact of €273 million in 2015 compared with a negative impact of -€278 million in 2014.

Operating expenses fell to €862 million from €885 million in 2014, even though in 2015, they included €32 million related to the implementation of the Single Resolution Fund and 17 million euros in new taxes and levies (ECB, SRB and newly-due C3S tax).

The cost of risk was -€229 million in 2015, including a €47 million cost provision for the OFAC remediation plan and a €150 million increase in the legal provision.

The share of net income from equity-accounted entities was boosted in 2015 by the exceptionally high contribution from Eurazeo (€203 million).

CRÉDIT AGRICOLE S.A. CONSOLIDATED BALANCE SHEET

ASSETS

(in billions of euros)	31/12/2015	31/12/2014 Restated	Change
Cash, central banks	36.2	55.0	(34.3%)
Financial assets at fair value through profit or loss	348.3	405.6	(14.1%)
Hedging derivative instruments	24.8	30.4	(18.5%)
Available-for-sale financial assets	298.1	283.4	+5.2%
Loans and receivables due from credit institutions	367.1	368.2	(0.3%)
Loans and receivables due from customers	331.1	314.4	+5.3%
Held-to-maturity financial assets	16.2	16.0	+1.5%
Accruals, prepayments and sundry assets	58.0	71.8	(19.2%)
Non-current assets held for sale	0.4	0.1	n.m.
Investments in equity-accounted entities	24.6	21.2	+15.7%
Fixed assets	10.9	9.6	+13.0%
Goodwill	13.6	13.3	+1.6%
TOTAL	**1,529.3**	**1,589.0**	**(3.8%)**

EQUITY AND LIABILITIES

(in billions of euros)	31/12/2015	31/12/2014 Restated	Change
Central banks	3.7	4.4	(17.0%)
Financial liabilities at fair value through profit or loss	254.5	321.3	(20.8%)
Hedging derivative instruments	23.7	27.7	(14.4%)
Due to credit institutions	139.5	141.2	(1.2%)
Due to customers	505.7	474.0	+6.7%
Debt instruments	158.5	172.9	(8.3%)
Accruals, deferred income and sundry liabilities	56.8	76.7	(26.0%)
Liabilities associated with non-current assets held for sale	0.4	-	n.m.
Insurance company technical reserves	293.6	284.1	+3.3%
Provisions	4.1	4.7	(13.3%)
Subordinated debt	29.4	25.9	+13.4%
Total liabilities	**1,469.9**	**1,532.9**	**(4.1%)**
Equity	**59.4**	**56.1**	**+5.8%**
Equity, Group share	53.8	50.1	+7.4%
Non-controlling interests	5.6	6.0	(7.1%)
TOTAL	**1,529.3**	**1,589.0**	**(3.8%)**

Main changes in the consolidated balance sheet

At 31 December 2015, Crédit Agricole S.A. had consolidated assets of €1,529.3 billion, a decrease of €59.7 billion (- 3.8%) compared to total assets restated in 2014. The bulk of this fall came from financial assets and liabilities at fair value through profit or loss, in particular derivatives, while the strong commercial performance in 2015 boosted customer deposits and loans over the year.

Analysis of the main items

Loans and receivables due from customers and credit institutions totalled €698.2 billion, up 2.3% or €15.6 billion compared with 2014 restated.

Loans and receivables due from customers (including lease financing operations) totalled €331.1 billion at 31 December 2015, compared with €314.4 billion at 31 December 2014 restated (+5.3%). This growth was mainly due to the rise in customer loans and securities not listed on an active market at Crédit Agricole CIB (+€10.3 billion) and an expanded loan book, particularly in home loans, at LCL (+€5.3 billion).

Loans and receivables due from credit institutions were stable (-0.3%) at 31 December 2015 at €367.1 billion, down from €368.2 billion at 31 December 2014 restated. The €1.1 billion fall was largely due to a reduction in securities bought under repurchase agreements, mainly the result of efforts to control the size of the balance sheet (-€13 billion), partly offset by the increase in intragroup transactions with the Regional Banks (+€10 billion).

Amounts due to credit institutions and customers totalled €645.2 billion at end-2015, a rise of 4.9% or €30.0 billion compared with end-2014 restated.

Amounts due to credit institutions decreased by €1.7 billion to €139.5 billion. The sharp drop in Crédit Agricole CIB's repo business with credit institutions was near fully offset by an increase in intra-group transactions and the TLTRO loan granted by the ECB in 2015.

Amounts due to customers rose by €31.7 billion to €505.7 billion thanks to strong net inflows from all subsidiaries and the Regional Banks. Crédit Agricole CIB benefited from a €15 billion rise in amounts due to customers, mainly deposits in the United States and Japan; LCL and Cariparma booked rises of €4 billion and €3 billion, respectively. CACEIS also saw amounts due to customers rise, by more than €3 billion. Higher inflows of regulated savings at the Regional Banks also contributed. Due to internal financial mechanisms within Crédit Agricole Group, savings deposited in the Regional Banks (passbook savings accounts, home savings plans, savings bonds and term accounts, time deposits, etc.) are centralised on Crédit Agricole S.A.'s balance sheet. At 31 December 2015, they totalled €217 billion, an increase of approximately €4 billion compared with 2014.

Total financial assets at fair value through profit or loss amounted to €348.3 billion at 31 December 2015, compared with €405.6 billion at 31 December 2014 restated, down 14.1% year-on-year.

The bulk of the portfolio (75% or €262.5 billion) consists of financial assets held for trading, which were down 16.9% over the year (€53.6 billion). These primarily consisted of derivative instruments totalling €155.7 billion at 31 December 2015, down from €182.4 billion at 31 December 2014 restated, or a 14.6% fall related to changes in interest rate swaps, options and caps/floors, primarily at Crédit Agricole CIB. In addition, treasury bills and similar securities were down by €19.1 billion as a result of steps to bolster profitability at Crédit Agricole CIB and the accounting shift to recording forward bonds off-balance sheet.

The remainder of the portfolio (25% or €85.8 billion) consists of securities classified as financial assets at fair value through profit or loss as the result of an option taken by Crédit Agricole S.A. 45% were assets backing unit-linked contracts.

As of 31 December 2015, **financial liabilities at fair value through profit or loss** totalled €254.5 billion, a fall of €66.8 billion or -20.8% year-on-year. This decrease, consistent with the equivalent asset item, was due to the reduction in "Derivative instruments" and in "Securities sold under repurchase agreements" (-€27.8 billion) and "Securities sold short" (-€12.8 billion).

Available-for-sale financial assets (net of impairments) totalled €298.1 billion, up 5.2% from €283.4 billion at 31 December 2014 restated. Within Crédit Agricole S.A. Group, Predica was the largest holder of such securities, followed by Crédit Agricole S.A. These assets include bonds and other fixed income securities (€196.8 billion), treasury bills and similar securities (€74.4 billion), shares and other variable income securities (€18.6 billion), and non-consolidated equity investments (€8.4 billion). The year-on-year change was mainly due to a rise in net investment in bonds at Predica, partly offset by a negative value effect.

Total **investments in equity-accounted entities** increased by 15.7% to €24.6 billion at end-2015, compared with €21.2 billion in 2014 restated. The €3.4 billion rise came from a total €1.7 billion of earnings from equity investments, most notably the Regional Banks, Eurazeo, Banque Saudi Fransi and FCA Bank, partly offset by the impairment loss taken on UBAF and consolidation of insurance companies for €1.6 billion.

Non-current assets and liabilities held for sale rose following the classification of Crédit Agricole Life and Crédit Agricole Securities Taiwan as discontinued operations during 2015. Crelan S.A., the only business held for sale at 31 December 2014, was duly sold in June 2015.

Hedging derivative instruments were down 18.5% on the assets side and down 14.4% on the liabilities side, reflecting changes in the fair value of interest rate swaps, resulting from changes in the yield curve and lower volumes.

Insurance companies' technical reserves increased by 3.3% in 2015 compared with 2014 restated, reaching €293.6 billion. The increase reflects the rise in inflows over the year, lower redemptions and a fall in the deferred policyholders profit-sharing liability, reflecting the erosion of accrued unrealised gains in 2015.

Debt securities fell by €14.4 billion to €158.5 billion at end-2015. New issuance failed to offset the reduction in negotiable debt securities and bonds.

Equity amounted to €59.4 billion at 31 December 2015, an increase of €3.2 billion compared with 31 December 2014. Equity Group share amounted to €53.8 billion at end-2015, an increase of €3.7 billion over the period, mainly reflecting the inclusion of income for the year.

Capital management and regulatory ratios

The amendment to IAS 1 adopted by the European Union on 11 January 2006 requires quantitative and qualitative information to be published on the issuer's capital and management of its capital i.e. objectives, policies and processes for managing capital. This information is provided in Note 3.6 to the financial statements and in "Basel 3 Pillar 3 disclosures", provided below.

CRÉDIT AGRICOLE S.A. ESTABLISHMENTS IN FRANCE AND ABROAD

The information about Crédit Agricole S.A. Group entities required by Article 7 of French Law no. 2013-672 of 26 July 2013 on the separation and regulation of banking activities and by Order no. 2014-158 of 20 February 2014 supplemented by Implementing Decree no. 2014-1657 of 29 December 2014 implementing Article L. 511-45 of the French Monetary and Financial Code, are detailed below.

Consolidated entities included in this reporting are the parent company, subsidiaries and branches. Entities classed as discontinued or held-for-sale operations under IFRS 5, as well as entities consolidated using the equity method, are excluded. The Regional Banks are consolidated according to the equity method and are included in the French tax consolidation mechanism.

Revenues from foreign establishments correspond to their territorial contribution to the consolidated financial statements prior to elimination of reciprocal intragroup transactions.

Employees correspond to the number of full-time equivalent employees at the end of the reporting period.

Information as at 31 December 2015, aggregated to a State or territorial level is as follows (in millions of euros):

Geographic location	Revenues excluding intragroup eliminations	Headcount (Full-time equivalent)	Income before tax	Income tax - current[1]	Income tax - deferred[1]	Public grants received
France (including overseas departments and territories)						
France[2]	9,021	37,559	797	(371)	158	-
Other EU countries						
Germany	356	1,183	115	(46)	-	-
Austria	15	42	5	(2)	1	-
Belgium	48	106	22	(6)	(1)	-
Spain	169	236	76	(27)	4	-
Finland	10	12	5	(1)	-	-
Greece	9	82	(24)	1	-	-
Ireland[3]	198	162	172	(4)	-	-
Italy	2,790	10,348	692	(290)	23	-
Luxembourg	643	1,280	378	(69)	(13)	-
Netherlands	121	344	31	(25)	(2)	-
Poland	408	5,444	72	(12)	(10)	-
Portugal	107	438	59	(32)	15	-
Czech Republic	16	87	7	(2)	-	-
Romania	9	269	(4)	-	-	-
United Kingdom	648	870	137	(36)	(9)	-
Slovakia	1	7	-	-	-	-
Sweden	23	40	8	(3)	2	-
Other European countries						
Monaco	139	422	56	(3)	-	-
Russia	32	158	17	(4)	-	-
Serbia	32	864	2	-	(1)	-
Switzerland	396	1,165	(408)	(20)	2	-
Ukraine	114	2,312	19	(4)	-	-
Guernsey[4]	1	-	-	-	-	-
North America						
Canada	-	64	-	-	-	-
United States	1,000	799	464	(1)	16	-
Central and South America						
Bermuda[4]	(1)	-	-	-	-	-
Brazil	51	131	16	(15)	9	-
Cayman Islands[4][5]	38	-	38	-	-	-

Geographic location	Revenues excluding intragroup eliminations	Headcount (Full-time equivalent)	Income before tax	Income tax - current(1)	Income tax - deferred(1)	Public grants received
Africa and Middle East						
Algeria	8	25	6	(1)	-	-
Egypt	256	2,328	144	(37)	1	-
United Arab Emirates	54	87	34	(1)	-	-
Morocco	191	2,530	12	(6)	1	-
Mauritius	3	106	-	-	-	-
Asia-Pacific (ex. Japan)						
Australia	73	30	61	(14)	(2)	-
China	48	131	24	(7)	(1)	-
South Korea	25	75	1	(1)	1	-
Hong Kong	199	633	21	(4)	-	-
India	44	135	-	(15)	8	-
Malaysia	6	21	3	(1)	-	-
Singapore	174	460	53	(6)	-	-
Taiwan	26	66	11	(4)	2	-
Vietnam	-	-	5	-	-	-
Japan						
Japan	230	444	105	(14)	(19)	-
TOTAL	**17,731**	**71,495**	**3,232**	**(1,083)**	**185**	**-**

(1) Positive amounts are gains and negative amounts are losses.
(2) The tax policy of Crédit Agricole S.A. is explained in Chapter 2 – "Economic, social and environmental information".
(3) The Group's Irish UCITS are all tax transparent. Their net income is taxed in France.
(4) Entities established in Guernsey, the Cayman Islands and Bermuda are taxed, respectively, in France (under Article 209 B of the French General Tax Code), in the United States and in the United Kingdom.
(5) Employees of the entity established in the Cayman Islands are located in the United States.

At 31 December 2015 the Group had the following establishments:

ESTABLISHMENTS

Operation name	Type of business(a)	Geographic location
ACACIA	SMI	France
ACAJOU	SMI	France
Acieralliage EURO FCC	CIB	France
Acieralliage USD FCC	CIB	United States
ACTIONS 70	SMI	France
Aetran Administrative Dientverlening B.V.	SFS	Netherlands
AF EQUI.GLOB.AHE CAP	SMI	Luxembourg
AF INDEX EQ JAPAN AE CAP	SMI	Luxembourg
AF INDEX EQ USA A4E	SMI	Luxembourg
Agos	SFS	Italy
AGRICOLE RIVAGE DETTE	SMI	France
AM AC FR ISR PC 3D	SMI	France
AM CR 1(3) EU PC 3D	SMI	France
AM.AC.EU.ISR-P(3)D	SMI	France
AM.AC.MINER.-P(3)D	SMI	France
AMUN TRESO CT PC 3D	SMI	France
AMUN.TRES.EONIA ISR E FCP 3DEC	SMI	France
AMUNDI	SMI	France
AMUNDI (UK) Ltd.	SMI	United Kingdom
AMUNDI 12 M P	SMI	France
Amundi Absolute Credit	SMI	France
AMUNDI ABSOLUTE GLOB DIVID AE 3D	SMI	Luxembourg
AMUNDI ACT.MONDE P	SMI	France
AMUNDI ACTIONS FRANCE C 3DEC	SMI	France
AMUNDI AFD AV DURABL P1 FCP 3DEC	SMI	France
AMUNDI AI S.A.S.	SMI	France
Amundi AI LONDON BRANCH	SMI	United Kingdom
AMUNDI ARMONIA (ex Amundi Corporate 3 Anni)	SMI	Italy
AMUNDI ASSET MANAGEMENT	SMI	France
AMUNDI B EU COR AEC	SMI	Luxembourg
AMUNDI BD EU HY AEC	SMI	Luxembourg
Amundi Belgium	SMI	Belgium
AMUNDI BOND GLOBAL CORP AE 3DEC	SMI	Luxembourg

Operation name	Type of business[(a)]	Geographic location
AMUNDI CRED.EURO ISR P FCP 3DEC	SMI	France
AMUNDI DEUTSCHLAND	SMI	Germany
Amundi Distributors Usa Llc	SMI	United States
AMUNDI EQ E IN AHEC	SMI	Luxembourg
AMUNDI Finance	SMI	France
AMUNDI Finance Emissions	SMI	France
Amundi Funds Equity Global Minimum Variance	SMI	Luxembourg
AMUNDI GBL MACRO MULTI ASSET P	SMI	France
AMUNDI GLOBAL SERVICING	SMI	Luxembourg
AMUNDI GRD 24 FCP	SMI	France
AMUNDI Hellas MFMC S.A.	SMI	Greece
Amundi Hk - Green Planet Fund	SMI	Hong Kong
AMUNDI HONG KONG BRANCH	SMI	Hong Kong
AMUNDI Hong Kong Ltd.	SMI	Hong Kong
AMUNDI HORIZON 3D	SMI	France
AMUNDI Iberia S.G.I.I.C S.A.	SMI	Spain
AMUNDI Immobilier	SMI	France
AMUNDI India Holding	SMI	France
AMUNDI Intermédiation	SMI	France
Amundi Investments USA LLC	SMI	United States
AMUNDI IT Services	SMI	France
AMUNDI Japan	SMI	Japan
AMUNDI Japan Holding	SMI	Japan
AMUNDI Japan Securities Cy Ltd.	SMI	Japan
AMUNDI LCL DH2(4) AV MAI 13 3D	SMI	France
AMUNDI LONDON BRANCH	SMI	United Kingdom
AMUNDI Luxembourg S.A.	SMI	Luxembourg
AMUNDI Malaysia Sdn Bhd	SMI	Malaysia
Amundi Money Market Fund - Short Term (GBP)	SMI	Luxembourg
Amundi Money Market Fund - Short Term (USD) - part OC	SMI	Luxembourg
Amundi Money Market Fund - Short Term (USD) - part OV	SMI	Luxembourg
AMUNDI Nederland (Amsterdam)	SMI	Netherlands
AMUNDI OBLIG EURO C	SMI	France
AMUNDI PATRIMOINE C 3DEC	SMI	France
Amundi Performance Absolue Equilibre	SMI	France
AMUNDI Polska	SMI	Poland
AMUNDI Private Equity Funds	SMI	France
AMUNDI PULSACTIONS	SMI	France
AMUNDI Real Estate Italia SGR S.p.A.	SMI	Italy
AMUNDI SGR S.p.A.	SMI	Italy
AMUNDI Singapore Ltd.	SMI	Singapore
AMUNDI Smith Breeden	SMI	United States
AMUNDI Suisse	SMI	Switzerland
AMUNDI Tenue de Comptes	SMI	France
AMUNDI USA Inc	SMI	United States
AMUNDI VALEURS DURAB	SMI	France
AMUNDI Ventures	SMI	France
Antera Incasso B.V.	SFS	Netherlands
ANTINEA FCP	SMI	France
ARAMIS PATRIM D 3D	SMI	France
Arc Broker	IRB	Poland
ARC FLEXIBOND-D	SMI	France
ARES Reinsurance Ltd.	SFS	Ireland
Argence Investissement S.A.S.	SFS	France
Armo-Invest	CIB	France
ARTEMID	SMI	France
Assfibo Financieringen B.V.	SFS	Netherlands
Assurances Mutuelles Fédérales	SMI	France
Atlantic Asset Securitization LLC	CIB	United States
ATOUT EUROPE C FCP 3DEC	SMI	France
ATOUT France C FCP 3DEC	SMI	France
ATOUT HORIZON DUO FCP 3DEC	SMI	France
ATOUT MONDE C FCP 3DEC	SMI	France
ATOUT QUANTEUROLAND SI 3DEC	SMI	France
ATOUT VERT HORIZON FCP 3 DEC	SMI	France
Auxifip	SFS	France
AXA EUR.SM.CAP E 3D	SMI	France
AXA FIIS US CORPORATE BONDS F	SMI	Luxembourg
Banca Popolare FriulAdria S.p.A.	IRB	Italy
Banco Crédit Agricole Brasil S.A.	CIB	Brazil
Banque Thémis	FRB	France
Bawag PSK Invest	SMI	Austria
Benelpart	CIB	Belgium
BEST BUS MODELS RC	SMI	France
BFC Antilles Guyane	Corporate centre	France
BFT INVESTMENT MANAGERS	SMI	France
BFT opportunité	SMI	France
BNP PAR.CRED.ERSC	SMI	France
C.L. Verwaltungs und Beteiligungsgesellschaft GmbH	FRB	Germany
CA Assicurazioni	SMI	Italy
CA Brasil DTVM	SMI	Brazil
CA Grands Crus	Corporate centre	France
CA Indosuez Gestion	SMI	France
CA Indosuez Private Banking	SMI	France
CA MASTER EUROPE	SMI	France
CA Preferred Funding LLC	Corporate centre	United States
CA VITA PRIVATE EQUITY CHOISE	SMI	France
CAA 2013 COMPARTIMENT 5 A5	SMI	France
CAA 2013 FCPR B1	SMI	France
CAA 2013 FCPR C1	SMI	France

Operation name	Type of business[(a)]	Geographic location
CAA 2013 FCPR D1	SMI	France
CAA 2013(2)	SMI	France
CAA 2013(3)	SMI	France
CAA 2014 COMPARTIMENT 1 PART A1	SMI	France
CAA 2014 INVESTISSMENT PART A3	SMI	France
CAA 2015 COMPARTIMENT 1	SMI	France
CAA 2015 COMPARTIMENT 2	SMI	France
CAA PRIV.FINANC.COMP.1 A1 FIC	SMI	France
CAA PRIV.FINANC.COMP.2 A2 FIC	SMI	France
CACEIS (Canada) Ltd.	SMI	Canada
CACEIS (USA) Inc.	SMI	United States
CACEIS Bank Deutschland GmbH	SMI	Germany
CACEIS BANK France	SMI	France
CACEIS Bank Luxembourg	SMI	Luxembourg
CACEIS Bank Luxembourg (Amsterdam)	SMI	Netherlands
CACEIS Bank Luxembourg (Brussels)	SMI	Belgium
CACEIS Bank Luxembourg (Dublin)	SMI	Ireland
CACEIS Bank Luxembourg (London)	SMI	United Kingdom
CACEIS Bank Luxembourg (Milan)	SMI	Italy
CACEIS Bank Luxembourg (Nyon)	SMI	Switzerland
CACEIS Belgium	SMI	Belgium
CACEIS Corporate Trust	SMI	France
CACEIS Fund Administration	SMI	France
CACEIS Ireland Limited	SMI	Ireland
CACEIS S.A.	SMI	France
CACEIS Switzerland S.A.	SMI	Switzerland
CACI DANNI	SMI	Italy
CACI Gestion	SMI	France
CACI LIFE LIMITED	SMI	Ireland
CACI NON LIFE LIMITED	SMI	Ireland
CACI NON VIE	SMI	France
CACI Reinsurance Ltd.	SMI	Ireland
CACI VIE	SMI	France
CACI VITA	SMI	Italy
CA-EDRAM OPPORTUNITES FCP 3DEC	SMI	France
CAIRS Assurance S.A.	CIB	France
Caisse régionale de Crédit Agricole mutuel de la Corse	Corporate centre	France
CAL Conseil	SMI	Luxembourg
CAL Espagne	SFS	Spain
Calciphos	CIB	France
CALIE Europe France Branch	SMI	France
CALIE Europe Poland Branch	SMI	Poland
Calixis Finance	CIB	France
Calliope SRL	CIB	Italy
Calyce P.L.C.	CIB	United Kingdom
CAPITOP MONDOBLIG SI.3DEC	SMI	France

Operation name	Type of business[(a)]	Geographic location
Carefleet S.A.	SFS	Poland
Cariparma	IRB	Italy
Carispezia	IRB	Italy
Chorial Allocation	SMI	France
CL Développement de la Corse	Corporate centre	France
Clam Philadelphia	SMI	France
Clifap	CIB	France
CLSA Financial Products Ltd	CIB	Bermuda
Compagnie Française de l'Asie (CFA)	CIB	France
CONVERT.EUROP.AE	SMI	Luxembourg
CORSAIR 1.5255% 25/04/35	SMI	Ireland
CPR ACTIVE US -P-	SMI	France
CPR AM	SMI	France
CPR CONSO ACTIONNAIRE FCP P	SMI	France
CPR CROIS.REA.-P	SMI	France
CPR OBLIG 12 M.P 3D	SMI	France
CPR REFL.RESP.0(100) P FCP 3DEC	SMI	France
CPR REFLEX CIBL.100 P FCP 3DEC	SMI	France
CPR RENAI.JAP.-P(3)D	SMI	France
CPR RENAISSANCE JAPON HP 3D	SMI	France
CPR SILVER AGE P 3DEC	SMI	France
Crealfi	SFS	France
Credibom	SFS	Portugal
Credicom Consumer Finance Bank S.A.	SFS	Greece
Crediet Maatschappij "De Ijssel" B.V.	SFS	Netherlands
Crédit Agricole CIB (Belgium)	CIB	Belgium
Crédit Agricole America Services Inc.	CIB	United States
Crédit Agricole Asia Shipfinance Ltd.	CIB	Hong Kong
Crédit Agricole Assurances (CAA)	SMI	France
CRÉDIT AGRICOLE BANK	IRB	Ukraine
Crédit Agricole Bank Albania S.A.	IRB	Albania
Crédit Agricole Bank Polska S.A.	IRB	Poland
Crédit Agricole Banka Srbija a.d. Novi Sad	IRB	Serbia
Crédit Agricole Capital Investissement et Finance (CACIF)	Corporate centre	France
Crédit Agricole Cards & Payments	Corporate centre	France
Crédit Agricole CIB (ABU DHABI)	CIB	United Arab Emirates
Crédit Agricole CIB (Allemagne)	CIB	Germany
Crédit Agricole CIB (Chicago)	CIB	United States
Crédit Agricole CIB (Corée du Sud)	CIB	South Korea
Crédit Agricole CIB (Dubai DIFC)	CIB	United Arab Emirates
Crédit Agricole CIB (Dubai)	CIB	United Arab Emirates
Crédit Agricole CIB (Espagne)	CIB	Spain
Crédit Agricole CIB (Finlande)	CIB	Finland
Crédit Agricole CIB (Hong Kong)	CIB	Hong Kong

Operation name	Type of business[(a)]	Geographic location
Crédit Agricole CIB (Iles-Caymans)	CIB	Cayman Islands
Crédit Agricole CIB (Inde)	CIB	India
Crédit Agricole CIB (Italie)	CIB	Italy
Crédit Agricole CIB (Japon)	CIB	Japan
Crédit Agricole CIB (Luxembourg)	CIB	Luxembourg
Crédit Agricole CIB (Miami)	SMI	United States
Crédit Agricole CIB (New-York)	CIB	United States
Crédit Agricole CIB (Royaume-Uni)	CIB	United Kingdom
Crédit Agricole CIB (Singapour)	CIB	Singapore
Crédit Agricole CIB (Suède)	CIB	Sweden
Crédit Agricole CIB (Taipei)	CIB	Taiwan
Crédit Agricole CIB (Vietnam)	CIB	Vietnam
Crédit Agricole CIB Air Finance S.A.	CIB	France
Crédit Agricole CIB Algérie Bank Spa	CIB	Algeria
Crédit Agricole CIB AO	CIB	Russia
Crédit Agricole CIB Australia Ltd.	CIB	Australia
Crédit Agricole CIB China Ltd.	CIB	China
Crédit Agricole CIB Finance (Guernsey) Ltd.	CIB	Guernsey
Crédit Agricole CIB Financial Prod. (Guernsey) Ltd.	CIB	Guernsey
Crédit Agricole CIB Financial Solutions	CIB	France
Crédit Agricole CIB Global Banking	CIB	France
Crédit Agricole CIB Holdings Ltd.	CIB	United Kingdom
Crédit Agricole CIB Pension Limited Partnership	CIB	United Kingdom
Crédit Agricole CIB S.A.	CIB	France
Crédit Agricole CIB Services Private Ltd.	CIB	India
Crédit Agricole Consumer Finance	SFS	France
Crédit Agricole Consumer Finance Nederland	SFS	Netherlands
Crédit Agricole Creditor Insurance (CACI)	SMI	France
Crédit Agricole Egypt S.A.E.	IRB	Egypt
Crédit Agricole Global Partners Inc.	CIB	United States
Crédit Agricole Group Solutions	IRB	Italy
Crédit Agricole Home Loan SFH	Corporate centre	France
Crédit Agricole Leasing & Factoring	SFS	France
Crédit Agricole Leasing (USA) Corp.	CIB	United States
Crédit Agricole Leasing Italia	SFS	Italy
Crédit Agricole Life Insurance Company Japan Ltd.	SMI	Japan
Crédit Agricole Life Insurance Europe	SMI	Luxembourg
Crédit Agricole Luxembourg	SMI	Luxembourg
Crédit Agricole Luxembourg (Belgique)	SMI	Belgium
Crédit Agricole Luxembourg (Espagne)	SMI	Spain
Crédit Agricole Luxembourg Italy Branch	SMI	Italy
Crédit Agricole Polska S.A.	IRB	Poland
Crédit Agricole Private Banking	SMI	France

Operation name	Type of business[(a)]	Geographic location
Crédit Agricole Private Banking Management Company	SMI	Luxembourg
Crédit Agricole Public Sector SCF	Corporate centre	France
Crédit Agricole Reinsurance S.A.	SMI	Luxembourg
Crédit Agricole Romania	IRB	Romania
Crédit Agricole Securities (USA) Inc	CIB	United States
Crédit Agricole Securities Asia BV	CIB	Netherlands
Crédit Agricole Securities Asia BV (Tokyo)	CIB	Japan
Crédit Agricole Serivce sp z o.o.	IRB	Poland
Crédit Agricole Suisse	SMI	Switzerland
Crédit Agricole Suisse (Bahamas) Ltd.	SMI	Bahamas
Crédit Agricole Suisse (Hong Kong)	SMI	Hong Kong
Crédit Agricole Suisse (Singapour)	SMI	Singapore
Crédit Agricole Vita S.p.A.	SMI	Italy
Crédit Agricole S.A.	Corporate centre	France
Crédit du Maroc	IRB	Morocco
Crédit du Maroc Leasing	SFS	Morocco
Crédit du Maroc France Branch	IRB	France
Crédit Foncier de Monaco	SMI	Monaco
Crédit LIFT	SFS	France
Crédit Lyonnais Développement Économique (CLDE)	FRB	France
Creditplus Bank AG	SFS	Germany
Credium	SFS	Czech Republic
Credium Slovakia	SFS	Slovakia
De Kredietdesk B.V.	SFS	Netherlands
Dealerservice B.V.	SFS	Netherlands
Delfinances	Corporate centre	France
DGAD International SARL	CIB	Luxembourg
DMC Groep N.V.	SFS	Netherlands
DNA 0% 12(211220)	SMI	Luxembourg
DNA 0% 16/10/2020	SMI	Luxembourg
DNA 0% 21/12/20 EMTN	SMI	Luxembourg
DNA 0% 23/07/18 EMTN INDX	SMI	Luxembourg
DNA 0% 27/06/18 INDX	SMI	Luxembourg
DNA 0%11(231216) INDX	SMI	Luxembourg
DNA 0%12(240418) INDX	SMI	Luxembourg
DNV B.V.	SFS	Netherlands
DOLCEYS 2 FCP 3DEC	SMI	France
Doumer Finance S.A.S.	CIB	France
ECOFI MULTI OPPORTUN.FCP 3DEC	SMI	France
EFL Finance S.A.	SFS	Poland
EFL Services	SFS	Poland
Emporiki Rent L.T.L	SFS	Greece
ESNI (compartiment Crédit Agricole CIB)	CIB	France
ESNI (compartiment Crédit Agricole S.A.)	Corporate centre	France

Operation name	Type of business[(a)]	Geographic location
Ester Finance Titrisation	CIB	France
Étoile Gestion	SMI	France
Eucalyptus FCT	CIB	France
EUROFACTOR GmbH	SFS	Germany
Eurofactor Hispania S.A.	SFS	Spain
Eurofactor Italia S.p.A.	SFS	Italy
EUROFACTOR POLSKA S.A.	SFS	Poland
Eurofactor SA - NV (Benelux)	SFS	Belgium
Eurofactor S.A. (Portugal)	SFS	Portugal
Eurofintus Financieringen B.V.	SFS	Netherlands
Euroleenlijn B.V.	SFS	Netherlands
Europejski Fundusz Leasingowy (E.F.L.)	SFS	Poland
FCPR CAA 2013	SMI	France
FCPR CAA COMP TER PART A3	SMI	France
FCPR CAA COMPART BIS PART A2	SMI	France
FCPR CAA COMPARTIMENT 1 PART A1	SMI	France
FCPR CAA France croissance 2 A	SMI	France
FCPR PREDICA 2007 A	SMI	France
FCPR PREDICA 2007 C2	SMI	France
FCPR PREDICA 2008 A1	SMI	France
FCPR PREDICA 2008 A2	SMI	France
FCPR PREDICA 2008 A3	SMI	France
FCPR PREDICA SECONDAIRE I A1	SMI	France
FCPR PREDICA SECONDAIRE I A2	SMI	France
FCPR PREDICA SECONDAIRES II A	SMI	France
FCPR PREDICA SECONDAIRES II B	SMI	France
FCPR Roosevelt Investissements	SMI	France
FCPR UI CAP AGRO	SMI	France
FCPR UI CAP SANTE A	SMI	France
FCT Cablage FCT	CIB	France
FCT CAREPTA - COMPARTIMENT 2014-1	SMI	France
FCT CAREPTA - COMPARTIMENT 2014-2	SMI	France
FCT CAREPTA - RE 2015-1	SMI	France
FCT Evergreen HL1	Corporate centre	France
FCT MID CAP 2 05/12/22	SMI	France
FEDERIS CORE EU CR 19 MM	SMI	France
Federval	SMI	France
Fia Net Europe	Corporate centre	Luxembourg
Fia-Net	Corporate centre	France
FIC-FIDC	CIB	Brazil
Finamur	SFS	France
Financière des Scarabées	CIB	Belgium
Finanziaria Indosuez International Ltd.	SMI	Switzerland
Finaref Assurances S.A.S.	SMI	France
Finaref Risques Divers	SMI	France
Finaref Vie	SMI	France

Operation name	Type of business[(a)]	Geographic location
Finasic	Corporate centre	France
Finata Bank N.V.	SFS	Netherlands
Finata Sparen N.V.	SFS	Netherlands
Finata Zuid-Nederland B.V.	SFS	Netherlands
Fininvest	CIB	France
Fletirec	CIB	France
Foncaris	Corporate centre	France
FONDS AV ECHUS N°2	SMI	France
Genavent	SMI	France
Genavent Partners Lp	SMI	United States
GNB SEGUROS (Anciennement BES SEGUROS)	SMI	Portugal
GRD TOBAM AB A	SMI	France
GRD01	SMI	France
GRD02	SMI	France
GRD03	SMI	France
GRD04	SMI	France
GRD05	SMI	France
GRD07	SMI	France
GRD08	SMI	France
GRD09	SMI	France
GRD10	SMI	France
GRD11	SMI	France
GRD12	SMI	France
GRD13	SMI	France
GRD14	SMI	France
GRD16	SMI	France
GRD17	SMI	France
GRD18	SMI	France
GRD19	SMI	France
GRD20	SMI	France
GRD21	SMI	France
GRD23	SMI	France
Green FCT Lease	SFS	France
GSA Ltd	SFS	Mauritius
Héphaïstos EUR FCC	CIB	France
Héphaïstos GBP FCT	CIB	France
Héphaïstos Multidevises FCT	CIB	France
Héphaïstos USD FCT	CIB	France
Himalia P.L.C.	CIB	United Kingdom
HMG GLOBETROTTER D	SMI	France
I.P.F.O.	CIB	France
IDIA	Corporate centre	France
IDM Finance B.V.	SFS	Netherlands
IDM Financieringen B.V.	SFS	Netherlands
IDM lease maatschappij N.V.	SFS	Netherlands
Iebe Lease B.V.	SFS	Netherlands

Operation name	Type of business[(a)]	Geographic location
IKS KB	SMI	Czech Republic
Immobilière Sirius S.A.	CIB	Luxembourg
IND.CAP EMERG.-C(3)D	SMI	France
INDO.FLEX.100 -C(3)D	SMI	France
INDOS.EURO.PAT.PD 3D	SMI	France
Indosuez CM II Inc.	CIB	United States
INDOSUEZ CRESCENDO FCP	SMI	France
INDOSUEZ EUROPE EXPENSION FCP	SMI	France
Indosuez Holding SCA II	CIB	Luxembourg
Indosuez Management Luxembourg II	CIB	Luxembourg
InterBank group	SFS	Netherlands
Interfimo	FRB	France
INVEST RESP S3 3D	SMI	France
Investor Service House S.A.	SMI	Luxembourg
Island Refinancing SRL	CIB	Italy
ItalAsset Finance SRL	CIB	Italy
IUB Holding	IRB	France
J.J.P. Akkerman Financieringen B.V.	SFS	Netherlands
JAYANNE 2 FCP 3DEC	SMI	France
JAYANNE 3 FCP 3DEC	SMI	France
JAYANNE 4 3DEC FCP	SMI	France
JAYANNE FCP 3DEC	SMI	France
JPM-US S E P-AEURA	SMI	Luxembourg
Krediet '78 B.V.	SFS	Netherlands
L.F. Investment Inc.	CIB	United States
L.F. Investment L.P.	CIB	United States
Lafina	CIB	Belgium
LCL	FRB	France
LCL AC.DEV.DU.EURO	SMI	France
LCL AC.EMERGENTS 3D	SMI	France
LCL ACT.EME.(EU.)3D	SMI	France
LCL ACT.E-U ISR 3D	SMI	France
LCL ACT.IMMOBI.3D	SMI	France
LCL ACT.USA ISR 3D	SMI	France
LCL ACTIONS EURO C	SMI	France
LCL ALLOCATION DYNAMIQUE 3D FCP	SMI	France
LCL ALLOCATION EQUILIBRE 3DEC	SMI	France
LCL CAPTURE 40 VIE FCP 3DEC	SMI	France
LCL D.CAPT.JU.10 3D	SMI	France
LCL DEVELOPPEM.PME C	SMI	France
LCL Emissions	SMI	France
LCL FDS ECH.MONE.3D	SMI	France
LCL FLEX 30	SMI	France
LCL MGEST 60 3DEC	SMI	France
LCL MGEST FL.0(100)	SMI	France
LCL MONETAIRE -C-	SMI	France

Operation name	Type of business[(a)]	Geographic location
LCL OBLIGATIONS INFLATION C EUR	SMI	France
LCL ORIENTATION DYNAM FCP3D	SMI	France
LCL ORIENTATION EQUIL.FCP 3DEC	SMI	France
LCL ORIENTATION PRUDENT	SMI	France
LCL PREMIUM J VIE 2014	SMI	France
LCL SECU.100(JUIL.11)	SMI	France
LCL STRATEGIE 100	SMI	France
LCL Monaco Branch	FRB	Monaco
LCL TR 3 MOIS PC 3D	SMI	France
LCL TRIPLE H 2013	SMI	France
LCL VOCATION RENDEMENT NOV 12 3D	SMI	France
Lixxbail	SFS	France
Lixxcourtage	SFS	France
Lixxcredit	SFS	France
LMA SA	CIB	France
Londres Croissance C16	SMI	France
LRP - CPT JANVIER 2013 0.30 13(21) 11/01A	SMI	Luxembourg
Lukas Finanse S.A.	IRB	Poland
Mahuko Financieringen B.V.	SFS	Netherlands
Matriks N.V.	SFS	Netherlands
Médicale de France	SMI	France
Merisma	CIB	France
Miladim	CIB	France
Molinier Finances	CIB	France
Money Care B.V.	SFS	Netherlands
New Theo	SFS	United Kingdom
NL Findio B.V	SFS	Netherlands
NVF Voorschotbank B.V.	SFS	Netherlands
OBJECTIF LONG TERME FCP	SMI	France
OBJECTIF RENDEMENT 1 3DEC FCP	SMI	France
OBLIG INF CM CIC 3D	SMI	France
OCELIA 3 FCP 3DEC	SMI	France
OPCI Camp Invest	SMI	France
OPCI ECO CAMPUS SPPICAV	SMI	France
OPCI Immanens	SMI	France
OPCI Immo Emissions	SMI	France
OPCI Iris Invest 2010	SMI	France
OPCI KART	SMI	France
OPCI MASSY BUREAUX	SMI	France
OPCI Messidor	SMI	France
OPCIMMO LCL SPPICAV 5DEC	SMI	France
OPTALIS DYNAMIQUE C FCP 3DEC	SMI	France
OPTALIS EQUILIBRE C FCP 3DEC	SMI	France
OPTALIS EXPANSION C FCP 3DEC	SMI	France
OPTALIS SERENITE C FCP 3DEC	SMI	France
OPTIMIZ BES TIMING II 3DEC	SMI	France

Operation name	Type of business[(a)]	Geographic location
Pacific EUR FCC	CIB	France
Pacific IT FCT	CIB	France
Pacific USD FCT	CIB	France
Pacifica	SMI	France
PARC.RETRAIT.21 3D	SMI	France
PARCOURS RETRAITE 26 FCP 3DEC	SMI	France
PARCOURS RETRAITE 31 3DEC	SMI	France
Partinvest S.A.	SMI	Luxembourg
Peg - Portfolio Eonia Garanti	SMI	France
PERSPECTIVE FCP 3DEC	SMI	France
PIMENTO 3 FCP 3DEC	SMI	France
Placements et réalisations immobilières (SNC)	CIB	France
Predica	SMI	France
Predica - Prévoyance Dialogue du Crédit Agricole	SMI	Spain
Predica 2005 FCPR A	SMI	France
Predica 2006 FCPR A	SMI	France
Predica 2006(2007) FCPR	SMI	France
PREDICA 2010 A1	SMI	France
PREDICA 2010 A2	SMI	France
PREDICA 2010 A3	SMI	France
Predica OPCI Bureau	SMI	France
Predica OPCI Commerces	SMI	France
Predica OPCI Habitation	SMI	France
PREDICA SECONDAIRES III	SMI	France
Predicant A1 FCP	SMI	France
Predicant A2 FCP	SMI	France
Predicant A3 FCP	SMI	France
PREDIPARK	SMI	France
Prediquant opportunité	SMI	France
PREDIQUANT STRATEGIES	SMI	France
PREMIUM GR 0% 28	SMI	Ireland
PREMIUM GREEN 1.24% 25/04/35	SMI	Ireland
PREMIUM GREEN 4.52%06(21) EMTN	SMI	Ireland
PREMIUM GREEN 4.54%06(13.06.21)	SMI	Ireland
PREMIUM GREEN 4.5575%21 EMTN	SMI	Ireland
PREMIUM GREEN 4.56%06(21)	SMI	Ireland
PREMIUM GREEN 4.7% EMTN 08/08/21	SMI	Ireland
PREMIUM GREEN 4.72%12(250927)	SMI	Ireland
PREMIUM GREEN PLC 4.30%2021	SMI	Ireland
PREMIUM GREEN TV 06/22	SMI	Ireland
PREMIUM GREEN TV 07/22	SMI	Ireland
PREMIUM GREEN TV 07(22)	SMI	Ireland
PREMIUM GREEN TV 22	SMI	Ireland
PREMIUM GREEN TV 26/07/22	SMI	Ireland
PREMIUM GREEN TV06(16) EMTN	SMI	Ireland

Operation name	Type of business[(a)]	Geographic location
PREMIUM GREEN TV07(17) EMTN	SMI	Ireland
PREMIUM GREEN TV2027	SMI	Ireland
PREMIUM GREEN TV23/05/2022 EMTN	SMI	Ireland
PREMIUM GREEN4.33%06(29)/10/21	SMI	Ireland
PROTEIN'VIE 3 3DEC	SMI	France
Regio Kredietdesk B.V.	SFS	Netherlands
Ribank	SFS	Netherlands
RONDEYS FCP 3DEC	SMI	France
S.A.S. Evergreen Montrouge	Corporate centre	France
SA RESICO	SMI	France
Sagrantino Italy SRL	CIB	Italy
SAS Caagis	SMI	France
SCI 15 PLACE DU GENERAL DE GAULLE	FRB	France
SCI BMEDIC HABITATION	SMI	France
SCI CAMPUS MEDICIS ST DENIS	SMI	France
SCI CAMPUS RIMBAUD ST DENIS	SMI	France
SCI CENTRE D'AFFAIRES DU PARC LUMIERE	FRB	France
SCI FEDERALE PEREIRE VICTOIRE	SMI	France
SCI FEDERALE VILLIERS	SMI	France
SCI FEDERCOM	SMI	France
SCI FEDERLOG	SMI	France
SCI FEDERLONDRES	SMI	France
SCI FEDERPIERRE	SMI	France
SCI GRENIER VELLEF	SMI	France
SCI IMEFA 001	SMI	France
SCI IMEFA 003	SMI	France
SCI IMEFA 004	SMI	France
SCI IMEFA 005	SMI	France
SCI IMEFA 006	SMI	France
SCI IMEFA 008	SMI	France
SCI IMEFA 011	SMI	France
SCI IMEFA 012	SMI	France
SCI IMEFA 013	SMI	France
SCI IMEFA 016	SMI	France
SCI IMEFA 017	SMI	France
SCI IMEFA 018	SMI	France
SCI IMEFA 020	SMI	France
SCI IMEFA 022	SMI	France
SCI IMEFA 025	SMI	France
SCI IMEFA 032	SMI	France
SCI IMEFA 033	SMI	France
SCI IMEFA 034	SMI	France
SCI IMEFA 035	SMI	France
SCI IMEFA 036	SMI	France
SCI IMEFA 037	SMI	France
SCI IMEFA 038	SMI	France

Operation name	Type of business[a]	Geographic location
SCI IMEFA 039	SMI	France
SCI IMEFA 042	SMI	France
SCI IMEFA 043	SMI	France
SCI IMEFA 044	SMI	France
SCI IMEFA 047	SMI	France
SCI IMEFA 048	SMI	France
SCI IMEFA 051	SMI	France
SCI IMEFA 052	SMI	France
SCI IMEFA 054	SMI	France
SCI IMEFA 057	SMI	France
SCI IMEFA 058	SMI	France
SCI IMEFA 060	SMI	France
SCI IMEFA 061	SMI	France
SCI IMEFA 062	SMI	France
SCI IMEFA 063	SMI	France
SCI IMEFA 064	SMI	France
SCI IMEFA 067	SMI	France
SCI IMEFA 068	SMI	France
SCI IMEFA 069	SMI	France
SCI IMEFA 072	SMI	France
SCI IMEFA 073	SMI	France
SCI IMEFA 074	SMI	France
SCI IMEFA 076	SMI	France
SCI IMEFA 077	SMI	France
SCI IMEFA 078	SMI	France
SCI IMEFA 079	SMI	France
SCI IMEFA 080	SMI	France
SCI IMEFA 081	SMI	France
SCI IMEFA 082	SMI	France
SCI IMEFA 083	SMI	France
SCI IMEFA 084	SMI	France
SCI IMEFA 085	SMI	France
SCI IMEFA 089	SMI	France
SCI IMEFA 091	SMI	France
SCI IMEFA 092	SMI	France
SCI IMEFA 096	SMI	France
SCI IMEFA 100	SMI	France
SCI IMEFA 101	SMI	France
SCI IMEFA 102	SMI	France
SCI IMEFA 103	SMI	France
SCI IMEFA 104	SMI	France
SCI IMEFA 105	SMI	France
SCI IMEFA 107	SMI	France
SCI IMEFA 108	SMI	France
SCI IMEFA 109	SMI	France
SCI IMEFA 110	SMI	France

Operation name	Type of business[a]	Geographic location
SCI IMEFA 112	SMI	France
SCI IMEFA 113	SMI	France
SCI IMEFA 115	SMI	France
SCI IMEFA 116	SMI	France
SCI IMEFA 117	SMI	France
SCI IMEFA 118	SMI	France
SCI IMEFA 120	SMI	France
SCI IMEFA 121	SMI	France
SCI IMEFA 122	SMI	France
SCI IMEFA 123	SMI	France
SCI IMEFA 126	SMI	France
SCI IMEFA 128	SMI	France
SCI IMEFA 129	SMI	France
SCI IMEFA 131	SMI	France
SCI IMEFA 132	SMI	France
SCI IMEFA 139	SMI	France
SCI IMEFA 140	SMI	France
SCI IMEFA 148	SMI	France
SCI IMEFA 150	SMI	France
SCI IMEFA 155	SMI	France
SCI IMEFA 156	SMI	France
SCI IMEFA 158	SMI	France
SCI IMEFA 159	SMI	France
SCI IMEFA 164	SMI	France
SCI LA BAUME	SMI	France
SCI LE BRETAGNE	FRB	France
SCI LE VILLAGE VICTOR HUGO	SMI	France
SCI MEDI BUREAUX	SMI	France
SCI PACIFICA HUGO	SMI	France
SCI PORTE DES LILAS - FRERES FLAVIEN	SMI	France
SCI Quentyvel	Corporate centre	France
SCI VALHUBERT	SMI	France
Segemil	CIB	Luxembourg
SEVALES 3D	SMI	France
Shark FCC	CIB	France
SILCA	Corporate centre	France
SIS (Société Immobilière de la Seine)	Corporate centre	France
SNC Kalliste Assur	Corporate centre	France
SNGI	CIB	France
SNGI Belgium	CIB	Belgium
Société Générale Gestion (S2G)	SMI	France
Sococlabecq	CIB	Belgium
Sodica	Corporate centre	France
Sofinco Participations	SFS	France
Sofipac	CIB	Belgium

Operation name	Type of business[a]	Geographic location
SOLIDARITE INITIATIS SANTE	SMI	France
Space Holding (Ireland) Limited	SMI	Ireland
Space Lux	SMI	Luxembourg
Spirica	SMI	France
Ste Européenne de développement d'assurances	SFS	France
Ste Européenne de développement du financement	SFS	France
Succursale Crédit Agricole S.A.	Corporate centre	United Kingdom
TCB	CIB	France
Teotys	SFS	France
Theofinance LTD	SFS	Mauritius
Theofinance SA	SFS	Uruguay
TRIALIS 6 ANS	SMI	France
TRIALIS C	SMI	France
TRIANANCE 5 ANS	SMI	France
TRIANANCE 6 ANS	SMI	France
TRIANANCE N5 C	SMI	France
TRIANANCE N6 C	SMI	France
Triple P FCC	CIB	France
UI Vavin 1	Corporate centre	France
Uni-Edition	Corporate centre	France
Unifergie	SFS	France
VEND.DOUBOPP.IV 3D	SMI	France
VENDOME DOUBLE OPP II FCP 3DEC	SMI	France
VENDOME DOUBLE OPPORT FCP 3DEC	SMI	France
VENDOME INV.FCP 3DEC	SMI	France
Via Vita	SMI	France
VoordeelBank B.V.	SFS	Netherlands
Vulcain EUR FCT	CIB	France
Vulcain GBP FCT	CIB	France
Vulcain USD FCT	CIB	France
91 Unit-linked funds with a detention rate equal or above 95%	SMI	France

(a) FRB: French retail banking;
IRB: International retail banking;
SMI: Savings management and Insurance;
SFS: Specialised financial services;
CIB: Corporate and investment banking;

During the year, Crédit Agricole S.A. has not taken any significative stake in companies headquartered in France.

TRANSACTIONS WITH RELATED PARTIES

The main transactions entered into with related parties are disclosed in the consolidated financial statements for the year ended 31 December 2015 in the "General framework - Related parties" section.

In addition, in accordance with paragraph 13 of Article L. 225-102-1 of the French Commercial Code, please note that no agreements were entered into, directly or through intermediaries, between, (i) on the one hand, the Chief Executive Officer, any one of the Deputy Chief Executive Officers or Directors or shareholders of Crédit Agricole S.A. with more than 10% of the voting rights, and, (ii) on the other, another company in which Crédit Agricole S.A. has, directly or indirectly, more than a 50% capital interest unless, where appropriate, these agreements relate to ordinary arms length transactions.

INTERNAL CONTROL

As required by the French Financial Security Act of 1 August 2003, the Chairman of the Board of Directors must report on the preparation and organisation of the Board's work and on the internal control procedures implemented throughout the Company, on a consolidated basis in a report accompanying the management report.

This report, which is published in the manner set out by the *Autorité des marchés financiers* (AMF) and is incorporated into this document (section 3, Chairman's report), contains two parts:

- part I deals with the work of the Board of Directors of Crédit Agricole S.A.;
- part II contains information on the organisational principles underpinning the internal control systems and to the risk management and monitoring procedures in effect within Crédit Agricole Group. It contains descriptions of the risk management and permanent controls, non-compliance risk prevention and control and periodical control systems.

RECENT TRENDS AND OUTLOOK

Outlook

Given the current political and geopolitical disruptions afflicting the world, it would be absurd to expect any strong acceleration of global growth in 2016. Growth could be around 3.3%. Nor can we assume a dynamic virtuous circle in which the growth of some economies sucks in imports and boosts expansion among the laggards.

In the United States, growth is doubly dependent on households. It is being driven by still robust consumption and household housing investment. In contrast, it is already being hampered by the strengthening of the dollar. Lower oil prices will ultimately, among other effects, reduce investment. Growth is therefore likely to dip slightly to 2.1% in 2016, provided that risks, mostly external and which would manifest themselves as a further appreciation of the dollar, fail to materialise.

In the Eurozone, the cyclical upturn in consumption, the main source of growth, was finally accompanied by a very gradual recovery in investment. This however is insufficient to launch a virtuous circle leading to a sustainable acceleration of growth. Growth is therefore likely to be 1.6% in 2016. It will probably be better balanced and more evenly spread, even if structural differences between countries, such as high unemployment, lack of competitiveness, still heavy levels of private debt, weak public finances, balance sheet restructuring and lags, and differences in their stage of the economic cycle continue to justify different growth rates by country. In France, the key uncertainty revolves around the strength of the recovery in the investment cycle, despite helpful political measures on the economy (Responsibility Pact, CICE and generous depreciation allowances for investment). In 2016, the expansionary environment suggests a very modest uptick in growth to 1.2%, but structural constraints will continue to hold back the country compared to the rest of the Eurozone.

In China, growth should gradually slow to near 6.5% in 2016. This figure, close to the official target, will again be driven largely by investment. It will only be achieved thanks to a loosening of fiscal and monetary policy and a sharp rise in leverage. The trend in the non-financial debt/GDP ratio (15 percentage points annual average since 2013) is worrying. It is stoking up risks of financial instability and will ultimately force Beijing to scale back its long-term growth targets.

Central banks have taken over control of the interest rate markets. Long yields will remain low. They are likely to edge up but only gradually and only if the economic environment does not worsen excessively. Any doubts about the strength of growth and inflationary expectations would encourage the Federal Reserve and ECB to become, respectively, yet more prudent and yet more daring. Finally, the trend in the euro/dollar will continue to be steered by the divergent monetary policies of the FED and ECB. This points to a slight depreciation of the euro against the dollar.

Recent events

Events after the reporting period are disclosed in Note 14 to the consolidated financial statements for the year ended 31 December 2015.

Project to simplify Crédit Agricole Group's structure and strengthen the capital structure of Crédit Agricole S.A. announced on the 17 February 2016

On the 15 and 16 February 2016, the Boards of Directors of Crédit Agricole S.A. and the Regional Banks also examined a project to simplify Crédit Agricole Group's structure and strengthen the capital structure of Crédit Agricole S.A.

The proposed transaction would consist of an intragroup transfer of the co-operative investment certificates and co-operative associate certificates (CCI/CCAs) issued by the Regional Banks and held by Crédit Agricole S.A. These CCI/CCAs would be transferred to Sacam Mutualisation, an entity to be wholly owned by the Regional Banks for the purpose of pooling part of their earnings. The amount of the transaction would be 18 billion euros corresponding, for the attributable proportion of the certificates, to 17.2 times the Regional Banks' contribution to 2015 net income Group share and 1.05 times their equity at 31 December 2015, subject to the usual adjustments depending on the completion date. Having reviewed the work of their respective independent experts[1] on the fairness of the financial terms of the transaction for Crédit Agricole S.A. as well as Sacam Mutualisation and the Regional Banks, the Boards of Directors of the Regional Banks held on 15 February 2016 and that of Crédit Agricole S.A. held on 16 February 2016 (with the representatives of SAS Rue La Boétie and the Regional Banks not taking part in the vote) voted in favour of the proposal. The transaction would put an end to the Switch 1 guarantee mechanism related to the holding of these CCI/CCAs, and would thus lead to the repayment by Crédit Agricole S.A. to the Regional Banks of the 5 billion euros cash deposit which backs Switch 1.

This transaction aims to simplify and make more transparent the Group's structure, in accordance with the expectations of the Supervisor. The transaction would:

- Improve clarity for the markets, in particular by facilitating the understanding of the performance of Crédit Agricole S.A.'s various business lines. This simplification would therefore help to reduce the complexity discount affecting the market value of Crédit Agricole S.A.;
- Improve the quality of Crédit Agricole S.A.'s capital by unwinding Switch 1, as a consequence of the intra-group transfer of the CCI/CCAs. Switch 2, which covers the value of the equity-accounted insurance activities, will be maintained;
- Strengthen the capital base of Crédit Agricole S.A. which would reach, in *pro forma*, as early as January 2016, the fully-loaded CET1 target of 11% originally planned for end-2016 (*i.e.* 150 basis points above the level required by Pillar 2);
- Confirm the level of this target over the period of the Medium term plan;
- Ensure, as soon as 2016 results, the payment of a dividend exclusively in cash, with a pay-out ratio of 50%, thereby immediately eliminating the dilutive effect of the scrip dividend (which will also benefit the Regional Banks);

(1) *For the Regional Banks and Sacam Mutualisation: Accuracy and Duff & Phelps consultancy firms; for Crédit Agricole S.A.: Ledouble consultancy firm.*

- Contribute to deleveraging Crédit Agricole S.A.'s Corporate centre through active financial management of its balance sheet. The transaction would be supported by an intragroup financing arrangement in the form of a ten-year loan of 11 billion euros at the rate of 2.15% to be granted by Crédit Agricole S.A. to the Regional Banks. The negative contribution of the Corporate centre would be reduced by 40% (namely due to the unwinding of Switch 1 and to the interests received on the loan granted to the Regional Banks), and its weight versus the business lines' net income Group share would fall from 30% to 20%.

For the Regional Banks and their members and CCI/CCA holders, the transaction would enable them to benefit from all the positive effects of CASA's profile strengthening described above, CASA being a significant part of the Regional Banks' net asset value.

The transaction would also lead to:

- strengthen their cohesion through the pooling of their results and the access of each of them to the global value creation;
- keep at their level the large majority of the value they generate; and
- facilitate in turn their joint development with the Group's subsidiaries and businesses.

The proposed transaction would be overall neutral at Group level, whether in terms of regulatory ratios, liquidity, earnings or tax.

For Crédit Agricole S.A., the immediate positive benefit would be a 41 basis points increase in its fully loaded CET1 ratio to over 11% *pro forma* as soon as of 1 January 2016.

The transaction would lead to a recurring improvement of 0.3 billion euros in Crédit Agricole S.A.'s annual cash flow[1]. Due to deconsolidation of the CCI/CCAs and the positive effects on the Corporate centre, the impact on its net income would be negative by about 470 million euros, excluding specific items; the dilutive impact on net earnings per share would be reduced to less than 9%, taking into account the fact that this transaction would bring forward by one year the return to a cash dividend.

The Regional Banks would continue to post a very strong fully-loaded CET1 ratio of around 17.3% *pro forma* post-transaction. The *pro forma* impact on their net income would be slightly negative, largely due to the unwinding of the Switch 1 (termination of interests received). On the other hand, the results that they would keep would contribute to the significant increase of the asset value of their investment in Sacam Mutualisation.

This transaction, which has been viewed positively by the European Central Bank, is subject to the *Autorité des marchés financiers* decision that there is no requirement for a public offer to withdraw shares. It is also subject to the prior consultation with the staff representative bodies. It could be completed during the third quarter of 2016.

Presentation of the Medium Term Plan Strategic Ambition 2020 on 9 March 2016

On 9 March 2016, Crédit Agricole Group unveiled its Medium-Term Plan, Strategic Ambition 2020, **which builds on its leadership in retail banking and its specialised business lines as well as its ability to deliver results in line with commitments in an environment of lasting economic, regulatory and banking change.**

OUR STRENGTHS

In France, Crédit Agricole remains leader in all customer segments and its various brands – Regional Banks, LCL and BforBank – have differentiated, complementary market positions. In Italy, Cariparma operates in the most prosperous regions and is among the best rated banks by Moody's. Amundi is No. 1 asset manager in Europe and Crédit Agricole Assurance is No. 1 bancassurer. Crédit Agricole Corporate and Investment Bank is ranked global leader in aircraft finance and the green bond market.

United by internal solidarity mechanisms, its distribution model and operational resource sharing, Crédit Agricole Group is reaffirming its "Universal Customer-focused" Banking model. The plan is built on the Group's performance over the past few years – steady growth in lending and on-balance sheet deposits of more than 2% a year from 2013 to 2015,[2] and strong business momentum in savings and insurance with a CAGR of 10% over the same period.

THE PLAN'S STRATEGIC AMBITION

The plan is based around four priorities: simplifying the Group's capital structure, rolling out our Customer Project, strengthening the Group's growth momentum in its core business lines and improving our industrial efficiency.

Simplifying the Group's structure will enable us to:

- improve clarity for the market and the banking supervisor;
- improve Crédit Agricole S.A.'s quality of capital and immediately reach our target fully-loaded CET 1 ratio of 11% as of 1 January 2016 (on a *pro forma* basis);
- confirm our dividend policy – 50% payout and a full cash dividend as of the dividend in respect of 2016;
- deleverage the Corporate centre.

The operation is globally neutral at Crédit Agricole Group level. It will have an immediate positive impact on Crédit Agricole S.A.'s capital and will lead to less than 9% dilution. The breakdown of Crédit Agricole S.A.'s revenues will not change (as the Regional Banks were equity-accounted) while the breakdown of earnings will change, with retail banking activities continuing to represent the larger share and a slight increase in the contribution from Corporate and investment banking (25% vs 20% previously).

(1) Positive impact on the cash flow of Crédit Agricole S.A.: termination of interests paid on Switch 1 (+461 million euros), interest on the loan granted to the Regional Banks and treasury investment (+261 million euros), balance sheet optimization (+165 million euros), termination of dividends received from the CCI/CCAs (-282 million euros), tax effects (-282 million euros) = ~ +300 million euros.

(2) Regional Banks, LCL and Cariparma.

Our plan is supported by our robust Universal Customer-focused Banking model, a source of value for our customers. The aim is to **roll out our Customer Project and enhance our digital transformation to serve our customers** by strengthening our distribution model. The latter combines multi-channel with local service thanks to the digital transformation of all our business lines. It also combines the ease and flexibility of digital sought by customers with the added value of tailored advice.

Strengthening the Group's growth momentum in its core businesses will be driven by several priorities: improving our positions in Retail banking, Asset gathering, Specialised financial services and Large Customers, stepping up the digital transformation while controlling our cost base, and developing intragroup synergies. In retail banking, customer gains, continued customers equipment in synergy with specialised businesses, the digital transformation and cost control will lead to improved profitability for both LCL and Cariparma. Asset gathering will contribute about 44% of Crédit Agricole S.A.'s business line revenue growth. After several years under severe constraint, Specialised financial services will embark on selective growth, which, coupled with a reduced cost base, will improve profitability. The new Large Customers division – comprising Corporate and investment banking and Asset servicing – will bring additional synergies.

All in all, growth in intragroup synergies should generate €8.8 billion of revenues in 2019 (*vs.* €7.8 billion in 2015), including €6.0 billion for Crédit Agricole S.A. (*vs.* €5.3 billion in 2015). By 2019, synergies will represent 25% of Crédit Agricole Group's business line revenues through, for example, growth in off-balance sheet customer asset inflows in the mass affluent segment, consumer finance loans distributed by the retail banks in conjunction with Crédit Agricole Consumer Finance and cross selling between Crédit Agricole CIB and CACEIS.

Improving operational efficiency will enable us to decrease Crédit Agricole S.A.'s cost/income ratio by 6 percentage points and bring it below 60% by 2019, which represents €900 million of savings over a three-year period. Convergence of IT programmes between the Regional Banks and LCL, and between Crédit Agricole S.A. and Crédit Agricole CIB, will be facilitated by the new Group Chief Information Officer. Improving monitoring of purchasing commitments, reducing external expenses and pooling purchases will contribute to achieving these targets. Other operational efficiency drivers have been identified including a continued reduction in back office and customer reception staff in the branch network under the plan validated in LCL in 2015, process dematerialisation and digitalisation, and optimisation of real estate costs.

FINANCIAL AND PRUDENTIAL PLANNING

Our plan is based on prudent assumptions. We are forecasting moderate growth in the Eurozone and our two main domestic markets, France and Italy, and lastingly low 3-month Euribor and 10-year OAT rates.

		Crédit Agricole Group		Of which Crédit Agricole S.A.	
		At 31/12/2015	2019 targets	At 31/12/2015	2019 targets
Business	Revenue 2015-2019 CAGR(1)	€31,836m	> +1.5%	€17,194m	> +2.5%
	Cost/income	63%	< 60%	66%	< 60%
	Cost of risk/outstandings	30 bps(2)	< 35 bps	41 bps	< 50 bps
Profitability	Net income Group share	€6.0bn	> €7.2bn	€3.5bn	> €4.2bn
	Return on Tangible Equity (RoTE)	-	-	10.0%	> 10%
Solvency	Fully-loaded Common Equity Tier 1 ratio	13.7%	16%	10.7%	≥11%
	TLAC(3) ratio excl. eligible senior debt	19.7%	22%		

(1) Compound annual growth rate vs 2015 restated for the Group's simplification transaction.

(2) Basis points.

(3) Total loss-absorbing capacity.

These targets will be achieved through:

- balanced revenue growth in the various business divisions (see below for details);
- cost control in each business line: growth in costs will be lower than revenue growth; cost cutting efforts will finance the €4.4 billion of investment planned for Crédit Agricole S.A.'s business lines;
- return to a normalised contribution from the Corporate centre. It will be reduced to about –€700 million a year thanks to the capital simplification transaction, gradual decrease in funding costs allocated to equity stakes and limited cost of TLAC convergence.(1)

(1) Total loss-absorbing capacity.

As regards solvency, projections are based on:

- a 50% full cash dividend payout for Crédit Agricole S.A.;
- risk weighting of Crédit Agricole Assurances capital and reserves at 370%;
- Switch 2 guarantee between the Regional Banks and Crédit Agricole S.A. eliminated at Crédit Agricole Group level.

At Group level, the fully-loaded CET1 target of 16% will be achieved through organic generation of capital in the Regional Banks. For Crédit Agricole S.A., the fully-loaded ratio will remain above 11% throughout the term of the plan, thanks mainly to limited growth in risk-weighted assets.

2019 FINANCIAL TARGETS FOR THE BUSINESS LINES

	LCL	Cariparma	Asset gathering[1]	Of which Insurance	Of which Asset management	Specialised financial services	Large Customers
Business indicators				€285bn of AuM	+ €160bn of net inflows		
Revenue CAGR	~ +0.5%	~ +3%	> +3%	> +4%	~ +3%	> +2.5%	~ +2%
Cost/income	~ 65%	~ 55%	< 45%	< 30%	< 55%	< 46%	< 60%
Net income Group share CAGR			> +5%	> +5%	~ +5%[3]		
RoNE[2]	> 16%	> 16%	> 25%	> 22%	> 30%	> 13%	> 11%
RWA (€bn)							134

(1) *Including CA Indosuez Wealth Management, excluding Crédit Agricole Immobilier.*

(2) *Return on Normalised Equity calculated on the basis of a capital allocation tailored to the needs and risks of each business line.*

(3) Pro forma: *Amundi 74.2%-owned by Crédit Agricole S.A. in 2015.*

INFORMATION ON CRÉDIT AGRICOLE S.A.'S FINANCIAL STATEMENTS (PARENT COMPANY)

ANALYSIS OF CRÉDIT AGRICOLE S.A. (PARENT COMPANY) RESULTS

At 31 December 2015, Crédit Agricole S.A. revenues stood at €1,899 million, down by €344 million on the previous year.

This change was attributable to:

- a €406 million rise in the interest margin, mostly related to indemnities received on the restructuring of loans and advances to the Regional Banks following renegotiation of their home loan book, and a fall in interest rates paid on deposits (passbook accounts, *Livret A* and *LDD*) after rates were cut;
- a €736 million reduction in income from variable income securities (mainly dividends from subsidiaries and equity investments), explained by the lower dividend from Crédit Agricole Assurances which was not fully offset by higher dividends from Crédit Agricole CIB, Crédit Agricole Consumer Finance and LCL;
- a €227 million decrease in net charges on fees and commissions, reflecting lower financial margins for central management of deposits passed on to the Regional Banks (mainly home purchase savings plans, passbook savings accounts-*Livret A*);
- a €208 million reduction in income from investment portfolio, reflecting a €390 million drop in gains on disposal of treasury bills partly offset by an €87 million rise in gains on disposal of Crédit Agricole Assurances Subordinated Debt and €164 million from Alpha Bank indemnity as a consequence of Emporiki's sale contract.

At 31 December 2015, Crédit Agricole S.A. booked €735 million in general operating expenses, up €63 million on 2014 due to new bank taxes including €34 million to finance the Single Resolution Fund.

As a result of these changes, gross operating income recorded a gain of €1,149 million at 31 December 2015, down €409 million on 2014.

Cost of risk rose to -€220 million in 2015, a €105 million increase on 2014, mainly due to a €150 million provision taken for legal risks.

Net gains (losses) on fixed assets stood at -€807 million in 2015, €1,005 million down on 2014, due in large part to a €1.4 billion reversal of impairment charges taken on Crédit Agricole CIB in 2014, changes in impairment booked in 2015, notably on LCL (€1,211 million provisioned against €506 million in 2014), although the latter were partly offset to the tune of €319 million by sales of Amundi shares at the IPO.

Tax gains, resulting largely from the tax consolidation mechanism in France, with Crédit Agricole S.A. at the head of the tax group, totalled €1,357 million in 2015, down €152 million on 2014. At 31 December 2015, 1,227 entities had signed tax consolidation agreements with Crédit Agricole S.A., compared with 1,220 at 31 December 2014.

The net charge associated with provision/reversals for banking liquidity and solvency risks and regulated provisions fell by €5 million in 2015 due to amortisation of software, while the provision for banking liquidity and solvency risk was unchanged.

Overall, the net income of Crédit Agricole S.A. recorded a gain of €1,446 million at 31 December 2015, compared with a gain of €3,112 million in 2014.

FIVE YEAR FINANCIAL SUMMARY

	2011	2012	2013	2014	2015
Equity at year end *(in euros)*	7,494,061,611	7,494,061,611	7,504,769,991	7,729,097,322	7,917,980,871
Number of shares outstanding	2,498,020,537	2,498,020,537	2,501,589,997	2,576,365,774	2,639,326,957
Operations and net income for the period *(in millions of euros)*					
Gross revenues	17,854	21,646	16,604	17,684	15,792
Earnings before tax, employee profit-sharing, depreciation, amortisation and provision expense	1,171	692	(9,884)	967	1,501
Employee profit-sharing	1	2	1	1	1
Income tax charge	(1,201)	(767)	(2,777)	(1,509)	(1,357)
Earnings after tax, employee profit-sharing, depreciation, amortisation and provision expense	(3,656)	(4,235)	3,531	3,112	1,446
Distributable earnings at the date of the General Meeting of Shareholders	-	-	881	907	1,593
Earnings per share *(in euros)*					
Earnings after tax and employee profit-sharing but before depreciation, amortisation and provision expense	0.949	0.583	(2.841)	0.961	1.082[(1)]
Earnings after tax, employee profit-sharing, depreciation, amortisation and provision expense	(1.464)	(1.695)	1.412	1.208	0.548
Ordinary dividend	-	-	0.35	0.35	0.60
Loyalty dividend	-	-	0.385	0.385	0.660
Employees					
Average headcount[(2)]	3,295	2,757	2,571	2,307	2,251
Total payroll for the period *(in millions of euros)*	239	203	197	191	191
Cost of benefits paid during the period (costs and social welfare) *(in millions of euros)*	117	106	115	121	156

(1) Calculated based on the number of shares issued at the date of the General Meeting of Shareholders on 19 May 2016, or 2,639,326,957 shares.

(2) Refers to headquarters employees.

INFORMATION ON ACCOUNTS PAYABLE

Under Article L. 441-6-1 of the French Commercial Code, companies whose parent company financial statements are certified by a Statutory Auditor are required to disclose in their management report the net amounts due to suppliers by due date, in accordance with the terms and conditions set out in Article D441-4 of Decree no. 2008-1492.

ACCOUNTS PAYABLE BY DUE DATE

(in millions of euros)	2015	2014
Due	**-**	**11[(1)]**
Not yet due		
< 30 days	1	3
> 30 days < 45 days	-	-
> 45 days	-	-
TOTAL	**1**	**14**

(1) Of which €3 million settled before 31 January 2015.

5 RISK FACTORS AND PILLAR 3

A **strengthened** regulatory context, an **effective** control of risks

Solvency ratio

Phased CET1 ratio

10.8%

Non-phased CET1 ratio

10.7%

Leverage ratio

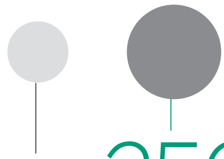
4.6%

TLAC

19.7%

excluding senior debt

Financial conglomerate ratio

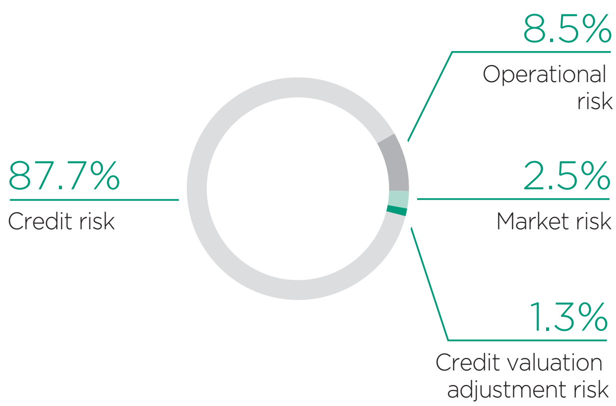


100% required

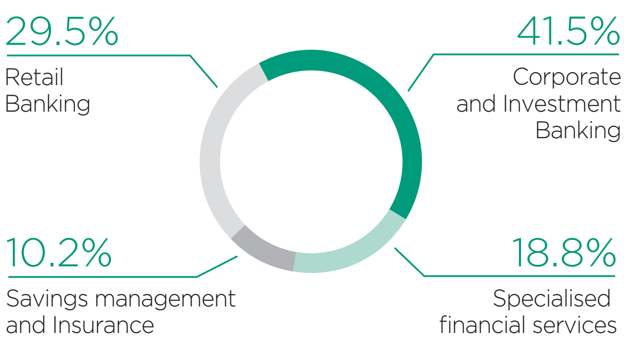
250%

Risk weighted assets

Breakdown by risk type



Breakdown by business line



RISK FACTORS

This part of the management report sets out the Group's risk appetite, the type of risks to which it is exposed, their extent and the systems used to manage them.

The information presented in accordance with IFRS 7, relating to disclosures on financial instruments, covers the following types of risks[1]:

- credit risks (including country risks): risks of losses arising from a default by a counterparty leading to that counterparty's inability to meet its commitments to the Group;
- market risks: risks of losses arising from changes in market parameters (interest rates, exchange rates, prices, credit spreads);
- structural balance sheet risks: risks of losses arising from changes in interest rates (global interest rate risk) and exchange rates (foreign exchange risk) and the risk of not having the necessary resources to meet commitments (liquidity risk), including risks in the insurance sector.

In order to cover all risks inherent in the banking business, additional information is provided concerning:

- operational risks: risks of losses resulting primarily from the unsuitability or failure of processes, systems or people in charge of transaction processing;
- legal risks: risks arising from the Group's exposure to civil or criminal proceedings;
- non-compliance risk: risks relating to failure to comply with laws and regulations governing the Group's banking and financial activities.

In accordance with regulatory provisions and best professional practices, risk management within Crédit Agricole S.A. Group is reflected by a form of Governance in which the roles and responsibilities of each individual are clearly identified, as well as by effective and reliable risk management methodologies and procedures which make it possible to measure, supervise and manage all the risks to which the Group is exposed.

GOVERNANCE AND ORGANISATION OF RISK MANAGEMENT

Concise statement on risks

(Statement prepared in compliance with Article 435(1)(f) of Regulation EU 575/2013)

For the first time in 2015, Crédit Agricole Group drafted a Risk Appetite Statement, which was reviewed and recommended by the Risk Management Committee and then discussed and approved by the Board of Directors on 15 December 2015. This initiative has been introduced consistently across all Group entities. The risk appetite statement is an integral and strategic part of the governance framework which includes strategy, commercial objectives, risk management and global financial management for the Group. It is consistent with the strategic guidelines defined in preparing the Medium-Term Plan, the budget process and allocation of resources to the business lines.

The **Risk Appetite** of the Crédit Agricole Group is the type and aggregate amount of risk that the Group is ready to take on, in the framework of its strategic objectives.

The Group's risk appetite is determined by particular reference to the financial policy and the risk management policy, which are based on:

- a policy of selective and responsible financing that takes account of a prudent lending policy framed by the risks strategy, the corporate social responsibility policy and the system for delegating credit authorities;
- the objective of reducing exposure to market risk;
- strict management of operational risk exposure;
- limits on non-compliance risk to exposures, which are strictly framed;
- management of the growth of risk weighted assets;
- management of risks related to asset and liability management.

The formal definition of risk appetite allows Executive Management and the Board of Directors to define the Group's development direction consistent with the Medium-Term Plan and translate it into operational strategies. This results in a consistent approach shared by the Strategy, Finance, Risk and Compliance departments.

This statement is coordinated with the different Operational departments of the entities and aims to:

- engage directors and Management in reflection and dialogue on risk taking;
- formalise, standardise and make explicit the acceptable level of risk for a given strategy;
- fully integrate risk/return considerations into the strategic planning and decision making processes;
- define advance indicators and alert thresholds so that Management can anticipate excessive deteriorations in strategic indicators and improve resilience by taking action as soon as alerts for risk appetite standards are triggered;
- improve external communications to third parties on financial strength and risk management.

The Group's risk appetite is defined through:

- **key indicators**:
  - Crédit Agricole SA's rating, which has a direct impact on refinancing terms, the Group's image in the market and the price of its securities;
  - solvency, which guarantees the Group's sustainability by ensuring it has sufficient capital to back the risks it is taking on;

(1) *These disclosures are an integral part of the consolidated financial statements for the year ending 31 December 2015 and, as such, are covered by the Statutory Auditors' Report.*

- liquidity, management of which aims to prevent the Group's sources of finances drying up with the consequent threat of default on payments, or even resolution;
- profit, the direct source of future solvency and shareholder dividends and therefore a key part of the Group's financial communications;
- credit risk of Crédit Agricole Group which its main risk;

- **limits, alert thresholds and risk envelopes** defined consistent with these indicators: Credit, market, interest rate and operational risks;
- **additional qualitative priorities** inherent to the Group's strategy and businesses, essentially looking at risks which are not currently quantified. The qualitative criteria are largely based on the CSR policy which embodies the Group's concern to support sustainable development and control all risks including non-financial risks.

The key indicators reflect three levels of risk:

- **appetite** is used for managing normal everyday risk. It is expressed in budget targets framed by operational limits, any breach of which is immediately flagged up to Executive Management which decides on corrective action;
- **tolerance** is used for exceptional management of a deteriorated level of risk. Breach of tolerance thresholds in key indicators or limits triggers an immediate report to the Chairman of the Risk Management Committee which is then, if necessary, referred up to the Board of Directors;
- **capacity** is the maximum risk that the Group could theoretically take on without infringing its operational or regulatory constraints.

The Group's risk profile is monitored and presented regularly at Management Committee Meetings and Board of Directors Meetings. Breach of tolerance levels for central indicators or limits on the system are reported and corrective actions proposed to the Board of Directors. The executive body is kept regularly informed of how the risk profile corresponds to the risk appetite.

The key indicators of the Group's risk profile at 31 December 2015 are broken down by type of risk in the "Risk factors and Pillar 3" section of this document.

At 31 December 2015, the Group's key indicators are satisfactory and within the appetite levels defined by the Group. They have not reached the tolerance thresholds.

Risk management, which is inherent in banking activities, lies at the heart of the Group's internal control system. All staff involved, from the initiation of transactions to their final maturity, play a part in this system.

Measuring and supervising risk is the responsibility of the dedicated Risk Management and Permanent Controls function (DRG – Group Risk Management department), which is independent from Group functions and reports directly to the Executive Management.

Although risk management is primarily the responsibility of the business lines which oversee growth in their own operations, DRG's task is to ensure that the risks to which the Group is exposed are consistent with the risk strategies defined by the business lines (in terms of global and individual limits and selection criteria) and compatible with the Group's growth and profitability targets.

DRG performs consolidated Group-wide monitoring of risks using a network of Risk Management and Permanent Controls Officers who report hierarchically to the head of Risk Management and Permanent Controls and functionally to the executive body of their entity or business line.

To ensure a consistent view of risks within the Group, DRG has the following duties:

- it defines and/or validates methods and procedures for analysing, measuring and monitoring credit, market and operational risks;
- it takes part in the critical analysis of the business lines' commercial development strategies, focusing on the risk impact of these strategies;
- it provides independent opinions to Executive Management on risk exposure arising from business lines' positions (credit transactions, setting of market risk limits) or anticipated by their risk strategy;
- it lists and analyses Group entities' risks, on which data is collected in risk information systems.

The Financial Management unit of the Group Finance department (FIG) manages structural asset/liability risk (interest rate, exchange rate and liquidity) along with the refinancing policy and supervision of capital requirements.

Supervision of these risks by Executive Management is carried out through ALM (Asset Liability Management) Committee Meetings, in which DRG takes part.

DRG keeps the executive and decision-making bodies informed of the degree of risk control in Crédit Agricole S.A. Group, presents various risk strategies of the major business lines of the Group for validation, and warns them of any risk of deviation from Risk strategies or policies approved by executive bodies. It informs them of the outcomes and performance of prevention measures, whose organisational principles are approved by them. It makes suggestions for any improvement of such measures that may be required as a result of changes to business lines and their environment. At consolidated level, this action falls within the remit of governance bodies, in particular:

- the Risk Management Committee (a Board of Directors sub-committee): it analyses key factors in the Group's risk appetite statement defined by Executive Management, regularly examines the Group's risk management and internal control issues, reviews the half-yearly information and annual report on internal control and risk measurement and monitoring;
- the Group Internal Control Committee (CCIG) chaired by the Chief Executive Officer of Crédit Agricole S.A. meets four times a year: review of internal control issues common across the Group, by ensuring that cross-functional actions within the Group are strengthened of cross-functional actions within the Group, validate of the annual report and half-yearly information on internal control, coordination of the three control functions;
- the Group Risk Management Committee (CRG) chaired by the Chief Executive of Crédit Agricole S.A.: approval of Risk strategies and lending decisions at Crédit Agricole S.A. level, on the advice of the Risk Management and Permanent Controls Group function through appetite risk framework approved by the Board of Directors, review of major risks and sensitive issues, feedback on Group entities' rating models and processes;

- the Standards and Methodology Committee (CNM) and the Group Security Committee (CSG), chaired by the head of the Group Risk Management and Permanent Controls department, a member of the Crédit Agricole S.A. Executive Committee and reporting to the Chief Executive Officer of Crédit Agricole S.A.: approve standards and methodologies in terms of management and permanent control of risks (CNM), physical security, IT systems and the business continuity plan (CSG).

In addition, each Group operating entity defines its own risk appetite statement and sets up a Risk Management and Permanent Controls function. Within each business line and legal entity:

- a Risk Management and Permanent Controls Officer (RCPR) is appointed;
- RCPRs supervise all the last-line control units within their areas of responsibility, covering oversight and permanent control of risks falling within the remit of the Group function in question;
- they have access to appropriate human, technical and financial resources. RCPRs must be provided with the information required by their role and have systematic and permanent access to any information, document, body (committees, etc.), tools or even IT systems across their entire area of responsibility. RCPRs are associated with entity projects far enough in advance to be able to play their role effectively.

This principle of decentralising the Risk Management function to operating entities aims to ensure that the business lines' risk management and permanent controls systems operate efficiently.

Group risk management is also reliant on a certain number of tools which enable DRG and the bank's executive bodies to fully comprehend the risks being run:

- robust IT and global risk consolidation system, within the 2016 trajectory, defined by the Basel Committee on banking controls for global systemic institutions (BCBS 239);
- generalised use of stress testing methodologies in Group credit, financial or operational risk procedures;
- formalised and up-to-date control standards and procedures, which define lending systems, based on an analysis of profitability and risks, monitoring of geographical, individual and sectoral concentrations, as well as limits on interest rate, foreign exchange and liquidity risks;
- exhaustive and up-to-date Recovery Plans, presented on an annual basis to the supervisory authorities, in accordance with regulatory requirements, in particular, the provisions of law no. 2013-672 of 26 July 2013 on the implementation of a banking resolution regime.

At last, the risk culture is spread right the way across the Group *via* diverse and effective channels:

- career and Talent Committees within the Risk function, which plan the succession to key posts, facilitate the mobility of both men and women with the relevant expertise and enrich trajectories by diversifying skills portfolios;
- highly valued careers and experience sought after by other business sectors as a result of time spent within the Risk function;
- a range of training programmes on risk themes put together in a specialised catalogue, which includes modules open to non-Risk function employees who wish to improve their awareness of risk issues;
- a campaign to strengthen the risk culture launched in 2015, to develop understanding of and compliance with a robust risk prevention culture among all Group employees.

CREDIT RISK

A credit risk is realised when a counterparty is unable to honour its obligations and when the carrying amount of these obligations in the bank's books is positive. The counterparty may be a bank, an industrial or commercial enterprise, a government and its various controlled entities, an investment fund, or an individual person.

The definition of default used in management, which is the same as the one used for regulatory calculations, complies with current prudential requirements in the various Group entities.

A debtor is, therefore, considered to be in default when at least one of the following conditions has been met:

- a payment is generally more than 90 days past due, unless specific circumstances point to the fact that the delay is due to reasons beyond the debtor's control;
- the entity believes that the debtor is unlikely to settle its credit obligations unless it avails itself of certain measures such as the provision of collateral surety.

The exposure may be a loan, debt security, deed of property, performance exchange contract, performance bond or unutilised confirmed commitment. The risk also includes the settlement risk inherent in any transaction entailing an exchange of cash or physical goods outside a secure settlement system.

Following up on work done in 2014 to standardise and complete identification of loans in forbearance, (under the ITS 2013-03 definition), Group Risk Management conducted a working group in 2015 with representatives of the main entities concerned. This led to a clarification and standardisation of rules applied within the Group. Work to improve prevention and management of loans in forbearance also continued in 2015.

The volume of loans in forbearance (under the ITS 2013-03 definition) are given in Note 3.1. Principles of loan classification for accounting purposes are specified in Note 1.3 to the financial statements.

I. Objectives and policy

The risks taken by Crédit Agricole S.A. and its subsidiaries must comply with the Group and entity risk appetites and the risk strategies approved by the Board of Directors and by the Group's Risk Management Committee, which is a sub-committee of Crédit Agricole S.A.'s Executive Committee and is chaired by its Chief Executive Officer. Risk strategies are adjusted to each business line and its development plan. They set out global limits, intervention criteria (types of eligible counterparties, nature and maturity of eligible products, collateral required) and arrangements for delegating decision-making authority. These risk strategies are adjusted as required for each business line, entity, business sector or country. Business lines are responsible for complying with these risk strategies, and compliance is controlled by the Risk Management and Permanent Controls Officers.

Crédit Agricole Corporate and Investment Bank, the Group's Corporate and investment banking arm, also carries out active portfolio management, in order to reduce the main concentration risks borne by Crédit Agricole S.A. Group. The Group uses market instruments such as credit derivatives or securitization mechanisms, which reduce and diversify counterparty risk and enable it to optimize its use of capital. Similarly, potential risk concentration is mitigated by syndication of loans with external banks with outside banks and use of risk hedging instruments (credit insurance, derivatives).

Crédit Agricole S.A. and its subsidiaries seek to diversify their risks in order to limit their counterparty risk exposures, particularly in the event of a crisis affecting a particular industry or country. To achieve this, Crédit Agricole S.A. and its subsidiaries regularly monitor their total exposures by counterparty, by trading portfolio, by business sector and by country (taking into account internal calculation methods, depending on the type of exposure).

When the risk is recognised, an impairment policy is implemented, on an individual or portfolio basis.

II. Credit risk management

1. Risk-taking general principles

All credit transactions require in-depth analysis of the customer's ability to repay the debt and the most efficient way of structuring the transaction, particularly in terms of security and maturity. This analysis must comply with the risk strategy of the business line concerned and with all limits in force, both individual and aggregate. The final lending decision is based on an internal rating and is taken by the commitment units or by the Credit Committees, on the basis of an independent opinion given by a representative of the Risk Management and Permanent Controls function as part of the authorisation system in place. The Group Risk Management Committee and its Chairman constitute the Group's ultimate decision-making authority.

Each lending decision requires a risk-return analysis. In the case of the Corporate and investment banking business line this means an *ex ante* calculation of the profitability of the transaction.

In addition, the principle of an individual risk limit applies to all types of counterparty, whether corporates, banks, financial institutions, public sector or semi-public sector entities.

2. Risk measurement methods and systems

2.1 INTERNAL RATING SYSTEMS AND CREDIT RISK CONSOLIDATION SYSTEMS

The internal rating systems cover all of the methods, procedures and controls used for assessment of credit risk, rating of borrowers and estimation of losses given default by the borrower. Governance of the internal rating system relies on the Standards and Methodologies Committee (CNM), chaired by the Group's head of Risk Management and Permanent Controls, whose task is to validate and spread standards and methodologies relating to measuring and controlling risks within Crédit Agricole Group. In particular, the Standards and Methodologies Committee reviews:

- rules for identifying and measuring risks, in particular, counterparty rating methods, credit scoring and Basel risk parameter estimates (probability of default, credit conversion factor, loss given default LGD) and related organisational procedures;
- segmentation between retail customers and large institutional customers with related procedures such as risk consolidation information system data entry;

5

- the performance of rating and risk assessment methods by reviewing back-testing results at least once a year;
- the use of ratings (validation of common syntaxes, glossaries and benchmarks).

For retail customers, including loans to individuals (in particular, home loans and consumer finance) and small businesses, each entity is responsible for defining, implementing and substantiating its rating system, in accordance with the Group standards established by Crédit Agricole S.A.

LCL and the consumer credit subsidiaries (Crédit Agricole Consumer Finance) have their own rating systems. The Regional Banks have common risk assessment models which are managed at Crédit Agricole S.A. level. Procedures for back-testing the parameters used in calculating the regulatory capital requirements have been defined and are operational in all entities. The internal models used by the Group are based on statistical models established on explanatory behavioural variables (*e.g.* average current account balance) and identifying variables (*e.g.* business sector). The approach taken can be either customer-centred (Individuals, Farmers, Small businesses and very small entreprises) or product-centred. The estimated probability of default in year 1, to which the rating relates, is updated on a yearly basis.

For the large customer category, a single fifteen-grade rating scale has been established on the basis of a segmentation of risk so as to provide a uniform view of default risk "over a full business cycle". It has thirteen ratings (A+ to E-) categorising counterparties not in default and two ratings (F and Z) categorising counterparties in default.

COMPARISON BETWEEN THE INTERNAL GROUP RATINGS AND THE RATING AGENCIES

Crédit Agricole Group	A+	A	B+	B	C+	C	C-	D+	D	D-	E+	E	E-
Indicative Moody's rating equivalent	Aaa	Aa1/Aa2	Aa3/A1	A2/A3	Baa1	Baa2	Baa3	Ba1	Ba2	Ba3	B1/B2	B3	Caa/Ca/C
Indicative Standard & Poor's rating equivalent	AAA	AA+/AA	AA-/A+	A/A-	BBB+	BBB	BBB-	BB+	BB	BB-	B+/B	B-	CCC/CC/C
Probability of default in year 1	0.001%	0.01%	0.02%	0.06%	0.16%	0.30%	0.60%	0.75%	1.25%	1.90%	5.0%	12.00%	20.00%

Within Crédit Agricole Group, the large customer category comprises primarily sovereigns and central banks, corporates, local authorities, specialised financings as well as banks, insurance companies, asset management companies and other financial companies. An internal rating method tailored to each specific risk profile, based on financial and qualitative criteria, is applied to each type of large customer. For large customers, Crédit Agricole Group entities have common internal rating methodologies. Counterparties are rated, at the latest, when they apply for support and the rating is updated with each renewal or upon any event that could affect risk quality. The rating assignment must be approved by a unit independent of the Front Office. The rating is reviewed at least annually. To ensure that each counterparty has a unique Crédit Agricole Group rating, a single Group entity is responsible for rating said counterparty on behalf of all the entities providing it with support.

Whether relating to large customers or retail customers, the rating oversight system implemented by Crédit Agricole S.A., its subsidiaries and the Regional Banks across the entire rating process aims to ensure:

- rules for identifying and measuring risks, in particular, methods used;
- uniformity in the handling of default events on a consolidated basis;
- proper utilisation of the internal rating methodologies;
- reliability of data substantiating the internal rating.

The Standards and Methodology Committee, amongst others, ensures that these principles are respected, in particular, when rating methodologies are approved and during annual back-testing.

Furthermore, Crédit Agricole S.A., its subsidiaries and the Regional Banks continue to focus on improving the risk-tracking system for:

- risk management of single clients and groups which is designed to ensure accurate identification of counterparties on which there is a risk within the entities and to improve cross-functional risk information management on single clients and groups, which is crucial to ensuring rating uniqueness and consistent allocation of exposures to Basel portfolios;
- the closing process, which aims to guarantee the quality of the process of production of the solvency ratio.

The French Prudential Supervisory and Resolution Authority (ACPR) has authorised Crédit Agricole Group to use internal rating systems to calculate regulatory capital requirements for credit risk of its retail and large customer portfolios on the greater part of its scope.

Having internal rating systems deployed throughout the Group enables it to implement counterparty risk management based on risk indicators compliant with current regulatory rules. For large customers, the single rating system (identical tools and methods, shared data) which has been implemented for several years now, has helped to improve counterparty monitoring, in particular, for counterparties common to several Group entities. The system has also made it possible to have a common reference framework on which to base standards and procedures, governance tools, alert procedures and risk provisioning policies.

Finally, in the Corporate and investment banking businesses, expected loss, economic capital and risk-adjusted return measurements are used in the processes for making loan approval decisions, defining risk strategies and setting risk limits.

2.2 CREDIT RISK MEASUREMENT

The measurement of credit risk exposures includes both drawn facilities and confirmed unutilised facilities.

To measure counterparty risk on capital markets transactions, Crédit Agricole S.A. and its subsidiaries use different types of approaches to estimate the current and potential risk of derivative instruments (such as swaps and structured products).

Crédit Agricole CIB uses a specific internal methodology to estimate the risk of change in relation to such derivative instruments, using a net portfolio approach for each customer:

- current risk corresponds to the sum owing by the counterparty in the event of instantaneous default;
- the risk of change corresponds to our estimated maximum exposure over its remaining maturity, for a given confidence interval.

The methodology used is based on Monte Carlo-type simulations, enabling the risk of change over derivatives' remaining maturity to be assessed on the basis of statistical modelling of the change in underlying market parameters.

This model considers the different risk reduction factors, such as the use of offsetting and collateralisation in agreements negotiated with counterparties prior to transactions taking place.

Situations of specific risk of unfavourable correlations (risk that an exposure to one counterparty is positively correlated with the counterparty's probability of default) are monitored regularly to identify and integrate such risks in the exposure measurement as recommended by regulations.

The internal model is used to manage internal limits on transactions with each counterparty and to measure Basel 3 Pillar 2 economic capital by determining the average risk exposure (Effective Expected Positive Exposure) across the portfolio.

As allowed by this regulatory framework, the French Regulatory and Resolution Supervisory Authority (ACPR) authorised Crédit Agricole CIB as of 31 March 2014 to use the internal model method to calculate its capital requirements in respect of counterparty risk. The model uses Effective Expected Positive Exposure (EEPE) and is applied to all derivatives. The same method is used to calculate credit exposure at default for capital requirement purposes to address the risk of credit value adjustment (CVA). For repo and repo derivative transactions at subsidiaries, Crédit Agricole CIB used the standard approach in 2015.

Credit risk on these market transactions is managed following rules set by the Group. The policy on setting counterparty risk limits is as described in "Credit risk management – Risk-taking general principles". The techniques used to reduce counterparty risk on market transactions by Crédit Agricole CIB are described in "Credit risk mitigation mechanisms".

Crédit Agricole Group includes a credit valuation adjustment (CVA) in its calculation of the fair value of derivative assets. This value adjustment is described in Notes 1.3 to the consolidated financial statements on accounting principles and policies and 10.2 on Information about financial instruments measured at fair value.

At other Group entities, the base for counterparty risk on market transactions is either calculated by the Crédit Agricole CIB tool under an internal provision of services agreement or based on the regulatory approach.

3. Supervision system of commitments

Rules for dividing and limiting risk exposures, along with specific processes relating to commitments and grant criteria, are used to prevent any excessive concentration of the portfolio and to limit the impact of any deterioration.

3.1 PROCESS FOR MONITORING CONCENTRATIONS BY COUNTERPARTY OR GROUP OF RELATED COUNTERPARTIES

The consolidated commitments of all Crédit Agricole Group's entities are monitored by counterparty and by group-related counterparties. A group of related counterparties is a set of French or foreign legal entities that are connected, regardless of their status and economic activity, in such a way that the total exposure to this group can be measured on the basis of exposure to one or more of these entities. Commitments to a counterparty or group of related counterparties include all loans granted by the Group as well as corporate finance transactions, bond portfolios, financing commitments and counterparty risks relating to capital market transactions. Exposure limits for counterparties and groups of related counterparties are recorded in the internal information systems of each subsidiary or business line. When several subsidiaries have a counterparty in common, a Group-level aggregate limit is set on the basis of commitment authorisation limits that depend on the internal rating.

Each operating entity reports the amount of its commitments by risk category on a monthly or quarterly basis to the Group Risk Management and Permanent Controls department. Exposures to major non-bank counterparties, *i.e.* those on which the aggregate commitments of Crédit Agricole Group exceed €300 million after offsetting, are reported separately to the Group Risk Management Committee.

At year-end 2015, commercial lending commitments of Crédit Agricole S.A. and its subsidiaries to their ten largest non-sovereign, non-bank customers amounted to 6.3% of the total non-bank portfolio (compared with 6.2% at 31 December 2014). The diversification of the portfolio on an individual basis is still satisfactory.

3.2 PORTFOLIO REVIEW AND SECTOR MONITORING PROCESS

Periodic portfolio reviews conducted by entity or business line strengthen the monitoring process, thus serving to improve the identification of counterparties whose credit quality is deteriorating, update counterparty ratings, monitor risk strategies and check on changes in concentration ratios, for instance, per business sector.

Moreover, the Corporate and investment banking business has a portfolio modelling tool that it uses to test how well portfolios hold up under stress scenarios.

3.3 PROCESS FOR MONITORING COUNTERPARTIES IN DEFAULT AND ON CREDIT WATCH

Counterparties in default and on credit watch are monitored closely by the business lines, in collaboration with Risk Management and Permanent Controls Officers. They are also the object of formal monitoring by the entities' Sensitive exposure Committees and of quarterly monitoring by the Group Risk Management Committee and the Audit Committee on a consolidated basis.

3.4 CONSOLIDATED RISK MONITORING PROCESS

Every quarter, the Group Risk Management Committee examines the risk report produced by the Group Risk Management and Permanent Controls department. This document gives the Committee a detailed review of the Group's risk situation on a consolidated basis and across all business lines. In addition, detailed periodic reviews of banking risks, country risks and the main nonbanking risks are conducted during Group Risk Management Committee Meetings.

In the 1st half of 2015, the Group Risk department introduced the "risk register" which in combination with the "risk dashboard" provides an overview of changes in the Group's risks and a long-term view of trends observed in the portfolio. The register is presented to the Group Risk Management Committee and the Board of Directors.

Crédit Agricole S.A. has a Risk Monitoring Committee chaired by Executive Management. This Committee meets twice a month and reviews all risk alerts collected centrally by the Group Risk Management and Permanent Controls department in accordance with the internal alert procedures.

3.5 COUNTRY RISK MONITORING AND MANAGEMENT SYSTEM

Country risk is the risk that economic, financial, political, judicial or social conditions in a country will affect the Bank's financial interests. This risk does not differ in nature from "elementary" risk (credit, market and operational risks), but is an aggregate of risks resulting from vulnerability to a specific political, social, macroeconomic and financial environment. Country risk covers the assessment of the overall risk environment in a country as opposed to Sovereign Risk, which refers to a state's counterparty risk.

The system for assessing and monitoring country risk within Crédit Agricole Group is based on its own rating methodology. Internal country ratings are based on criteria relating to the financial soundness of the government, the banking system and the economy, ability and willingness to pay, governance and political stability.

Annually reviewed limits and risk strategies are applied to each country whose business volumes justify it.

This approach is supplemented by scenario analyses aimed at testing the impact of adverse macroeconomic and financial assumptions. These tests provide the Group with an integrated view of the risks to which it may be exposed in situations of extreme tension.

The Group manages and controls its country risks according to the following principles:

- acceptable country risk exposure limits are determined through reviews of country strategies, depending on the vulnerability of the portfolio to country risk. The degree of vulnerability is determined by the type and structure of transactions, the quality of counterparties and the term of commitments. These exposure limits may be reviewed more frequently if developments in a particular country make it necessary. These strategies and limits are validated according to the level of risk by Crédit Agricole CIB's Strategy and Portfolio Committee (CSP) and by Crédit Agricole S.A.'s Group Risk Management Committee (CRG);
- the Corporate and investment banking business maintains a system for regular assessment of country risk and for updating the country risk rating quarterly for each country in which the Group does business. This rating is produced using an internal country rating model based on various criteria (structural solidity, governance, political stability, ability and willingness to pay). Specific events may cause ratings to be adjusted before the next quarterly review;
- Crédit Agricole CIB's Country and Portfolio Risk department validates transactions whose size, maturity and degree of country risk could affect the quality of the portfolio.

Country risk exposure is monitored and controlled in both quantitative (amount and term of exposure) and qualitative (portfolio vulnerability) terms through regular specific reporting on all exposures to countries.

Western European countries with an internal rating (lower than B) qualifying them for close country risk monitoring undergo a separate *ad hoc* monitoring procedure. Exposure to sovereign and non-sovereign risk in these countries is detailed in Note 6.9 to the consolidated financial statements.

Exposures to other countries rated below B are detailed in chapter III, paragraph 2.4 "Country risk" below.

3.6 STRESS SCENARIO IMPACTS

3.6.1 Global stress tests as part of budgeting and regulatory procedures

Using stress tests to manage Crédit Agricole Group risk involves a range of different exercises. Global stress tests conducted on an annual basis as part of the budgetary process, aim to stress test all of the Group's portfolio risks by aggregating credit risk and market risk as well as measuring impact on the investment and securitisation portfolio.

In parallel with the cost of risk effect, revenues are also stress tested (margin, cost of funding and volume) to measure the impact on the Group's income statement. The objective of this exercise is to estimate the consequences of an adverse economic scenario over at least a 2-year period on the Group's profitability and solvency.

As well as these internal tests, the Group runs regulatory stress tests (ECB/EBA stress).

Unlike global stress tests, specific stress tests on certain income streams or portfolios are conducted for monitoring purposes or as an aid to setting limits.

In 2015, the Group continued work to improve stress procedures launched following the 2014 Asset Quality Review. These "post AQR projects" sought to strengthen all aspects of the Group's stress testing, with a particular emphasis on the standards, data and models used.

3.6.2 Loan portfolio stress tests

Loan portfolio stress tests form an integral part of Crédit Agricole Group's risk management system. These are conducted either on the loan portfolio in its entirety or on an individual portfolio displaying a "risk pocket" to be studied (for example: commercial real estate portfolio).

A global credit risk stress test is conducted at least once a year as part of the Group's global stress tests. The works, coordinated by DRG, involve all Crédit Agricole Group entities and all Basel portfolios, whether they are treated for regulatory purposes using the IRBA, IRBF or Standard method. These tests examine a period of at least 18 months, which may be extended to 3 years.

This exercise is incorporated into the annual budgetary process. The economic scenarios taken into consideration are compiled for the Group as a whole. Two variants are usually studied:

- a baseline scenario corresponding to the budgetary scenario which is not, strictly speaking, part of the stress test but which serves as a point of reference for the adverse scenario;
- an adverse (or stressed) scenario which reflects a sharp, but plausible, downturn in the economic climate.

The stress testing process is part of corporate governance and aims to improve dialogue between risk and finance on the sensitivity of the cost of risk and capital requirements to a downturn in the economic climate.

As regards the IRB method, the impact of economic scenarios on Basel risk parameters (PD, LGD) is determined using statistical models which make it possible to estimate their reaction to changes in certain economic data deemed to be discriminatory (GDP, rate of unemployment, fluctuations in commodity prices). The impacts on certain portfolios for which the application of models is not appropriate are defined by expert appraisers. It is therefore possible to measure the change in expected loss and risk weighted assets in relation to these economic scenarios, for each portfolio. As regards the standard method, the impact of the economic scenarios is reflected by changes in doubtful loans and receivables and the provisioning rate set by expert appraisers. It is, therefore, possible to estimate the percentage of performing portfolios that would enter into default and the resultant requirement in terms of additional provisions and risk weighted assets.

Please note that a specific impact measurement was taken in respect of Corporate and investment banking regarding the impact of counterparty risk on market transactions and on banking book securitisation exposures.

Scenarios are chosen by Crédit Agricole S.A. on the basis of proposals made by the Economic Research department. However, each Group entity calculates the sensitivity of its portfolios to the stresses in each scenario based on their knowledge of their portfolios and in-house risk models. All contributions are reviewed and are the subject of formal discussions between Group Risk Management and the contributing subsidiaries.

In addition to being used to construct budgets and manage capital requirements, the results of global credit risk stress tests are also used to calculate economic capital (Pillar 2). They are reviewed by the Executive Committee and are also reported to the Crédit Agricole S.A. Board of Directors.

Specific credit risk stress tests (mainly in Corporate and investment banking) are conducted to determine the risk of loss in the event of major deterioration in the economic and financial climate for a given business sector or a specific geographical area constituting a set of uniform risks. The results of these stress tests are used within the context of the risk strategies, on the basis of Group Risk Management Committee decisions on global exposure limits.

In the second half of 2015, the Group ran a cross-functional topical stress test looking at the impact of global economic slowdown triggered by a trend fall in Chinese growth. The test covered all Group entities including insurance. A stress test looking at the "Oil and Gas" portfolio was also run in the fourth quarter to measure the impact of the fall in oil prices on Crédit Agricole CIB's portfolio and identify counterparties requiring close monitoring and limit adjustment.

PRESENTATION OF RESULTS TO THE GROUP BOARD OF DIRECTORS

STAGE 1 → **STAGE 2** → **STAGE 3** → **STAGE 4**

STAGE 1 – Macroeconomic scenario

- Organisation of a working group, spanning all entities and Crédit Agricole S.A. (DRG, Economic Research department) to manage macroeconomic impacts.
- Dialogue with entities regarding their risk parameter sensitivity assumptions.

STAGE 2 – Entities' determination of impacts

- Risk: the Group's main entities (Crédit Agricole CIB, CRCA, LCL, Crédit Agricole S.A., CA Consumer Finance, etc.) look for correlations between macroeconomic factors on the one hand, and Basel PD and LGD parameters on the other.
- In addition to the credit risk aspect, a stress test is conducted on the trading book using a scenario chosen for its consistency with the global macro scenario.
- DRG may also make use of expert appraisers.
- FIG supplements the information supplied by DRG on other stress factors (revenues, volume effect, refinancing).

STAGE 3 – Centralised consolidation of results

- DRG ensures the consistency of the cost of credit risk forecasts forwarded by the entities with the parameters measured during the previous budgetary stress test.
- DRG provides the Group Finance department (FIG) with the consolidated cost of risk and risk weighted assets in order to take the volume effect into consideration.
- In the event of significant differences, dialogue with the entities.

STAGE 4 – Presentation to governance bodies

- Presentation of results to each entity's governance body.
- Presentation of consolidated results to the Group's Audit Committee.

3.6.3. Stress tests on other types of risk (market, liquidity, operational risk)

Other types of stress testing are described in the paragraphs relating to each type of risk under consideration: market risk, liquidity and financing risk, operational risk.

4. Credit risk mitigation mechanisms

4.1 COLLATERAL AND GUARANTEES RECEIVED

Guarantees or collateral are intended to provide partial or full protection against credit risk.

The principles governing the eligibility, utilisation and management of collateral and guarantees received as security are defined by Crédit Agricole Group's Standards and Methodology Committee (CNM), in accordance with the CRD 4 system for the calculation of the solvency ratio. This common framework ensures a consistent approach across the Group's various entities. It documents aspects that include the conditions for prudential recognition, valuation and revaluation methods of all the various credit risk mitigation techniques that are used: collateral (notably for financing of assets: property, aircraft, ships, etc.), security in the form of guarantees, public export credit insurance, private credit insurance, financial guarantee insurance, credit derivatives, and cash collateral. The entities are in charge of implementing this framework at the operational level (management, monitoring of valuations, implementation).

Details of guarantee commitments received are presented in Note 3.1 and in Note 8 to the consolidated financial statements.

Regarding financial assets obtained by enforcement of guarantees or credit enhancement measures, the Group's policy is to sell them as soon as possible.

4.2 USE OF NETTING AGREEMENTS

If a "master" agreement has been signed with a counterparty and said counterparty defaults or enters bankruptcy proceedings, Crédit Agricole S.A. and its subsidiaries apply close out netting, enabling them to terminate current contracts early and to calculate a net balance on the debts and debt obligations in respect of this counterparty. They also use collateralisation techniques to enable securities or cash to be transferred in the form of collateral or transfer of full ownership during the lifetime of the hedged transactions, which can be offset, in the event of default by one of the parties, in order to calculate the net balance of reciprocal debt and debt obligations resulting from the master agreement signed with the counterparty.

4.3 USE OF CREDIT DERIVATIVES

In managing its corporate financing portfolio (banking book), the Group's Corporate and Investment bank uses credit derivatives and a range of risk-transfer instruments including namely securitisation. The aim is to reduce concentration of corporate credit exposure, diversify the portfolio and reduce loss levels.

The risks arising from such transactions are monitored using indicators such as VaR (Value at Risk) on all cash transactions to buy or sell protection for the bank's own account.

The notional amount of protection bought by Crédit Agricole CIB in the form of unitary credit derivatives outstanding at 31 December 2015 was €9.2 billion (€9.9 billion at 31 December 2014). The outstanding notional amount of protection sold by Crédit Agricole CIB was €18 million (€211 million at 31 December 2014).

III. Exposure

1. Maximum exposure

The maximum exposure to credit risk of Crédit Agricole S.A. and its subsidiaries corresponds to the net carrying amount of financial assets (loans and receivables, debt instruments and derivative instruments) before the effect of non-recognised netting agreements and collateral. It is set out in Note 3.1 to the consolidated financial statements.

At 31 December 2015, the maximum exposure to credit and counterparty risk of Crédit Agricole S.A. and its subsidiaries amounted to €1,278 billion (€1,303 billion at 31 December 2013), down 1.93% on 2014.

2. Concentration

An analysis of credit risk on commercial lending commitments excluding Crédit Agricole Group internal transactions and collateral given by Crédit Agricole S.A. as part of repurchase agreements (loans and receivables to credit institutions, loans and receivables to customers, financing commitments given and guarantee commitments given for €684.06 billion) is presented below. In particular, this scope excludes derivative instruments, which are primarily monitored using VaR (see section on "Market risks"), and financial assets held by insurance companies (€222 billion – see section on "Risks in the insurance sector").

2.1 PORTFOLIO DIVERSIFICATION BY GEOGRAPHIC AREA

On the commercial lending portfolio (including banking counterparties outside the Group), the breakdown by geographic area covers a total portfolio of €681.89 billion at 31 December 2015, compared with €664.96 billion at 31 December 2014. The breakdown reflects the country in which the commercial lending risk is based.

BREAKDOWN BY GEOGRAPHIC AREA OF COMMERCIAL LENDING OF CRÉDIT AGRICOLE S.A. GROUP

Geographic area of exposure	2015	2014
Africa and Middle East	4%	3%
Central and South America	2%	2%
North America	9%	10%
Asia-Pacific (excluding Japan)	5%	5%
Eastern Europe	2%	3%
Western Europe excluding Italy	14%	14%
France (retail banking)	17%	17%
France (excluding retail banking)	33%	32%
Italy	11%	11%
Japan	3%	3%
TOTAL	**100%**	**100%**

The breakdown by geographical area was unchanged. In 2015, exposures in France grew to 49.7% of total commitments (48.4% in 2014), due mainly to the development of the non-retail banking business. Italy, the Group's second biggest market was unchanged from 2014 at 11% of commercial lending.

Note 3.1 to the financial statements presents the breakdown of loans and receivables and commitments given to customers and credit institutions by geographic area on the basis of accounting data.

2.2 PORTFOLIO DIVERSIFICATION BY BUSINESS SECTOR

On the commercial lending portfolio (including bank counterparties outside the Group) the scope broken down by business sector amounted to €631.3 billion at 31 December 2015, *versus* €615.7 billion at 31 December 2014. These breakdowns reflect the business sector in which the commercial lending risk to customers is based.

BREAKDOWN BY BUSINESS SECTOR OF COMMERCIAL LENDING OF CRÉDIT AGRICOLE S.A. GROUP

Business sector	Dec. 15	Dec. 14
Air/Space	2.7%	2.4%
Agriculture and Food processing	2.7%	2.4%
Insurance	1.4%	1.7%
Automotive	3.6%	2.8%
Other non-banking financial activities	5.9%	5.6%
Other industries	2.0%	1.5%
Other transport	1.7%	1.6%
Banks	6.7%	7,4%
Building and publics works	2.8%	2.4%
Retail / Consumer goods industries	2.1%	2.3%
Other	4.0%	3.7%
Energy	8.4%	8.3%
o/w Oil and Gas	6.1%	6.0%
o/w Electricity	2.3%	2.3%
Real estate	4.0%	3.5%
Heavy industry	3.1%	2.9%
IT / Technology	1.0%	0.8%
Shipping	2.8%	2.9%
Media / Publishing	0.6%	0.6%
Healthcare / Pharmaceuticals	1.1%	1.2%
Non-trading services / Public sector / Local authorities	12.2%	15.1%
Telecom	1.9%	1.5%
Tourism / Hotels / Restaurants	1.2%	1.0%
Retail banking customers	28.1%	28.4%
TOTAL	**100%**	**100%**

Remaining well diversified, the commercial lending portfolio broken down by business sector remained overall stable for 2015. Only two sectors accounted for more than 10% of business: the "Retail banking customers" business, which was the biggest at 28,1% (28.4% in 2014) and the "Non-trading services/Public sector/Local authorities", the second largest, whose proportional share fell from 15.1% to 12.2% of the total, due to a reduction of the exposure of the Sovereign portfolio, principally in the "central banks" category.

Within the Energy sector, Oil and Gas exposure was $36.2 billion, reduced to $27.4 billion EAD[1], *i.e.* **2% of the Crédit Agricole S.A. Group's total EAD**. With most of its exposure lying with Crédit agricole CIB, Oil and Gas comprises a wide diversity of underlyings, players and types of financing, most of which are asset-backed. The Crédit Agricole CIB customers with a focus on exploration/production, and their suppliers, who are therefore dependent on investment levels in the industry (oil-related services), are the worst affected (21% of the sector's EAD). They are being monitored particularly closely and defensive measures are in place during this period of price volatility (lines frozen, resistance tests using extremely conservative oil price hypotheses, etc.). Note that 84% of the EAD in this business sector relate to Investment Grade counterparties (diversified exposure in terms of players, types of business, commitment and geographical location) that are sufficiently solid, at this stage, to withstand the drop in the oil price. Over the last year our dollar exposure has been reduced by 8%.

2.3 BREAKDOWN OF LOANS AND RECEIVABLES OUTSTANDING BY TYPE OF CUSTOMER

Concentration by customer type of loans and receivables and commitments given to credit institutions and customers are presented in Note 3.1 to the consolidated financial statements.

The gross amount of loans and receivables outstanding, including accrued interest (€434.5 billion at 31 December 2015), increased by 1.4% in 2015 (from €428.7 billion at 31 December 2014). It is split mainly between large corporates and retail customers (respectively, 45.7% and 32%).

2.4 EXPOSURE TO COUNTRY RISK

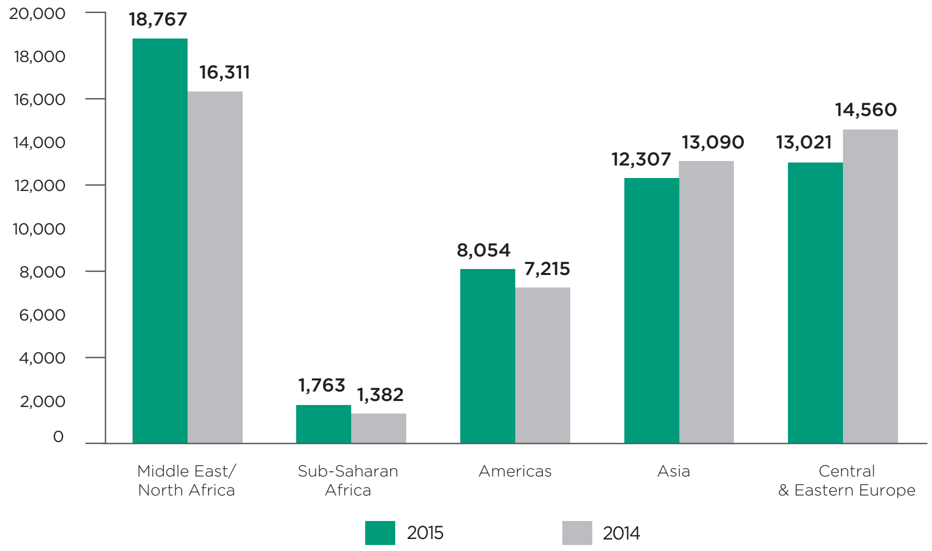
At 31 December 2015, commercial commitments (including to bank counterparties) given to Crédit Agricole Group customers in countries with ratings below B according to the Group's internal ratings, excluding countries in Western Europe (Italy, Spain, Portugal, Greece, Cyprus and Iceland) totalled €53.9 billion *versus* €52.6 billion as of 31 December 2014. Most of these commitments come from Crédit Agricole CIB, UBAF (47%-owned by Crédit Agricole CIB) and International retail banking. They include guarantees received which are deducted (export credit insurance, cash deposits, securities pledged, etc.).

The concentration of total exposures in these countries was largely unchanged in 2015: the top twenty countries accounted for 91.4% of the portfolio at year-end 2015, compared with 91.7% at year-end 2014.

Three geographic areas are predominant: Middle East/North Africa (35%), Central and Eastern Europe (24%) and Asia (23%).

(1) *EAD: Exposure at default.*

CHANGES IN COMMERCIAL LENDING FOR COUNTRIES WITH A CREDIT RATING LOWER THAN B (IN MILLIONS OF EUROS)



The Middle East and North Africa

Aggregates commitments to countries in Middle East and North Africa totalled €18.8 billion in 31 December 2015, up 15% on 2014, mainly due to movements in the EUR/USD exchange rate. Morocco, Egypt, the United Arab Emirates, Saudi Arabia and Algeria accounted for 83.3% of Middle Eastern and North African commitments.

Central & Eastern Europe

Aggregate commitments to Central and Eastern Europe fell by 11% from the previous year, mainly due to reduced exposure to Russia. Group commitments focused on four countries: Poland, Russia, Ukraine and Serbia, which represented 91% of the total in this region.

Asia

Commitments in Asia fell by 6% to €12.31 billion from the level at 31 December 2014. The change was mainly due to a reduction in exposures to China, which remains the largest regional exposure at €5.3 billion, ahead of India (€5.2 billion).

Latin America

At end-December 2015, exposure to the region made up 15% of all exposure to countries rated lower than B. It rose by 12% from 2014 due to the fluctuation of the EUR/USD exchange rate. Note that exposure to Brazil and Mexico make up 87% of the Lain America total.

Sub-Saharan Africa

Group commitments to Sub-Saharan Africa totalled €1.76 billion at 31 December 2015, *i.e.* 3% of the total for countries with a rating below B. The main reason for the rise since end-2014 was the change in the EUR/USD exchange rate. Commitments in South Africa made up 52% of regional commitments.

3. Credit quality

3.1 ANALYSIS OF LOANS AND RECEIVABLES BY CATEGORY

The breakdown of loans and receivables to credit institutions and customers is presented as follows:

Loans and receivables *(in millions of euros)*	31/12/2015	31/12/2014
Neither past due nor impaired	412,685	405,401
Past due but not impaired	5,829	6,996
Impaired	16,017	16,322
TOTAL	**434,531**	**428,719**

The portfolio of loans and receivables at 31 December 2015 consisted for 95% of amounts that were neither past due nor impaired (94.6% at 31 December 2014).

Under IFRS 7, a financial asset is past due when a counterparty has failed to make a payment when contractually due. The Group considers that there is no identified credit risk on loans and receivables that are less than 90 days past due, which account for 91.7% of past due but not impaired loans (89.4% at end-2014).

Details of financial assets that were past due or impaired are presented in Note 3.1 to the consolidated financial statements.

3.2 ANALYSIS OF OUTSTANDINGS BY INTERNAL RATING

The internal rating policy used by Crédit Agricole Group aims to cover the entire Group customer portfolio, *i.e.* retail customers, corporate customers, banks and financial institutions, government agencies and local authorities.

On the performing commercial lending portfolio excluding retail customers (€501.9 billion at 31 December 2015, compared with €486.1 billion at 31 December 2014), internally rated borrowers accounted for 78% of the total compared with 79% at year-end 2014 (€390.9 billion at 31 December 2015, compared with €385.1 billion at 31 December 2014). The breakdown of this portfolio is presented according to the Standard & Poor's equivalents of the Group's internal ratings:

CHANGE IN THE PERFORMING NON-RETAIL BANKING COMMERCIAL LENDING PORTFOLIO OF CRÉDIT AGRICOLE S.A. GROUP BY INDICATIVE S&P EQUIVALENT OF 2015 INTERNAL RATING

This breakdown reflects a good quality loan book. The risk profile in 2015 showed a 5 point movement from A-rated to B-rated. At 31 December 2015, 84% of exposure related to borrowers with investment-grade ratings (rating that is equal to or greater than BBB; 85% at 31 December 2014), and only 2% related to borrowers under watch list.

3.3 IMPAIRMENT AND RISK COVERAGE

3.3.1 Impairment and risk hedging policy

The policy for hedging loan loss risks is based on two kinds of impairment allowances:

- impairment allowances on an individual basis intended to cover probable losses on impaired receivables;
- collective impairment allowances under IAS 39, recognised when objective indications of impairment are identified on one or more homogeneous subgroups within the credit risk portfolio. These impairment allowances are intended to cover deterioration in the risk profile of exposures to certain countries, business sectors or counterparties, not because they are in default but because their rating has been lowered.

  Impairment losses on a portfolio basis are also made in retail banking. Collective impairments are, mainly, calculated on statistical bases on the amount of loss expected until the transactions mature, using Basel probability of default (PD) and loss given default (LGD) criteria.

3.3.2 Impaired financial assets

The breakdown of impaired loans and receivables due from credit institutions and customers by customer type and geographic area is presented in Note 3.1 to the financial statements.

At 31 December 2015, impaired lending commitments as a whole amounted to €16 billion *versus* €16.3 billion at 31 December 2014, down 1.9%. These consist of non-performing loans and commitments on which the Group sees potential non-recovery. Impaired assets accounted for 3.7% of the Group's gross stated outstandings (3.8% at 31 December 2014). They were hedged by €8.6 billion in individual impairment allowances or 53.7% (€8.8 billion at 31 December 2014), including lease finance transactions but not including collective impairment allowances.

Restructured loans according to the new definition[1] totalled €12.2 billion at 31 December 2015.

(1) *The concept of restructured loans is detailed in Note 1.3 "Accounting policies and principles 2015" in the consolidated financial statements.*

4. Cost of risk

Crédit Agricole Group's cost of risk was €2.29 billion at 31 December 2015 compared to €2.20 billion in 2014, up 4%, with 2015 including some exceptional legal provisions. LCL's cost of risk fell by 27% compared to 2014. The most notable change in the International retail banking businessline related to Cariparma Group (excluding CALIT) which saw its cost of risk fall by 32% in 2015, reflecting an improvement in the quality of its loan book. In Specialised financial services, Crédit Agricole Consumer Finance Group improved its cost of risk by 40%, mainly thanks to better recoveries by its Agos Ducato subsidiary and an improvement of the quality of its loan book. Cost of risk in Corporate and investment banking increased by 160% after recording exceptional provisions.

Details of the movements that affected the cost of risk are presented in Note 4.8 to the consolidated financial statements. This is broken down by business line in Note 5.1 to the consolidated financial statements.

5. Counterparty risk on derivative instruments

The counterparty risk on derivative instruments is established according to market value and potential credit risk calculated and weighted in accordance with regulatory standards. The measure relating to this credit risk is presented in part 2.2. "Credit risk measurement" in the section II "Credit risk management" above.

MARKET RISK

Market risk is the risk of a negative impact on the income statement or balance sheet of adverse fluctuations in the value of financial instruments following changes in market parameters, particularly:

- interest rates: interest rate risk is the risk of a change in the fair value of a financial instrument or the future cash flows from a financial instrument due to a change in interest rates;
- exchange rates: foreign exchange risk is the risk of a change in the fair value of a financial instrument due to a change in exchange rates;
- prices: price risk is the risk of a change or volatility in the price of equities, commodities, baskets of equities or stock market indices. The instruments most exposed to this risk are variable-income securities, equity derivatives and commodity derivatives;
- credit spreads: credit risk is the risk of a change in the fair value of a financial instrument resulting from movement in the credit spreads for indices or issuers. For more complex credit products, there is also the risk of a change in fair value arising from a change in correlation between issuer defaults.

I. Objectives and policy

Crédit Agricole S.A. Group has a specific market risk management system with its own organisation independent of operational hierarchies, risk identification and measurement methods, monitoring and consolidation procedures. In terms of scope, this system hedges all market risk stemming from market transactions. The investment portfolios of the Finance department are monitored and supervised appropriately.

In a market marked by persistently low rates and increased volatility, a prudent market risk management policy was pursued in 2015, in line with Crédit Agricole Group's risk appetite.

II. Risk management

1. Local and central organisation

Crédit Agricole Group has two distinct and complementary levels of market risk management:

- at the central level, the Group Risk Management and Permanent Controls department coordinates all Group-wide market risk supervision and control issues. It standardises data and data processing to ensure consistency of both consolidated risk measurement and controls. It keeps the executive bodies (Executive Management of Crédit Agricole S.A.) and decision-making bodies (Board of Directors and Audit Committee) up-to-date on the market risk position;
- at the local level, for each Crédit Agricole Group entity, a Risk Management and Permanent Controls Officer manages the monitoring and control of market risks arising from the entity's businesses. Within the Crédit Agricole CIB subsidiary, the Risk Management and Permanent Controls department relies on decentralised teams of risk controllers, generally based abroad. These control functions are performed by different teams:
  - **a)** Risk Management, which is responsible for market risk monitoring and control for all product lines worldwide: limit proposals, which are approved by the Market Risk Committee and monitored for their compliance, analysis of limit breaches as well as significant variations in results which are brought to the attention of the Market Risk Committee,

b) monitoring of activity: in charge of producing daily management income and risk indicators for all activities held to market risk limits and of monitoring and validating the market parameters used to produce profit and loss account and risk indicators. This ensures an autonomous production process based on a market database updated daily, which is independent of the Front Office.

Lastly, the process is used in conjunction with the Finance department during monthly procedures to align net management income and net accounting income,

c) in addition to this setup harmonising, cross-functional teams are responsible for coordinating methods and treatments between product lines and units. This team is responsible for reporting regulatory indicators produced independently by the DRM. This includes the following:

- quantitative research responsible for validating models,
- the team in charge of the internal model (VaR, stressed VaR, stress scenarios, etc.),
- Market Data Management which is in charge of market data collection separate from Front Office data.

The IT architecture put in place within Crédit Agricole Corporate and Investment Bank for market risk management is based on sharing the platforms used in the Front Office, on which risk indicators are calculated. The independence of the process is based on the selection of market data and the validation of valuation models by the Risk Management department.

Operating agreements between the central and local levels determine the level of information, format and frequency of the reports that entities must transmit to Crédit Agricole S.A. (Group Risk Management and Permanent Controls).

2. Decision-making and Risk Monitoring Committees

Three governance bodies are involved in the management of market risk at Crédit Agricole S.A. Group level:

- the Group Risk Management Committee, chaired by the Chief Executive Officer of Crédit Agricole S.A., approves the aggregate limits on each entity's market risks when it presents its risk strategy and makes the main decisions in the matter of risk containment. The Committee examines the market situation and risks incurred on a quarterly basis, in particular through the utilisation of limits and any significant breaches of limits and incidents;
- the Risk Monitoring Committee, chaired by the Chief Executive Officer of Crédit Agricole S.A., reviews the main indicators of market risk twice a month;
- the Standards and Methodology Committee meets periodically and is chaired by the head of Group Risk Management and Permanent Controls. Its responsibilities include approving and disseminating standards and methods concerning the supervision and permanent control of market risks.

In addition, each entity has its own Risk Committee. The most important of these is Crédit Agricole Corporate and Investment Bank's Market Risk Management Committee (CRM), which meets twice a month and is chaired by the Executive Management member of the Committee in charge of risks. It is made up of Crédit Agricole Corporate and Investment Bank's head of capital market activities and the risk managers. This Committee reviews Crédit Agricole Corporate and Investment Bank's positions and the profit and loss account of its capital market activities and verifies compliance with the limits assigned to each activity. It is empowered to make decisions on requests for temporary increases in limits.

III. Market risk measurement and supervision methodology

1. Indicators

The market risk measurement and supervision system is based on a combination of several indicators, most of which are subject to global or specific limits. It relies principally on Value at Risk, stressed VaR, stress scenarios and complementary indicators (risk factor sensitivity, combined qualitative and quantitative indicators) and a process that values all positions in each entity giving rise to market risks. The permanent control process includes procedures to validate and back-test models.

1.1 VaR (VALUE AT RISK)

The central element of the market risk measurement system is the Value at Risk (VaR). VaR can be defined as the maximum theoretical loss on a portfolio in the event of adverse movements in market parameters over a given timeframe and for a given level of confidence. Crédit Agricole S.A. Group uses a confidence level of 99%, a timeframe of one day using one year of historical data. In this way, market risks incurred by the Group in its trading activities can be monitored on a daily basis by quantifying the estimated maximum level of loss in 99 out of 100 cases, after inclusion of a number of risk factors (interest rate, foreign exchange, asset prices, etc.). The inter-correlation of such factors affects the maximum loss amount.

The offsetting figure is defined as the difference between total VaR and the sum of VaRs by risk factor. It represents the effects of offsetting among positions held simultaneously on different risk factors. A procedure known as back-testing (comparing each day's result against VaR estimated the day before) is used to confirm the relevance of the methodology.

The internal VaR model of Crédit Agricole Corporate and Investment Bank, which is the main contributor to the VaR of Crédit Agricole S.A. Group, has been approved by the regulatory authorities.

The process of measuring a historical VaR for risk positions on a given date D is based on the following principles:

- compilation of an historical database of risk factors on positions held by Crédit Agricole S.A. Group entities (interest rates, share prices, exchange rates, commodity prices, volatilities, credit spreads, correlation, etc.);
- determination of 261 scenarios corresponding to one-day changes in risk factors, observed over a rolling one-year period;

5

- adjustment of parameters corresponding on the date according to the 261 scenarios;
- remeasurement of the day's positions based on the 261 scenarios.

The 99% VaR figure based on the 261 scenarios is equal to the average of the second and third worst results observed.

The VaR calculation methodology undergoes constant improvement and adjustment to take into account, among other things, the changing sensitivity of positions to risk factors and the relevance of the methods to new market conditions. For example, efforts are made to incorporate new risk factors and to achieve finer granularity on existing risk factors.

The methodology was completed on 1 April 2015 on the perimeter of sovereign bonds, in order to take the specific and idiosyncratic risks into account more accurately by the addition of an add-on to the VaR perimeter.

Limitations of the historical VaR calculation

The main methodological limitations of the VaR model are the following:

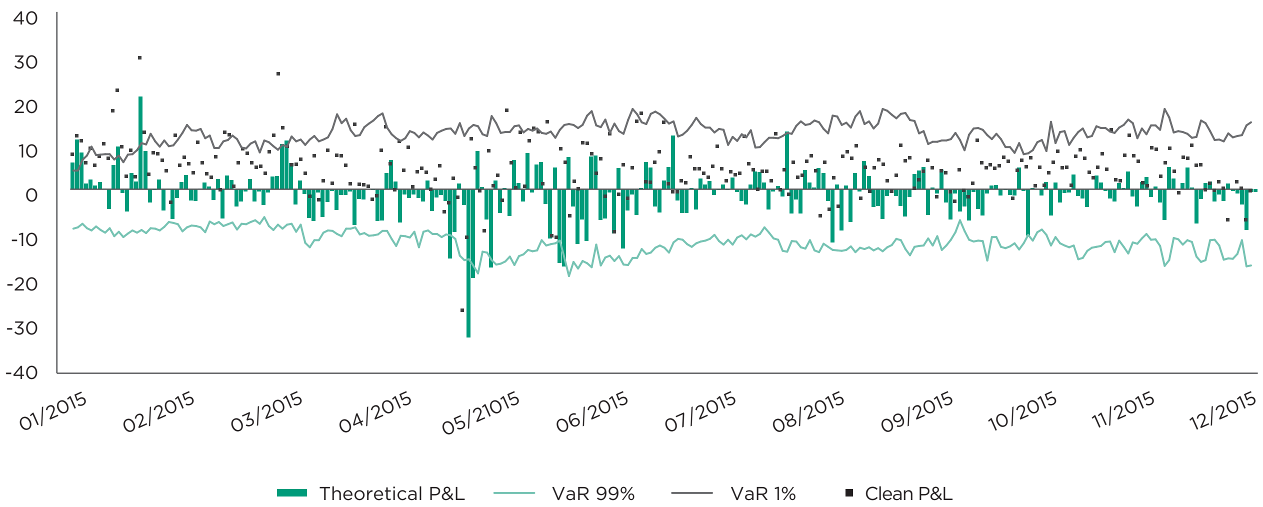
- the use of daily shocks assumes that all positions can be liquidated or covered in one day, which is not always the case for certain products and in certain crisis situations;
- the use of a 99% confidence interval leaves out losses that could occur outside that interval: VaR is consequently an indicator of risk under normal market conditions and does not take into account movements of exceptional magnitude;
- VaR does not provide any information on amounts of exceptional losses (beyond the 99% confidence interval).

Back-testing

A back-testing process is applied to check the relevance of the VaR model for each of Crédit Agricole S.A. Group's entities which have capital market activities. This process verifies *a posteriori* whether the number of exceptions (days when actual losses exceeded estimated VaR) was within the 99% confidence interval (a daily loss should exceed the calculated VaR only two or three times a year).

Thus at 31 December 2015, within the regulatory scope of Crédit Agricole Corporate and Investment Bank (cf. graph below), analysis of one-year trailing historical data highlighted three VaR exceptions.

BACK-TESTING OF REGULATORY VAR OF CRÉDIT AGRICOLE CORPORATE AND INVESTMENT BANK FOR 2015 (IN MILLIONS OF EUROS)



1.2 STRESS SCENARIOS

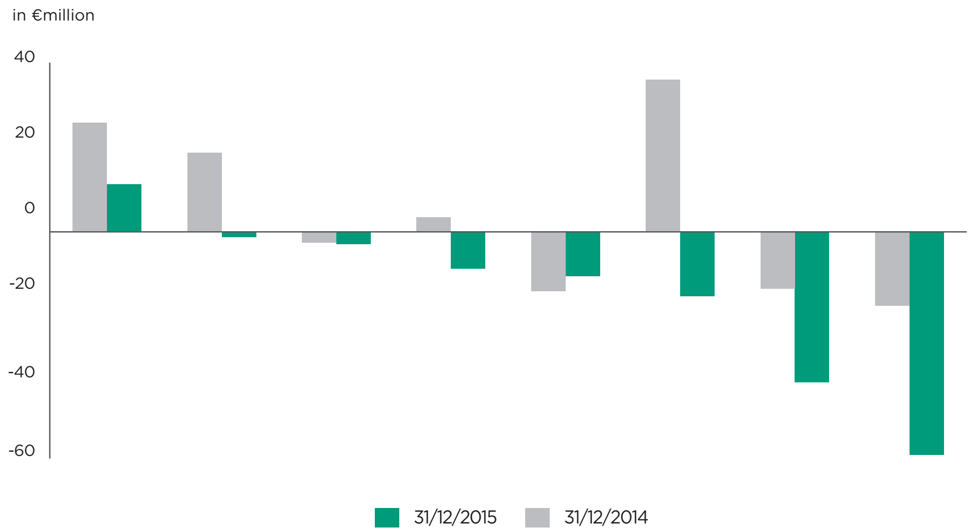
Stress scenarios complement the VaR measure which does not capture the impact of extreme market conditions. Stress scenarios are calculated following Group principles to simulate extreme market conditions and are the result of different complementary approaches:

- historical scenarios, which consist in replicating the impact on the current portfolio of major crises observed in the past. The past crises used in historical stress scenarios are the 1987 stock market crash; the 1994 bond market crisis; the 1998 credit market crisis, coupled with falling equity markets, sharply rising interest rates and declining emerging-country currencies; the 2008 crisis following the failure of Lehman Brothers (two stress scenarios measuring the impact of market movements after the failure);
- hypothetical scenarios anticipating plausible shocks, which are developed in conjunction with economists. The hypothetical scenarios used are economic recovery with rising equity and commodity markets, flattening yield curves, appreciation of the USD and narrowing credit spreads; liquidity crunch, with flattening yield curves, widening spreads, falling equity markets, and international tensions: scenario representing economic conditions in a context of international tensions between China and the United States (rising volatility and falling prices on the equity markets, falling futures prices and rising volatility on the commodities market, flattening yield curves, fall of the USD against other currencies, widening credit spreads).

The stress scenarios are calculated weekly.

At year-end 2015 the risk levels of Crédit Agricole S.A. Group assessed through historical and hypothetical stress scenarios were as follows:

ESTIMATED LOSSES ASSOCIATED WITH STRESS SCENARIOS



In addition other types of stress tests are performed:

- at the level of the entities, adverse stress tests enabling evaluation of the impact of major and unfavourable market movements on the different business lines including activities in run-off;
- at the level of Crédit Agricole Corporate and Investment Bank extreme adverse stress tests are used to measure the impact of even more severe market shocks.

1.3 COMPLEMENTARY INDICATORS

Other complementary indicators are also produced by the entities and can, as part of the risk containment system, be subject to limits. These include indicators of sensitivity to various risk factors, loss alerts, stop-loss indicators, nominal amounts, outstandings, remaining terms, etc. These indicators provide fine-grained measurements of exposure to different market risk factors, serve to identify atypical transactions and fill out the summary picture of risks supplied by VaR and global stress scenarios.

1.4 CRD 4 INDICATORS

Stressed VaR

So-called "stressed" VaR is intended to correct the pro-cyclical nature of the Company's historical VaR. The latter is indeed is calculated over the one-year period preceding the measurement date, and where the associated market parameters reflect calm market conditions with low volatility, it can display a low level.

Stressed VaR is calculated using a 99% confidence interval of one day and over a period of tension corresponding to the worst period observed for the most significant risk factors.

At end-2015, the period used at Crédit Agricole Corporate and Investment Bank was June 2008-June 2009. In addition to the VaR capital requirement, there is now a stressed VaR capital requirement.

Incremental Risk Charge

The IRC or Incremental Risk Charge is an additional equity requirement related to the risk of default and migration on so-called linear credit positions (*i.e.* not including credit correlation positions), required by the CRD 4 directive.

Its purpose is to quantify any unexpected losses caused by credit events on the issuers, *i.e.* default and migration of rating (the case of either a fall or a rise in credit rating).

The IRC is calculated with a confidence interval of 99.9% over a risk period of one year, by Monte Carlo simulations of migration scenarios based on three sets of data:

1) a one year transition matrix provided by S&P and adapted to the internal rating system of Crédit Agricole Corporate and Investment Bank. This matrix gives the transition probabilities of an issuer based on its initial credit rating to higher or lower credit ratings as well as its probability of default;
2) the correlation of issuers with systemic factors;
3) average spread curves by rating from which the shocks resulting from migrations are deducted.

These simulated credit default and migration scenarios then make it possible to value positions using the Crédit Agricole Corporate and Investment Bank models.

The IRC is then defined as the 99.9% quantile of the breakdown of the valuations thus obtained.

Comprehensive Risk Measure

Following the entry into force of CRD 3 on 31 December 2011, Crédit Agricole Corporate and Investment Bank implemented the CRM (Comprehensive Risk Measure). This indicator relates to the correlation portfolio. Given that the correlation portfolio market risk had been transferred to an external counterparty, the CRM has shown a nil value since 31 December 2012.

These three indicators are measured using internal models with an identical governance to the one existing for the internal model related to the VaR.

Credit Value Adjustment (CVA)

The value adjustment linked to the counterparts quality (CVA) aims to integrate in derivatives' valuation credit risk associated with the counterparty (risk of non-payment of sums due in the event of default). It is calculated on an aggregate basis by counterparty according to the future exposure profile of the transactions after deducting any collateral. This adjustment is always negative and is deducted from the fair value of the financial assets.

CRD 4 brought in a new capital charge to cover volatility in the CVA. Under the directive, banks authorised to calculate their capital requirements using their internal models for both counterparty risk and specific rate risk must calculate their CVA risk capital charge using the advanced measurement method ("CVA VaR"). The size of these capital requirements is calculated using the same methodology and tools as for market VaR in respect of specific interest rate risk.

The ACPR has validated the CVA VaR model used by Crédit Agricole Corporate and Investment Bank and, following application of CRD 4 (Basel 3) as from 1 January 2014, the additional capital required relative to the CVA (VaR and stressed VaR) has been measured since 2014.

2. Use of credit derivatives

The Crédit Agricole Corporate and Investment Bank credit derivatives market risk from the correlation portfolio was transferred to an investment fund managed by Blue Mountain Capital Management in 2012.

CDS are used for hedging purposes in the following cases:

- management of credit exposure from the loan book or derivatives portfolio (CVA);
- hedging of bond portfolio exposure;
- hedging of the exposure of hybrid derivatives portfolios (*e.g.* to hedge the issuance of credit-linked notes sold to investor customers).

IV. Exposures

VaR (Value at Risk)

VaR (Value at risk) Group is calculated by incorporating the impacts of diversification between the different entities of the Group.

The scope considered for capital market activities of Crédit Agricole Corporate and Investment Bank is the regulatory VaR (measured through an internal model approved by the ACPR).

The change in VaR on the capital markets activities of Crédit Agricole S.A. Group between 31 December 2014 and 31 December 2015, broken down by major risk factor, is shown in the table below:

BREAKDOWN OF VAR (99%, ONE DAY)

(in millions of euros)	31/12/15	Minimum	Maximum	Average	31/12/14
Fixed income	7	5	14	7	7
Credit	7	4	10	6	4
Foreign exchange	3	1	7	4	4
Equities	1	-	2	1	1
Commodities	-	-	-	-	-
Offsetting	(3)	-	-	(7)	(7)
VAR OF CRÉDIT AGRICOLE S.A. GROUP	**15**	**7**	**19**	**11**	**9**
For reference: Sum of the VaRs of all entities	20	12	24	17	15

At 31 December 2015, Group VaR was €15 million, a rise since 31 December 2014 mainly due to changes in credit risk and offsetting effects. The offsetting (-€3 million) is defined as the difference between total VaR and the sum of the VaRs by risk factor. For reference, without accounting for the diversification effect between different entities, the total VaR would be €20 million (of which €16 million for Crédit Agricole Corporate and Investment Bank).

The "Fixed income" VaR calculated on the scope of treasures and interest rate derivative activities was stable at 31 December 2015 at €7 million in a low-rate environment.

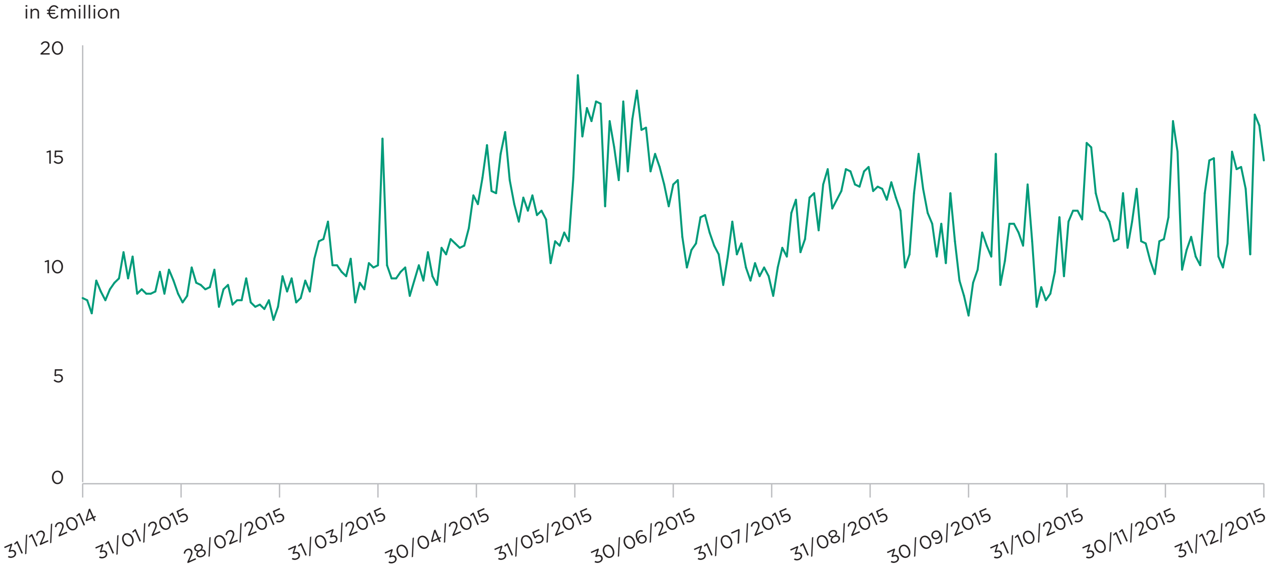
The "Credit" VaR, calculated for credit market activities, increased to €7 million due to hedging of risks related to the CVA.

"Forex" VaR fell slightly to €3 million at 31 December 2015. Over the year, it was €4 million on average, up from 2014 against a background of increased market volatility.

The contribution of "Equities" VaR was a marginal €1 million, unchanged from year-end 2014.

The graph shows VaR over 2015. Volatility rose mainly due to changes in market parameters:

CRÉDIT AGRICOLE S.A. GROUP VAR BETWEEN 01/01/2015 AND 31/12/2015



Stressed VaR

The stressed VaR is calculated on the scope of Crédit Agricole Corporate and Investment Bank.

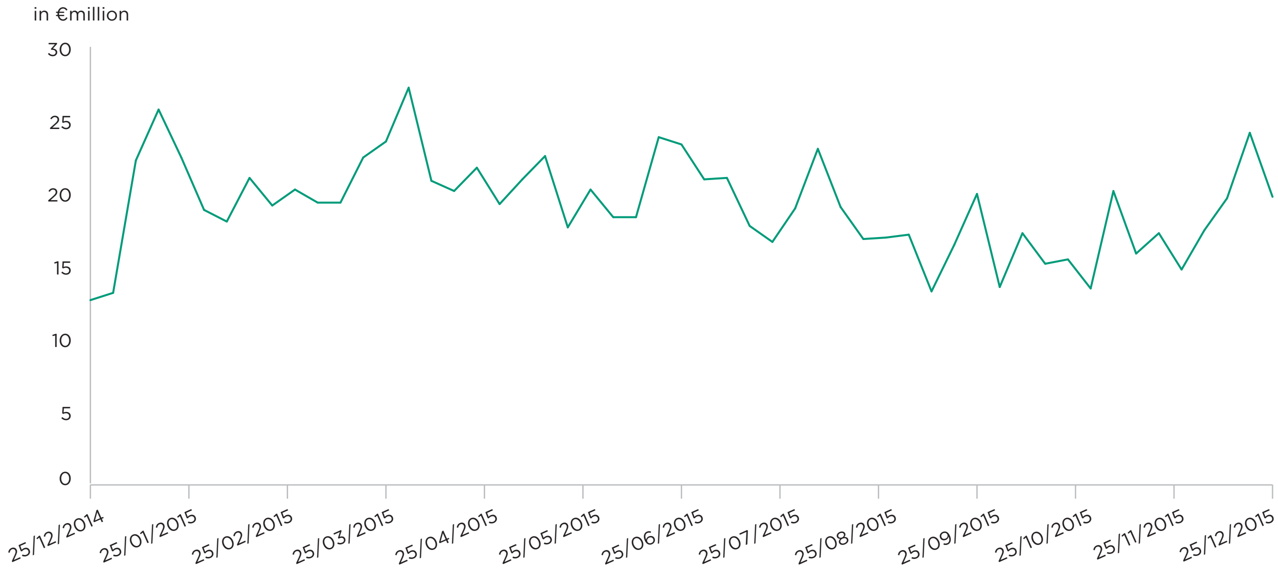
The table below shows the change in the regulatory stressed VaR on the capital market activities of Crédit Agricole Corporate and Investment Bank, between 31 December 2014 and 31 December 2015:

CHANGE IN STRESSED VaR (99%, ONE DAY)

(in millions of euros)	31/12/2015	Minimum	Maximum	Average	31/12/2014
Crédit Agricole CIB stressed VaR	20	13	27	19	13

The graph below shows the change in the regulatory stressed VaR of Crédit Agricole Corporate and Investment Bank over 2015:

CRÉDIT AGRICOLE CORPORATE AND INVESTMENT BANK STRESSED REGULATORY VAR BETWEEN 01/01/2015 AND 31/12/2015



At end-December 2015, stressed regulatory VaR at Crédit Agricole Corporate and Investment Bank was €20 million, up by €7 million on 31 December 2014. Averaged over the year, stressed VaR was €19 million, slightly higher than the previous year (€17 million). Changes during 2015 were linked to both changes in exposure to sovereign risk and offsetting effects between product lines.

Capital requirements related to Incremental Risk Charge (IRC)

IRC is calculated on the so-called linear (*i.e.* excluding correlation positions) scope of Crédit Agricole Corporate and Investment Bank's positions.

The table below shows the changes in IRC on the capital market activities of Crédit Agricole Corporate and Investment Bank between 31 December 2014 and 31 December 2015:

(in millions of euros)	31/12/2015	Minimum	Maximum	Average	31/12/2014
IRC	141	141	399	237	234

Changes to IRC during 2015 mainly reflected changes in exposures to European sovereign debt, which were reduced as from the second quarter.

V. Equity risk

Equity risk arises in the trading and arbitrage of equity securities as well as on shares held in the investment portfolio and on treasury shares.

1. Equity risk from trading and arbitrage activities

Equity risk from trading and arbitrage activities arises from positions taken on shares and stock market indices *via* cash or derivatives markets (positions in exotic equity derivatives are being managed in run-off mode, and no new transactions of this kind are being made). The main risk factors are prices of shares stock indices, volatilities of those prices and smile parameters of those volatilities[(1)].

Measurement and containment of equity risk is addressed in the description of the processes indicated in section III above.

This risk is monitored by means of VaR. Equity VaRs during 2015 are shown in the table in section IV above. Equity VaR was €1 million at 31 December 2015 (unchanged from 31 December 2014).

2. Equity risk from other activities

A number of Crédit Agricole S.A. Group entities hold portfolios that are invested partly in equities and structured products whose market value depends on prices of underlying equities and equity indices. The valuation methods used for shares recognised under "available-for-sale assets" are described in Note 10.2 to the financial statements. At 31 December 2015, total outstandings exposed to equity risk *via* these portfolios primarily comprise available-for-sale financial assets for €27 billion (including insurance company portfolios for €24 billion) and financial assets at fair value through profit or loss held by insurance companies for €16.3 billion.

Note 6.4 to the financial statements gives figures in particular on outstandings of equities, and unrealised gains and losses on "available-for-sale financial assets". Information on market risk (including equity risk) on the portfolios held by the insurance companies is presented below in the section on "insurance sector risks".

(1) Smile is the parameter that takes into account the variability of volatility based on the exercise price of option-based products.

3. Treasury shares

In accordance with the provisions of Articles L. 225-209 *et seq.* of the French Commercial Code and European Commission Regulation 2273/2003 of 22 December 2003, the Combined Ordinary and Extraordinary General Meeting of Shareholders of the Group may grant authority to the Board of Directors of Crédit Agricole S.A. to trade in its own shares. Crédit Agricole S.A. uses such an authorisation mainly to cover its commitments to employees under stock options or to stimulate the market by a share liquidity agreement.

Details of 2015 transactions in treasury shares under the share buy-back programme are provided in section 1 of this registration document, in the section "Purchase by the Company of its own shares".

At 31 December 2015, holdings of treasury shares amounted to 0.15% of share capital, compared with 0.19% at 31 December 2014 (see Note 8 to the parent company financial statements and Note 6.23 to the consolidated financial statements).

Details of the 2015 treasury share buy-back programme are provided in section 1 of this registration document, "Information on the share capital".

SENSITIVE EXPOSURES BASED ON THE FINANCIAL STABILITY BOARD RECOMMENDATIONS

The exposures below correspond to the recommendations of the Financial Stability Board. This information forms an integral part of Crédit Agricole S.A. Group's consolidated financial statements at 31 December 2015. For this reason it is covered by the Statutory Auditors' Report on the annual financial information.

I. Summary schedule of exposures

	Asset under loans and receivables					Assets at fair value			
(in millions of euros)	Gross exposure	Haircut	Collective provisions	Net exposure	Accounting category	Gross exposure	Haircut	Net exposure	Accounting category
RMBS	22	(1)	0	21	(1)	25	(3)	22	
CMBS	3	0	0	3		2	0	2	
Unhedged super senior CDOs	672	(672)	0	0		1,369	(1,356)	13	(3)
Unhedged mezzanine CDOs	17	(17)	0	0	(2)	178	(178)	0	
Unhedged CLOs	2	0	0	2		65	0	65	
Protection acquired from *monolines*						52	(32)	20	(4)
Protection acquired from CDPC						0	0	0	

(1) Loans and receivables to credit institutions and to customers – Securities not listed on an active market (see Note 6.5 to the consolidated financial statements).

(2) Loans and receivables to customers – Securities not listed on an active market (see Note 6.5 to the consolidated financial statements).

(3) Financial assets at fair value through profit or loss – Bonds and other fixed income securities and derivatives (see Note 6.2 to the consolidated financial statements).

(4) Financial assets at fair value through profit or loss – Derivatives (see Note 6.2 to the consolidated financial statements).

II. Mortgage Asset Backed Securities (ABS)

	United States		United Kingdom		Spain	
RMBS *(in millions of euros)*	**31/12/2014**	**31/12/2015**	**31/12/2014**	**31/12/2015**	**31/12/2014**	**31/12/2015**
Recognised under loans and receivables						
Gross exposure	0	0	25	22	0	0
Haircut[(1)]	0	0	(2)	(1)	0	0
Net exposure in millions of euros	**0**	**0**	**23**	**21**	**0**	**0**
Recognised under assets measured at fair value						
Gross exposure	0	0	22	23	2	2
Haircut	0	0	(2)	(3)	(0)	(0)
Net exposure in millions of euros	**0**	**0**	**20**	**20**	**2**	**2**
% underlying subprime on net exposure	0%	0%				
Breakdown of gross exposure, by rating						
AAA						
AA			4%			100%
A			96%	49%	100%	
BBB				51%		
BB						
B						
CCC						
CC						
C						
Not rated						

	United States		United Kingdom		Other	
CMBS *(in millions of euros)*	**31/12/2014**	**31/12/2015**	**31/12/2014**	**31/12/2015**	**31/12/2014**	**31/12/2015**
Recognised under loans and receivables						
Net exposure[(1)]	0	0	0	0	3	3
Recognised under assets measured at fair value						
Net exposure	0	0	3	2	3	0

(1) There are no collective provisions since 31 December 2014.

Purchases of protection on RMBSs and CMBSs measured at fair value:

- 31 December 2015: nominal = €9 million; fair value = €3 million;
- 31 December 2014: nominal = €22 million; fair value = €6 million.

Mortgage ABSs are measured at fair value based on information provided by outside sources.

III. Measurement methodology for super senior CDO tranches with US residential mortgage underlyings

1. Super senior CDOs measured at fair value

Super senior CDOs are measured by applying a credit scenario to the underlyings (mainly residential mortgages) of the ABSs making up each CDO.

The final loss percentages in existence are:

- determined based on the quality and origination date of each residential loan;
- expressed as a percentage of the nominal amount. This approach allows us to assess our loss assumptions on the basis of our risks on the Bank's statement of financial position.

	Loss rates on *subprime* produced in		
Closing date	**2005**	**2006**	**2007**
31/12/2012	50%	60%	60%
31/12/2013	50%	60%	60%
31/12/2014	50%	60%	60%
31/12/2015	**50%**	**60%**	**60%**

The future cash flows obtained are then discounted at a rate which takes market liquidity into account.

2. Super senior CDOs at amortised cost

Since the fourth quarter of 2012, impairment has been calculated using the same methodology as for super senior CDOs measured at fair value, but the future cash flows obtained are discounted at actual interest rates on the reclassification date.

IV. Unhedged super senior CDOs with US residential mortgage underlyings

At 31 December 2015, Crédit Agricole CIB had a net exposure of €13 million to unhedged super senior CDOs.

1. Breakdown of super senior CDOs

(in millions of euros)	Assets at fair value	Asset under loans and receivables
Nominal	**1,369**	**672**
Haircut	1,356	672
Collective provisions	0	0
Net amount	**13**	**0**
Net amount at 31/12/2014	*16*	*0*
Haircut percentage[1]	99%	100%
Underlying		
% of underlying *subprime* assets produced before 2006	14%	0%
% of underlying *subprime* assets produced in 2006 and 2007	43%	0%
% of underlying Alt-A assets	4%	0%
% of underlying Jumbo assets	0%	0%

(1) After inclusion of fully written down tranches.

2. Other exposure at 31 December 2015

(in millions of euros)	Nominal	Haircut	Collective provisions	Net
Unhedged CLOs measured at fair value	65	(0)		65
Unhedged CLOs recognised in loans and receivables	2	(0)		2
Unhedged Mezzanine CDOs measured at fair value	178	(178)		0
Unhedged Mezzanine CDOs recognised in loans and receivables[1]	17	(17)		0

(1) Mezzanine CDO tranches derived from the liquidation of a CDO previously recognised in loans and receivables.

V. Protection

1. Protection purchased from monolines at 31 December 2015

1.1 EXPOSURE TO COUNTERPARTY RISK ON MONOLINES

	Monolines covering				
(in millions of euros)	US residential *CDOs*	Corporate CDOs	CLOs	Other underlying	Total protection acquired *from monolines*
Gross notional amount of purchased protection	51		217	191	**459**
Gross notional amount of hedged items	51		217	191	**459**
Fair value of hedged items	39	(0)	215	153	**407**
Fair value of protection before value adjustments and hedges	**12**	**0**	**2**	**38**	**52**
Value adjustments recognised on protection	(1)		(1)	(30)	**(32)**
Residual exposure to counterparty risk on *Monolines*	**11**	**0**	**1**	**8**	**20**

1.2 BREAKDOWN OF NET EXPOSURE TO MONOLINES

Lowest rating of ratings issued by Standards & Poors or Moody's at 31 December 2015.

Baa2: Assured Guaranty Ltd
A3: Assured Guaranty Corp (ACE Financial Solution)
N/R: CIFG

2. Protection purchased from CDPCs (Credit Derivative Product Companies)

At 31 December 2015, net exposure to CDPCs was nil (compared to €4 million at 31 December 2014).

ASSET AND LIABILITY MANAGEMENT

I. Asset and liability management - Structural financial risks

Crédit Agricole S.A.'s Financial Management department defines the principles of financial management and ensures their consistent application within Crédit Agricole S.A. Group. It has responsibility for organizing financial flows, defining and implementing refinancing rules, performing asset and liability management and managing solvency ratios.

Optimising financial flows within Crédit Agricole S.A. Group is an ongoing objective. Pooling of surplus resources and making it systematically possible to hedge the associated risks contribute to this objective.

Thus the principles of the Group's ALM approach ensure that any surpluses and shortfalls in terms of customer resources, in particular resources collected by the Regional Banks, are centralised in the books of Crédit Agricole S.A. This resource pooling helps in refinancing other Group entities as needed (including Crédit Agricole Leasing & Factoring and Crédit Agricole Consumer Finance).

This system for centralising the management of liquidity at Crédit Agricole S.A. serves to control and optimise cash management, especially since it is accompanied by partial interest rate matching.

Consequently, the Group has a high level of financial cohesion, with limited diffusion of financial risks, particularly liquidity risk. However, the Group's various entities are responsible for managing the risk that remains at their level, within the limits assigned to them.

Limits are defined by order of the Chief Executive Officer of Crédit Agricole S.A. in the framework of the Group Risk Management Committee, approved by the Board of Directors of Crédit Agricole S.A., and apply throughout Crédit Agricole S.A. Group:

- subsidiaries that carry asset and liability risks comply with limits set by Crédit Agricole S.A.'s Group Risk Management Committee;
- methods of measuring, analysing and managing assets and liabilities of the Group are defined by Crédit Agricole S.A. Regarding the retail banks' balance sheets in particular, a consistent system of run-off conventions and patterns has been adopted for the Regional Banks, LCL and the foreign subsidiaries;
- Crédit Agricole S.A. consolidates the subsidiaries' measurements of their asset-liability risks. Results of these measures are monitored by Crédit Agricole S.A.'s Treasury and ALM Committee;
- Crédit Agricole S.A.'s Financial Management department and Risk Management and Permanent Controls department take part in meetings of the ALM Committees of the main subsidiaries.

II. Global interest rate risk

1. Objectives

The objective of global interest rate risk management is to stabilise the future profits of Group entities against the impact of any adverse interest rate movements.

Changes in interest rates impact net interest income by creating mismatches in timing or in the type of indexation between assets and sources of funds. Interest rate risk management uses balance sheet or off-balance sheet transactions to limit the resulting volatility in income.

The scope for monitoring the global interest rate risk is made up of entities whose business generates an interest rate risk:

- Regional Banks;
- LCL Group;
- Crédit Agricole S.A.;
- International retail banks, such as Cariparma Group;
- Crédit Agricole Corporate and Investment Bank;
- Crédit Agricole Consumer Finance Group;
- Crédit Agricole Leasing & Factoring Group;

- CACEIS;
- Amundi.

The interest rate risk borne by the Insurance business is monitored using indicators specific to this business line. An assessment of the impact of an instantaneous rate shock on the level of own funds under Solvency II is performed on the Crédit Agricole Assurances scope. This indicator incorporates an alert threshold.

2. Governance

2.1 INTEREST RATE RISK MANAGEMENT - ENTITIES

Each entity manages its exposures under the supervision of its ALM Committee, in accordance with the Group's limits and standards. The limits of Crédit Agricole S.A.'s subsidiaries are reviewed annually and validated by the Group Risk management.

The Financial Management department and the Risk Management and Permanent Controls department are represented on the main subsidiaries' ALM Committees. They ensure harmonisation of methods and practices across the Group and monitor compliance with the limits assigned to each of the subsidiaries' entities.

Each Regional Bank's situation as regards global interest rate risk is reviewed quarterly by the Regional Banks' Risk Management Committee.

2.2 INTEREST RATE RISK MANAGEMENT - GROUP

The Group's exposure to global interest rate risk is monitored by Crédit Agricole S.A.'s Treasury and ALM Committee.

This Committee is chaired by the Chief Executive Officer of Crédit Agricole S.A. and includes several members of the Executive Committee along with representatives of the Risk Management and Permanent Controls department:

- it examines the individual positions of Crédit Agricole S.A. and its main subsidiaries along with consolidated positions at each quarterly closing;
- it examines compliance with limits applicable to Crédit Agricole S.A. Group and to entities authorised to bear global interest rate risk;
- it validates the guidelines for global interest rate risk of Crédit Agricole S.A. proposed by the Financial Management department.

Limits approved by Crédit Agricole S.A.'s Board of Directors govern the Group's exposure to global interest rate risk.

3. Measurement and management system

3.1 MEASUREMENT

The rate risk measurement is mainly based on the calculation of rate gaps or impasses.

This methodology consists of creating future projections of outstandings at known rates and inflation-indexed outstandings according to their contractual features (maturity date, amortisation profile) or by modelling out flows of outstandings where:

- the maturity profile is not known (products with no contractual maturity, such as demand deposits, passbook accounts or capital);
- implicit options sold to customers are incorporated (early loan repayments, home purchase savings, etc.).

These models are usually defined based on a statistical analysis of past customer behaviour coupled with a qualitative analysis (economic and regulatory context, commercial strategy, etc.).

Consistency between the models used by the Group's various entities is ensured by the fact that the models must adhere to the modelling principles approved by the Standards and Methodology Committee. They are approved by the entity's ALM Committee and their relevance is monitored on an annual basis.

The gaps are consolidated quarterly at Group level. When their management requires it, some entities, particularly the major ones, measure their gaps more frequently.

The rules that apply in France to the *Livret A* interest rate, which is a benchmark for part of the deposits collected by the Group's retail banking business (regulated products and others), index a portion of the interest to inflation over a rolling 12-month period. As a result, the Group hedges the risk associated with these balance sheet items using instruments (carried on or off the balance sheet) for which the underlying is an inflation rate.

Option risks are included in the gaps using a delta-equivalent measure. A portion of these risks is hedged using option based of products.

These various measurements have been complemented by the implementation, for the Group's main entities, of the basis risk measurement, which relates to adjustable- and variable-rate transactions for which the rate-setting conditions are not consistent for both assets and liabilities.

This measurement system is applied to all significant currencies (mainly USD, GBP and CHF).

3.2 LIMITATION SYSTEM

The limits set at Group and entity levels put bounds on the extent of the maximum discounted loss over the next 30 years and the maximum annual loss over the next 15 years in the event of a rate shock.

The rules for setting limits are intended to protect the Group's net asset value in accordance with Pillar 2 of the Basel 3 regulations regarding global interest rate risk and to limit the volatility, over time, of interest income by avoiding sizeable concentrations of risk on certain maturities. As well as being validated by the Group's Risks Committee, these limits must be approved by each entity's decision-making body.

Each entity (including Crédit Agricole S.A.) hedges the interest rate risks generated by this method of financial organisation at its own level, by means of financial instruments (on-and-off-balance sheet, firm or optional).

3.3 ASSESSMENT OF INTERNAL CAPITAL REQUIREMENTS

Internal capital requirements with respect to the interest rate risk are measured, taking into account:

- the directional interest rate risk (calculated based on gaps);
- the option rate risk (mainly gamma effect on caps);
- the behavioural risk (such as early fixed-rate loan repayments).

This measurement is performed using a set of internal hypotheses incorporating interest rate curve distortions that are calibrated using a method consistent with that used to assess the other risks measured under Pillar 2.

4. Exposure

The Group's interest rate gaps are broken down by type of risk (nominal rate/real rate) in the various currencies. They measure the surplus or deficit on sources of fixed-rate funds. By convention, a positive (negative) figure represents a downside (upside) risk on interest rates in the year considered. The figure indicates the economic sensitivity to a change in interest rates.

The results of these measures for Crédit Agricole S.A. Group at 31 December 2015 are as follows:

GAPS IN EUROS (AT 31 DECEMBER 2015)

(in billions of euros)	**2016**	**2017-2021**	**2022-2026**	**> 2026**
Gaps in euros	(0.9)	(2.5)	(1.6)	(1.1)

Over the course of 2016, Crédit Agricole S.A. Group is exposed to an increase in the Eurozone interest rate and would lose €9 million in the event of a rate increase of 100 basis points, amounting to a 0.1% drop of 2015 revenues (compared to a €60 million drop, *i.e.* 0.4% of revenues at the 31 December 2014 reporting date).

The cumulative impact over the next 30 years of a 200 basis points rate increase is equivalent to €612 million, amounting to 1% of Crédit Agricole S.A. Group's regulatory capital (**Tier 1** + **Tier 2**) after deduction of equity investments.

OTHER CURRENCY GAPS (AT 31 DECEMBER 2015)

(in billions of euros)	**2016**	**2017-2021**	**2022-2026**	**> 2026**
Other currency gaps[(1)]	4.2	1.5	0.6	0.1

(1) Sum of all gaps in all currencies in absolute values countervalued in billions of euros.

The impact of a negative 100 basis points shock on the gaps in other currencies amounts to -€42 million over 2016, equivalent to 0.2% of 2015 revenues.

The main currencies to which Crédit Agricole S.A. Group is exposed are the USD, PLN, GBP, MAD and EGP.

III. Foreign exchange risk

Foreign exchange risk is treated differently depending on whether the currency position is structural or operational.

1. Structural foreign exchange risk

The Group's structural foreign exchange risk arises from long term investments by the Group in assets denominated in foreign currencies (equity of the foreign operating entities, whether resulting from acquisitions, transfers of funds from the head office, or capitalisation of local earnings), with the Group's reference currency being the euro.

At 31 December 2015, the Group's main structural foreign currency positions, on a gross basis before hedging, are in US dollars and currencies pegged to the dollar (such as the Hong Kong dollar), in pounds sterling, Swiss francs, Polish zlotys, Moroccan dirhams and Japanese yen.

Foreign exchange risks are borne mainly by Crédit Agricole S.A. and its subsidiaries. The Regional Banks retain only a residual risk. Positions are determined on the basis of financial statements.

In most cases, the Group's policy is to borrow in the currency in which the investment is made in order to immunise that asset against foreign exchange risk.

The Group's policy for managing structural foreign exchange positions has two overall objectives:

- first, to immunise the Group's solvency ratio against currency fluctuations. Unhedged structural foreign exchange positons are sized in order to obtain such immunisation;
- second, to hedge the risk of asset impairment due to changes in foreign exchange rates.

Four times a year, the Group's foreign exchange positions are presented to the Treasury and ALM Committee, which is chaired by the Chief Executive Officer. General decisions on how to manage positions are taken during these meetings. In this case, the Group documents net investment hedges in foreign currencies.

2. Operational foreign exchange risk

Operational foreign exchange risk arises from revenues and expenses of all kinds that are denominated in currencies other than the euro (provisions, net income generated by foreign subsidiaries and branches, dividends in foreign currencies, etc.) and from balance sheet imbalances.

Crédit Agricole S.A. manages the positions affected by foreign currency revenues and expenses that appear on its books, as does each entity within the Group that bears significant risk. The Foreign Subsidiaries' Treasury departments manage their operational foreign exchange risk in their local currency.

The Group's general policy is to limit its operational currency positions and not to hedge revenues that have not yet materialised, unless there is a strong probability that losses will materialise and unless the impairment risk is high.

In accordance with the foreign exchange risk monitoring and management procedures, operational currency exposure positions are updated monthly, or daily for foreign exchange trading operations.

In view of the predominance of its savings and retirement activities, Crédit Agricole Assurances Group is more particularly exposed to financial market risk, mainly asset-liability, notably rate risk, equity market risk, forex risk and liquidity risk. Its financial investments also expose it to counterparty risk. Crédit Agricole Assurances Group also faces insurance risks of various natures. Lastly, it is exposed to operational risk linked to non-compliance risk and to legal risk particularly in process execution.

IV. Liquidity and financing risk

Like all credit institutions, the Group is exposed to liquidity risk, *i.e.* the risk of not having sufficient funds to honour its commitments. This risk could materialise if, for instance, there were a general crisis of confidence among investors in the money and bond markets or massive withdrawals of customer deposits.

1. Objectives and policy

The Group's primary objective in managing liquidity is to ensure that it has sufficient resources to meet its requirements in the event of any type of severe, prolonged liquidity crisis.

To manage this, the Group uses an internal liquidity risk management and control system whose objectives are:

- to maintain liquidity reserves;
- to match these reserves with future liabilities coming due;
- to organise its refinancing to achieve an appropriate short and long term refinancing timeframe and diversify sources of refinancing;
- to ensure a balanced development between customer loans and deposits.

The system includes indicators, limits and alert thresholds. These are calculated and monitored for all Group entities and consolidated to allow monitoring of liquidity risk across the whole Crédit Agricole Group scope.

It also incorporates compliance with regulatory liquidity constraints. The LCR, which is calculated on a company or sub-consolidated basis for the Group entities concerned and on a consolidated basis for the Group, is disclosed in a monthly **report** to the ACPR as from the first quarter 2014.

2. Methodology and governance of the internal liquidity risk management and control system

Crédit Agricole Group's liquidity risk management and control system is built around indicators defined in a standard and divided into four separate groups:

- short term indicators derived largely from simulations of crisis scenarios. The purpose of these is to schedule maturities and volumes of short term refinancings as a function of liquidity reserves, cash flow from commercial business and repayment of long term borrowings;
- long term indicators used to assess and schedule maturities of long term debt: limits on maturity concentrations, allowing the Group to anticipate its refinancing needs and avoid any risk of difficulties with refinancing on the markets;
- diversification indicators, which allow the Group to monitor and manage concentrations of sources of market refinancing (by refinancing channel, type of debt, currency, geographical region, investor);
- cost indicators used to measure the short term and long term trends in the Group's issue spreads and their impact on the cost of liquidity.

It is the responsibility of the Standards and Methodology Committee, after taking advice from Group Risk Management and Permanent Controls, to validate the definition of and any changes to these indicators proposed by Crédit Agricole S.A.'s Group Finance department.

The Crédit Agricole S.A. Board of Directors approves the general policy for Group liquidity risk management and sets limits for key indicators in light of the Group's liquidity risk tolerance. The Group Risk Management Committee, which proposes these limits to the Board, determines how they are translated to each of the Group's constituent entities.

Accordingly, each subsidiary of Crédit Agricole S.A. and each Regional Bank is notified of the limits for the indicators controlled at Group level. In addition to this translation of the Group system, the asset-liabilities committees (or their equivalent) of these entities define a specific set of limits for the risks relating to their own business. They are also free to decide locally to apply a stricter control than that required by the Group.

A review of the system was conducted in 2014 and formally validated at the Board of Directors Meeting in December 2014. It includes:

- an extension of the minimum resilience horizon for crisis scenarios (these include stresses on market refinancing and deposit flight scenarios as well as the contractual impact of a downgrade of Crédit Agricole S.A. Group's credit ratings);
- control of the ratio of encumbered assets to customer loans;
- minimum threshold for long-term sources of funds *vs* structural assets from commercial business (See cash balance sheet below).

3. Management of liquidity

Crédit Agricole S.A. controls the management of liquidity risk. The Finance department is responsible, in respect of short term refinancing, for:

- setting spreads on short term funds raised under the various programmes (mainly negotiable CDs);
- centralising assets eligible for refinancing by the Central banks of Group entities and specifying the terms and conditions of use in the framework of tenders;
- monitoring and forecasting cash positions.

And in respect of long term refinancing, for:

- assessing needs for long term funds;
- planning refinancing programmes to meet these needs;
- executing and monitoring these programmes over the course of the year;
- reallocating the funds raised to Group entities;
- setting prices for liquidity in intragroup flows.

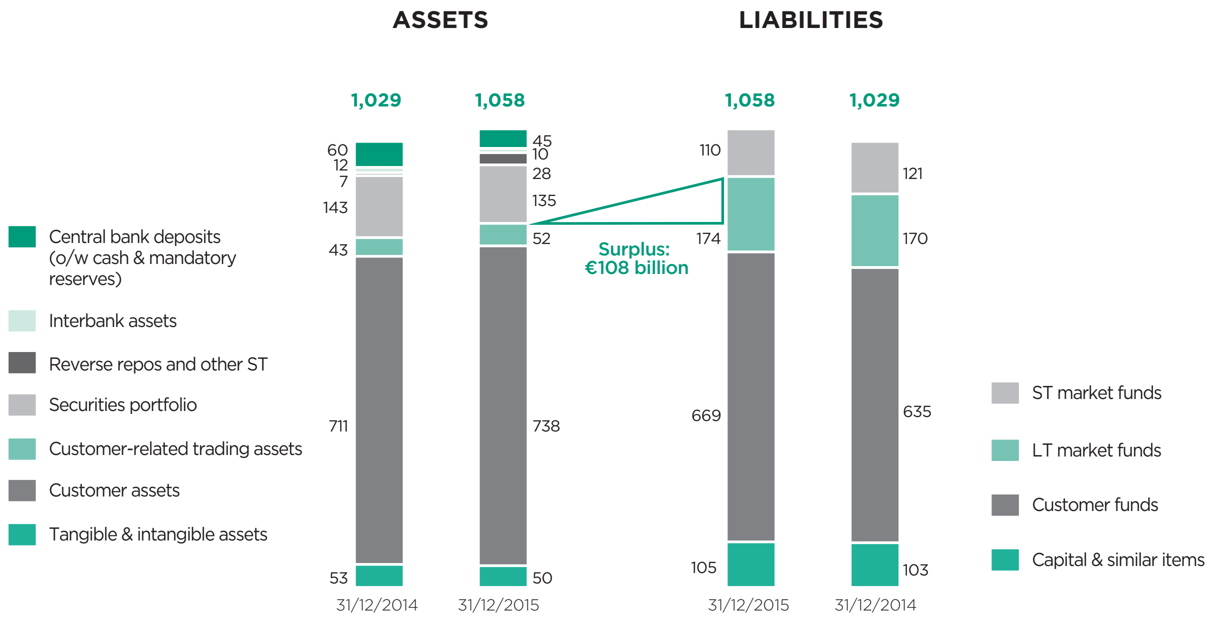
Long term refinancing programmes comprise various instruments *(see below)*. The body in charge of these tasks at an operational level is the Group's Treasury and Liquidity Committee, which reviews all matters relating to liquidity issues ranging from intraday to medium/long term. It proposes policy directions for the Group's Asset-Liability Management and Capital Liquidity Committee.

The Asset-Liability Management and Capital Liquidity Committee, chaired by the Chief Executive Officer of Crédit Agricole S.A. (who is also informed of the Group's liquidity positions), is responsible for all key decisions concerning the management of funding programmes, the launch of new programmes, the validation of funding budgets, and management of the balance between loans and deposits.

If funding markets tighten, a Committee is set up by the Executive Management, the Group Risk Management and Permanent Controls department and the Group Finance department in order to keep a close watch on the Group's liquidity situation.

4. Quantitative information

4.1 CASH BALANCE SHEET AT 31 DECEMBER 2015



In order to provide simple, pertinent and auditable information on the Group's liquidity position, the cash balance sheet long term sources surplus is calculated quarterly.

This cash balance sheet is derived from Crédit Agricole Group's IFRS financial statements. It is based on the definition of a comparison table between the Group's IFRS financial statements and the sections of the cash balance sheet as they appear below, the definition of which corresponds to that commonly accepted in the market.

It relates only to the banking sector, insurance business being managed by specific regulatory constraints.

Following this distribution of the IFRS financial statements in the sections of the cash balance sheet, netting was carried out on the assets and liabilities that have a symmetrical impact in terms of liquidity risk. The amount of €82 billion in repos/reverse repos was thus eliminated insofar as these outstandings reflect the activity of the securities desk in carrying out securities lending operations that offset each other.

In a final stage, other restatements reassign any amounts that accounting standards would allocate to one section when they are economically dependent on another. Senior issues placed through the banking networks, which accounting standards would class as "LT market funds", are thus reclassified as "Customer deposits".

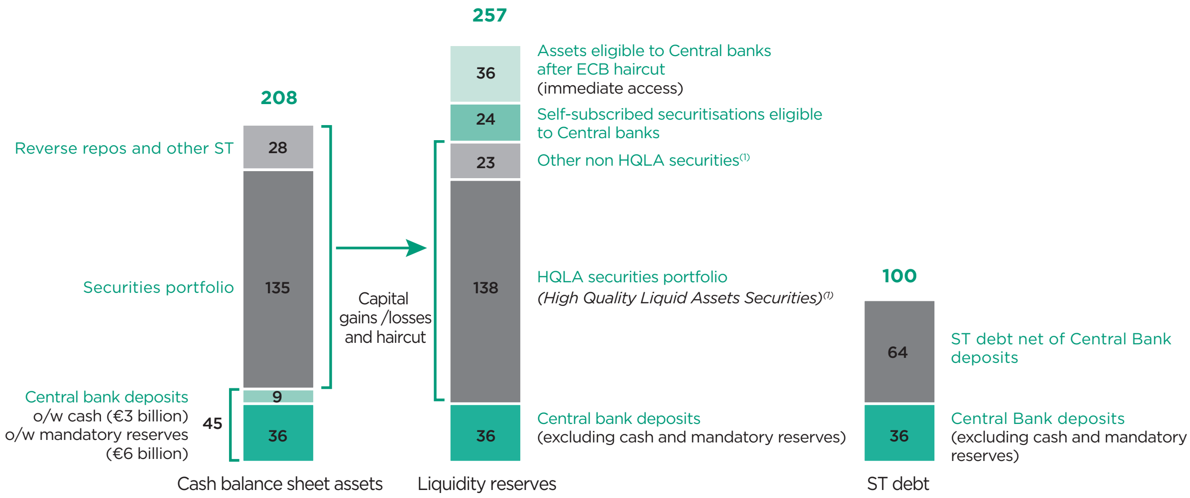
Long term market funds increased by €4 billion during the financial year. These changes form part of the Group's policy to secure its liquidity risk. Note that for Central bank refinancing operations, funds raised under the T-LTRO (targeted longer term refinancing operation) are classed as long-term market funds. The extension of the eligibility of additional collateral for the European Central Bank's (ECB) refinancing operations until after the T-LTRO matures (September 2018) makes it equivalent to long term secured refinancing, identical in liquidity risk terms to a secured issue.

The €108 billion surplus known as the stable resources position enables the Group to cover the LCR deficit generated by the durable assets and stable liabilities (customer assets, fixed assets, LT resources and capital).

The increase in customer assets has been more than offset by that of the resources of the same type and has resulted in a €7 billion reduction in the need to refinance on the markets for the period.

4.2 CHANGE IN CRÉDIT AGRICOLE GROUP'S LIQUIDITY RESERVES

Liquidity reserves after haircuts increased by €11 billion in 2015 to €257 billion. They cover 257% of short term debt at end-2015, compared to 203% a year earlier. In addition, HQLA (high quality liquid asset) securities amounting to €138 billion, after haircuts, make up 216% of short term debt not replaced with Central Banks.



(1) *Available liquid market securities after haircut.*

Available liquidity reserves at end-2015 comprised:

- €36 billion in loans and receivables eligible for Central bank refinancing operations after the ECB haircut;
- €24 billion of securitisation shares held by the bank and eligible for Central bank refinancing operations, after haircut;
- €36 billion in Central bank deposits (excluding cash and mandatory reserves);
- a €161 billion securities portfolio, after haircuts. At 31 December 2015, this portfolio consisted of market liquid HQLA securities eligible for Central bank refinancing totalling €138 billion and other market liquid assets amounting to €23 billion after liquidity discount.

Liquidity reserves in 2015 averaged €262 billion.

The allocation of limits arising from Crédit Agricole Group's liquidity risk management and control system to each Crédit Agricole S.A. subsidiary and Regional Bank ensures that local liquidity risks are matched by adequate coverage from reserves.

4.3 REGULATORY RATIOS

Since March 2014, Eurozone banks have been obliged to report to their supervisory authorities their Liquidity Coverage Ratio (LCR), as defined by the EBA (European Banking Authority). The aim of the LCR is to boost the short-term resilience of banks' liquidity risk profile by ensuring that they have sufficient unencumbered high quality liquid assets (HQLA) that can be converted into cash easily and immediately, on private markets, assuming a liquidity crisis lasting 30 calendar days. Since 1 October 2015, this ratio is limited for credit institutions to a minimum threshold which was 60% at end-2015 and which has been brought to 70% on 1 January 2016.

Crédit Agricole Group, like most European banking groups, already manages its LCR with a target of more than 100%. It exceeded 110% at 31 December 2015. Crédit Agricole S.A.'s LCR ratio also exceeded 110% at 31 December 2015.

Unlike the LCR, which is a ratio of flows, the NSFR (Net Stable Funding Ratio) is a ratio that compares the stock of assets with an effective or potential maturity of longer than one year to liabilities with similar effective or potential maturity. The definition of the NSFR assigns each balance sheet item a weighting based on its potential to mature in longer than one year. A number of these weightings are still under discussion and European regulations have not yet fully defined the ratio. A regulatory framework will be issued in 2018.

To the best of our understanding, Crédit Agricole Group would currently meet NSFR requirements under existing regulations.

5. Funding strategy and conditions in 2015

Funding conditions were good in first quarter 2015 due to massive buying programmes of public sector securities by the ECB for Quantitative easing purposes.

During the second quarter, political uncertainty due to the situation in Greece led to a widening in credit spreads in illiquid markets. Issuance volumes remained very low over the summer before taking off again in September, albeit with larger credit spreads than was the norm in early 2015.

The Group continues its prudent MLT funding policy.

At 31 December 2015, the main Crédit Agricole Group issuers had raised €33.6 billion of senior and Tier 2 debt in the market and the branch networks for 2015.

Crédit Agricole S.A. itself raised the equivalent of €7.8 billion in senior debt on the markets with an average maturity of 6.8 years:

- €4.8 billion of this unsecured senior debt (EMTN, USMTN, Samurai) with an average maturity of 6.2 years;
- in addition to this unsecured senior debt, debt issues guaranteed by receivables collateralised by Crédit Agricole Home Loan SFH represented €3 billion with an average maturity of 7.8 years.

In 2015, to anticipate future resolution requirements, Crédit Agricole S.A. issued €3.8 billion in Tier 2, with a March 2015 a dual-tranche EUR and USD issue for €2 billion and €1.5 billion, a triple Samurai tranche of JPY 39.9 billion in June 2015, and a September 2015 issue of CHF 120 million. These bonds, in compliance with the new European CRD 4/CRR regulation, are included in the calculation of Tier 2 regulatory capital for Crédit Agricole Group and Crédit Agricole S.A. and qualify for inclusion in the TLAC ratio.

In total, Crédit Agricole S.A. has raised the equivalent of €11.6 billion on the markets, in excess of its refinancing programme initially set at €10 billion (senior and subordinated).

In terms of currencies, these issues remain well-diversified: the euro represents 54.5% of the issues, the US dollar for 2015, 25.6%, the yen 10.6%, the Swiss franc 8%, the AUD dollar 1.2% and the pound sterling 0.1%.

The Group also pursued its strategy of strengthening and developing access to diversified medium-to long-term resources, particularly through the use of its local networks and specialist subsidiaries, with €17.6 billion of senior debt raised in 2015, in addition to the resources raised by Crédit Agricole S.A.

In terms of senior debt:

- the issue of Crédit Agricole S.A. bonds in the Regional Banks network, as well as borrowing from supranational organisations (CDC, EIB, BDCE, etc.) represented €2 billion at 31 December 2015 and had an average maturity of 13.1 years;
- Crédit Agricole CIB issued €6.1 billion at 31 December 2015, mainly in structured private placements with its international targets;
- Crédit Agricole Consumer Finance had raised €5.5 billion at 31 December 2015, thereby strengthening its presence on the European ABS markets, in accordance with its self-funding objectives;
- EFL had raised €0.6 billion at 31 December 2015;
- the issues carried out by Cariparma in its network amounted to €2.4 billion at 31 December 2015;
- Cariparma also placed a €1 billion, 7.7 years inaugural covered bond issue in the market based on Italian home loans.

Finally, a first securitisation was completed in the form of the outright disposal of French home loans for €10 billion, entirely self-underwritten for reserves purposes.

Subordinated debt within the Group was actively managed.

- In January 2015, Crédit Agricole Assurances issued €1 billion in Tier 2 undated subordinated debt (grandfathered in Tier 1);
- Crédit Agricole S.A. replaced Tier 2 issues placed in the Regional Bank's network with €3.4 million in new securities issued during 2015. The CA Preferred Funding Trust I and III transactions were repaid with US$1.5 billion and €550 million respectively, as well as €329 million in innovative deeply subordinated debt.

V. Hedging policy

Within Crédit Agricole S.A. Group, derivative instruments are used for three main purposes:

- to meet demand from Group customers;
- to manage the Group's financial risks;
- to take positions for the Group's own account as part of specific trading activities.

Derivatives not held for hedging purposes (as defined by IAS 39) are recognised in the trading portfolio. Accordingly, these derivatives are monitored for market risk as well as counterparty risk, where applicable. Certain derivative instruments may be held for the economic hedging of financial risks, but without meeting the IAS 39 criteria (prohibition on equity hedging, etc.). For this reason, they are likewise recognised in the trading book.

In all cases, the intent of the hedge is documented at the outset and verified quarterly by appropriate tests (forward-looking and backward-looking).

Each Group entity manages its financial risks within limits set by the Group Risk Management Committee chaired by the Chief Executive Officer of Crédit Agricole S.A.

The tables in Note 3.4 to the consolidated financial statements give the market values and notional amounts of hedging derivative instruments.

1. Fair value hedges and cash flow hedges

Global interest rate risk management aims to reconcile two approaches:

- protection of the Group's net asset value, which requires matching balance sheet and off-balance sheet items that are sensitive to interest rate variations (*i.e.* fixed rate items, for the sake of simplicity) against instruments that are also fixed-rate, so as to neutralise the variations in fair value that occur when interest rates change. If the matching is done by means of derivative instruments (mainly fixed rate swaps, inflation swaps and market caps), the derivatives are classified as **fair value hedges** if the instruments (micro FVHs) or groups of instruments (macro FVHs) identified as the hedged items (fixed rate assets and inflation: loans and receivables due to customers; fixed rate liabilities and inflation: demand deposits and savings deposits) are eligible under IAS 39 (otherwise, as indicated previously, these derivatives are recognised in the trading book, even though economically they hedge against risk).

  To check hedging suitability, hedging instruments and hedged items are grouped by maturity using contract characteristics or, for certain balance sheet line items (particularly deposits), using assumptions based on the financial characteristics of the products and historical behaviour. The comparison between the two maturity schedules (hedges and hedged items) means that hedging can be documented in a forwardlooking manner for each maturity;
- protection of the interest margin, which requires neutralising variations in future cash flows associated with instruments or related balance sheet items that are affected by interest rate

resets on the instruments, either because they are indexed to interest rate indices that fluctuate or because they will be refinanced at market rates at some point in the future. If this neutralisation is effected using derivative instruments (mainly interest rate swaps), the derivative instruments are classified as **cash flow hedge (CFH) instruments**. This neutralisation can also be carried out for balance sheet items or instruments that are identified individually (micro CFHs) or portfolios of line items or instruments (macro CFHs).

The table below shows the amount of cash flows covered by cash flow hedges, broken down by projected maturity date, for the main relevant subsidiaries:

(in millions of euros)	At 31/12/2015			
Remaining time to maturity	< 1 year	1 year to 5 years	≥ 5 years	Total
Hedged cash flows	243	1,371	92	1,706

2. Net investment hedges in foreign currencies

A third category of hedging is protection of the Group's net asset value against fluctuations in exchange rates and resulting changes in the value of assets or liabilities held in currencies other than the Group's reference currency, which is the euro. The instruments used to manage this risk are classified in the net investment (hedge category).

RISKS IN THE INSURANCE SECTOR

In view of the predominance of its savings and retirement activities, Crédit Agricole Assurances Group is more particularly exposed to financial market risk, mainly asset-liability, notably rate risk, equity market risk, forex risk and liquidity risk. Its financial investments also expose it to counterparty risk. The Group also faces a diverse range of insurance risks. Lastly, it is exposed to operational risk, particularly in process execution.

I. Governance and organisation of risk management in Crédit Agricole Assurances Group

The risk governance system in Crédit Agricole Assurances (CAA) Group is based on the following principles:

- it falls within the remit of the "Risk management and Control" functions in Crédit Agricole S.A. Group. These functions may be organised hierarchically, as in the Risks and Permanent Controls function, which is responsible for steering (supervision and prevention) and second-degree control, and in the Internal Audit function, in charge of periodic controls, or as a Group function (Compliance). In accordance with regulatory insurance requirements, the system also includes the Group's actuarial function;
- it is headed up by the Crédit Agricole Assurances holding company, which is responsible for the Group's risk management systems supervises based on reporting by subsidiaries, and ensures that subsidiary risk management systems are compliant with standards and Group principles. The holding company draws on the expertise available in the Crédit Agricole Assurances Group to ensure a consistent and overall Group approach covering all risks;
- It is based on the principle of subsidiarity. Each Crédit Agricole Assurances Group entity is responsible for defining and implementing its solo risk management policy, in accordance with Crédit Agricole S.A. principles and rules, the principles and rules for the management of Crédit Agricole Assurances Group, and local regulations for international subsidiaries.

Risk governance falls:

- within the remit of the governing bodies, in particular Executive Management and the Board of Directors, who hold ultimate responsibility for Crédit Agricole Assurances Group's compliance with all applicable statutory and regulatory provisions;
- and on the Crédit Agricole Assurances Executive Committee, which is the primary strategic body of the Group's Executive Management. It is supported by the individual entities' Management Committees and the Group strategy committees (in particular, the Finance Committee, Internal Control Committee, Risks and Permanent Controls Committee and the ALTM Committee);
- four key functions: Risk, Compliance, the Actuarial function and Internal audit. Each function is assigned a representative appointed by the Chief Executive Officer and confirmed by the Board of Directors (subject to approval by the appropriate national supervisory authority). Coordination is ensured by the Risk and Internal Control Committee of Crédit Agricole Assurances Group. The heads of the key functions have direct access to the Board of Directors, to whom they present the results of their work at least once a year;
- an internal control system, defined as the framework designed to manage and control all types of operations and risks and to ensure that all transactions are carried out in a manner that is proper (in compliance with regulations), secure and effective. Crédit Agricole Assurances asks its Board of Directors to validate its risk policies;
- the internal process for evaluating Crédit Agricole Assurances Group's solvency and risks (preparatory Organisational Readiness Self-Assessment (ORSA) exercises were conducted in 2014 and 2015). Prospective assessments, completed within the Medium Term Plan, make it possible to analyse the consequences of adverse situations on the Group's management indicators and to take the necessary action, if necessary.

1. Organisation of risk management

Crédit Agricole Assurances Group's risk management system is managed by the Risk Management and Permanent Controls Officer (RCPR) of Crédit Agricole Assurances Group, the representative of the Risk Management department for Crédit Agricole Assurances Group, who reports operationally to the Crédit Agricole Assurances Chief Executive Officer and hierarchically to the Risk Management Director of Crédit Agricole S.A. He relies on the RCPRs of the entities who report to him within the hierarchy. The Insurance Risk function is structured along the lines of a matrix integrating entity level organisations with Group approaches by type of risk.

The hierarchical reporting line guarantees independence, with a "second pair of eyes" role (to issue a recommendation) to back the operating functions, which manage risks day-to-day, make decisions and exercise first-level controls to ensure their processes are performed properly.

2. Risk management system

AT THE CRÉDIT AGRICOLE ASSURANCES GROUP LEVEL

In order to achieve its strategic orientations while managing and mitigating its risks appropriately, Crédit Agricole Assurances Group established a risk tolerance framework for 2016. This framework is based on the three concepts of solvency, results and value that constitute the core of the Risk Management strategy. It consists of key indicators for each risk category.

The Risk management strategy implemented by Crédit Agricole Assurances Group is based on the overall risk management framework and the limits and alert thresholds for the range of different risks it is exposed to through the implementation of its business strategy.

It is reviewed and validated at least annually, along with the risk tolerance framework, by the Crédit Agricole Assurances Board of Directors, following a review by the Crédit Agricole S.A. Group Risk Management Committee (a sub-committee of Crédit Agricole S.A.'s Executive Committee, chaired by its Chief Executive Officer) of the indicators and major limits. Crédit Agricole Assurances' Executive Management or even Crédit Agricole S.A. Group's Risk Management department, depending on the scope of their authority, are notified of any breaches of alert thresholds or limits and resulting corrective measures.

The quarterly Group risk report, supplemented by a monthly report for financial risks, is updated based on standardised risk management indicators, and is used to monitor Crédit Agricole Assurances Group's exposure profile and to identify potential deviations.

The Crédit Agricole Assurances holding company has established the bodies needed to manage risk at the Group level in a consistent manner: semi-monthly Risk Monitoring Committee, monthly Financial Risk Committee, reviews of portfolios by asset type; a monthly presentation of current risk issues to the Executive Committee.

Moreover, Crédit Agricole Assurances has set up a Group-wide Methodology Committee, steered by the Group Risk function. The role of the Methodology Committee is to approve the methodologies underpinning the models and indicators used to address major risks for Crédit Agricole Assurances Group or presenting cross-sector challenges for Crédit Agricole Assurances Group.

Finally, in its supervisory role, the Risk Management and Permanent Controls department of Crédit Agricole S.A. periodically organises a review of the risk management and control framework, attended by the Crédit Agricole Assurances Chief Executive Officer, Group RCPRs and the main entity RCPRs, to examine current risk issues and developments for the insurance business.

AT ENTITY LEVEL

In accordance with the Group framework, companies define their own processes and systems to measure, supervise and manage risks: risk mapping, process mapping, risk strategy setting out, according to their risk appetite, the Crédit Agricole Assurances Group global limits in accordance with a process coordinated by the holding, and supplemented, as needed, by limits to address their specific risks.

The entities also draw up formal policies and procedures providing a strict framework for risk management (including the rules for accepting risk when insurance policies are taken out, provisioning and hedging of technical risks by reinsurance, claims management, etc.).

For its international subsidiaries, Crédit Agricole Assurances has drawn up a set of standards to be adopted by each entity, which set out the scope and rules for decentralised decision-making and specify the rules to follow during the decision-making process.

Operational risk management is supervised in each entity by committees that meet periodically (investment, ALM, technical, reinsurance and others) in order to monitor developments in the risk position, based on reporting by business lines, present analyses to support the risk management process, and, if necessary, draw up proposals for action. Significant incidents lead to alerts being triggered if limits are breached and are notified either to the Crédit Agricole S.A. Group Risk Management department (Crédit Agricole Assurances Group limits), to Crédit Agricole Assurances Executive Management, or to the entity's management. Corrective measures are implemented in response.

The risk management system is examined during meetings of the Risk Management and Internal Control Committees of each subsidiary, in light of the permanent control reports, the analysis of their risk reports and the conclusions of periodic controls.

II. Market risk

In view of the predominance of savings activities in the French and international (Italy mainly) life insurance subsidiaries, Crédit Agricole Assurances Group is particularly affected by market risks owing to the very large volume of financial assets held to cover policyholder liabilities.

Crédit Agricole Assurances Group is exposed to several types of market risk:

- interest rate risk;
- equity risk;
- foreign exchange risk;
- counterparty risk, both from the point of view of default (bond portfolio issuers, OTC transaction counterparties) and movements in the issuer spread. This risk is fully described in a specific section.

In particular, these risks have an impact on the valuation of portfolio assets and their long term yield, and must be managed closely with matching liabilities and, particularly in Life Insurance, with guarantees granted to policyholders (minimum guaranteed rate, floor guarantee, etc.).

Liquidity risk is monitored specifically.

Hence, the financial policy of Crédit Agricole Assurances Group combines supervision of ALM, based on "risk/yield" analyses and stress scenarios, to identify the characteristics of the amounts to invest, the requirements and objectives over short/medium and long term horizons, and a market analysis, supported by economic scenarios, to identify opportunities and limitations in terms of the environment and the market. The aim of ALM supervision is to reconcile the objectives of conserving ALM balances, delivering shareholder value, and seeking yield for policyholders.

The Investment department in the Crédit Agricole Assurances holding company contributes to elaborating and monitoring implementation of the investment policies of Crédit Agricole Assurances Group and of the subsidiaries (taking into account individual ALM requirements and financial objectives), which are submitted to their respective Boards for approval. It is responsible for oversight of the investment management services provided by Amundi (management mandates granted by the companies). Moreover, it makes investments directly (without a mandate) on behalf of Crédit Agricole Assurances Group companies (in real estate in particular), as part of the policy of diversification.

1. Interest rate risk

TYPE OF EXPOSURE AND RISK MANAGEMENT

Interest rate risk is the risk of a change in the value of the bond portfolio due to upward or downward movements in interest rates.

Crédit Agricole Assurances Group's bond portfolio, excluding unit-linked policies, amounted to €222 billion at 31 December 2015, up from €204 billion at the end of 2014.

Interest rate risk in life insurance companies is intrinsically linked to interactions between assets (financial management) and liabilities (policyholder behaviour). Management of this risk requires global approach combining financial strategy, the constitution of reserves and sales and income policies. Crédit Agricole Assurances' framework for managing interest rate risk sets out the limits on risks and the related governance (ALM Committee, presentation of stress scenarios to the Board of Directors, etc.).

A long term fall in interest rates adversely affects the yield on investments, with a potential impact on the Company's results, if the bond portfolio's current yield is not sufficient to meet guaranteed returns and to generate margins on the policy. Risks related to the minimum guaranteed returns in France are handled at regulatory level by means of prudential provisions.

Crédit Agricole Assurances has a range of levers to tackle the risk of falling rates:

- moderation of minimum guaranteed returns: Crédit Agricole Assurances Group ceased issuing policies that feature a minimum guaranteed return superior to zero (since 2000 for the main French life insurance company), so that the average minimum guaranteed return has consistently reduced;
- Hedging using bond assets and swaps/swaptions to manage reinvestment risk;
- Prudent diversification of investment assets.

The risk arising from an increase in interest rates is primarily associated with policyholder behaviour: a gap between the return rate that can be delivered by the insurer (related to bond yields) and the rate expected by policyholders in a high-rate environment, or the rate achieved by other savings vehicles, could result in a wave of early redemptions by policyholders. If the insurer were forced to dispose of assets, notably bonds, with unrealised losses (which would generate losses for the insurer), the yield on the portfolio would be reduced, with the risk of triggering new waves of policy redemptions.

Likewise, Crédit Agricole Assurances implements measures to manage the risk of a rise in rates:

- adjustment of duration according to projected outflows of liabilities;
- retention of liquidities or liquid investments with a low risk of loss;
- dynamic management of the investment portfolio and setting aside reserves to provide the capacity to increase the return (capitalisation reserve, and profit-sharing reserves);
- caps against a rise in rates: this strategy is designed to offset the lower return delivered by the bond portfolio by additional financial returns generated by these hedging instruments (more than one quarter of the main life insurance company's bond portfolio is hedged);
- building customer loyalty to limit early redemptions.

ANALYSIS OF SENSITIVITY TO INTEREST RATE RISK

Technical liabilities

The Crédit Agricole Assurances Group's technical liabilities are largely insensitive to rate risks for the following reasons:

- savings provisions (over 90% of technical provisions, excluding unit-linked policies): these are based on the pricing rate which is unchanging over time for any particular policy. As a result, a change in interest rates will have no impact on the value of these commitments;
- property and casualty reserves: these technical reserves are not discounted to present value and changes in interest rate therefore have no impact on the value of these commitments;
- mathematical reserves for benefits (personal injury, disability): the discount rate used in calculating these reserves is based on the interest rate in force at the calculation date. Therefore, the size of these commitments varies with interest rates. However, given the small amount of these technical commitments, they represent no significant risk for Crédit Agricole Assurances Group.

Financial investments

The sensitivity to rate risk of Crédit Agricole Assurances Group's fixed income portfolio, assuming a 100 basis point rise or fall in interest rates, is as follows (net of the impact on deferred policyholder surplus and tax):

	31/12/2015		31/12/2014	
(in millions of euros)	Impact on net income	Impact on equity	Impact on net income	Impact on equity
100 bp rise in risk-free rates	(62)	(1,221)	(123)	(957)
100 bp decline in risk-free rates	98	1,206	102	958

The impacts presented above take the following elements into account:

- the profit-sharing rate for the entity holding the financial investments;
- the current tax rate in force.

Impacts on securities held as available-for-sale financial assets are recognised in equity. Impacts on securities held for trading are recognised in profit or loss.

Financing debts

Borrowings arranged by Crédit Agricole Assurances mainly pay fixed rates. Interest is therefore largely insensitive to rate changes.

2. Equity and other diversification assets risk

TYPE OF EXPOSURE AND RISK MANAGEMENT

Exposure to the equity markets and other so-called diversification assets (private equity and listed or unlisted infrastructures, real estate and alternative management) is intended to capture yield in these markets (notably with a low correlation between real estate and other asset classes), which gives rise to a risk of volatility in terms of valuation and, therefore, of accounting provisioning that may have an impact on the return provided to policyholders (provision for lasting impairment, provision for liquidity risk). To limit this effect, particularly for the life insurance portfolios, allocations are analysed to determine a ceiling for the share of these diversification assets and a maximum volatility level.

Equities and other diversification assets are held directly or *via* dedicated Crédit Agricole Assurances Group UCITS to provide regional diversification, in accordance with the relevant risk policies. Exposure to these assets is managed by a series of limits (by asset class and overall for the diversification) and concentration rules.

The main asset classes that make up the total portfolio are presented in Note 6.4 of the consolidated financial statements.

ANALYSIS OF SENSITIVITY TO EQUITY RISK

Crédit Agricole Assurances Group's sensitivity to equity risk, assuming a 10% rise or decline in equity markets, is as follows (impacts are shown net of deferred policyholder surplus and tax):

	31/12/2015		31/12/2014	
(in millions of euros)	Impact on net income	Impact on equity	Impact on net income	Impact on equity
10% rise in equity markets	33	124	77	148
10% decline in equity markets	(38)	(124)	83	(148)

The impacts presented above take the following elements into account:

- the profit-sharing rate for the entity holding the financial investments;
- the current tax rate in force.

The impacts presented above take the following elements into account These sensitivity measurements include the impact of changes in the benchmark equity index on assets measured at fair value, reserves for guaranteed minimum return and reserves for the right to withdraw from unit-linked policies as well as any additional impairment provisions required by a decline in equity markets.

Changes to the fair value of available-for-sale financial assets are recognised in reserves for unrealised gains or losses, all other items are recognised in profit or loss.

3. Foreign exchange risk

Crédit Agricole Assurances Group's sensitivity to foreign exchange risk, determined using the assumption of a 10% rise or decline of each currency in relation to the euro (impacts are shown net of deferred policyholder surplus and tax):

	31/12/2015		31/12/2014	
(in millions of euros)	Impact on net income	Impact on equity	Impact on net income	Impact on equity
Exchange rate sensitivity on financial instruments: +10% for each currency in relation to the euro	(14)	15	(15)	18
Exchange rate sensitivity on financial instruments: -10% for each currency in relation to the euro	11	(12)	12	(15)

Crédit Agricole Assurances's exposure to foreign exchange risk falls into two categories:

- limited structural exposure: in yen for the CA Life Japan subsidiary, with a hedge ratio of 96% (net exposure is very limited at JPY 265 million at end-2015, the equivalent of €2 million) and PLN for the CA Insurance Poland subsidiary, with a hedge ratio of 97.5% (net exposure of PLN 0.7 million, the equivalent of €0.2 million);
- operational foreign exchange exposure arises from a mismatch between the asset's currency and that of its liabilities: Crédit Agricole Assurances Group's global portfolio, representing commitments in euro, is primarily invested in euro-denominated financial instruments. However, to achieve the aim of optimising risk/return, the Group seeks to profit from projected gaps in growth between major regions, using dedicated funds. The general strategy is not to hedge

exposure to the currencies of emerging economies, regardless of the asset class, and, in contrast, to hedge exposure to the currencies of mature countries through forward sales, with the option of limited tactical exposure to a currency. Crédit Agricole Assurances Group's overall foreign exchange exposure is bound by a maximum market value limit relative to the total portfolio, and a sub-limit for emerging currencies. At the end of 2015, actual exposure was not material (less than 0.3% of the total portfolio), and was mainly on emerging currencies.

4. Liquidity risk

TYPE OF EXPOSURE AND RISK MANAGEMENT

To be in a position to cover liabilities when due, the companies use a combination of approaches.

On the one hand, liquidity is an investment selection criterion (majority of securities listed on regulated markets, limits on assets in markets that lack depth, such as private equity, unrated bonds, and alternative management, etc.).

On the other hand, systems for managing liquidity are consistent across Crédit Agricole Assurances Group, and are defined by the companies as part of their ALM policy:

- for Life insurance companies, in order to ensure a match between the maturities of assets and those of liabilities under normal and stressed conditions (wave of redemptions/deaths), the objective is to ensure liquidity in the long term (monitoring and limiting of annual cash run-off gaps), medium term (so-called "reactivity" ratio), and, in case of uncertainty regarding net inflows, short term (one-week and one-month liquidity, with daily monitoring of redemptions). In exceptional circumstances where markets are unavailable, the Group plans temporary liquidity management approaches (repos with collateral in cash or ECB eligible assets);
- for Non-life insurance companies, liquidities or assets that have low reactivity are retained, and the share is calculated to respond to a shock to liabilities.

The "reactivity" ratio measures the ability to mobilise current assets of less than two years or variable-rate assets by limiting the impacts in terms of capital loss; it is measured and compared against a threshold set by each life insurance company.

In the current environment marked by sustained inflows, there is no need to activate the short-term supervision system.

PROFILE OF FINANCIAL INVESTMENT PORTFOLIO MATURITIES

Note 6.7 to the consolidated financial statements contains the bond portfolio maturity schedule (excluding unit-linked contracts).

BREAKDOWN FINANCIAL LIABILITIES BY CONTRACTUAL MATURITY

Note 6.24 to the consolidated financial statements provides information on the estimated schedule for Crédit Agricole Assurances insurance liabilities (excluding unit-linked contracts for which risk is borne by the insured parties).

FUNDING

As a holding company, Crédit Agricole Assurances is responsible for subsidiary refinancing enabling them to meet their solvency requirements and operational cash needs. It is refinanced through its shareholder CA S.A., and, since 2014, through issuing subordinated debt directly in the market.

The structure of these financing debts and their breakdown by maturity is shown in Note 6.20 of the consolidated financial statements.

III. Counterparty risk

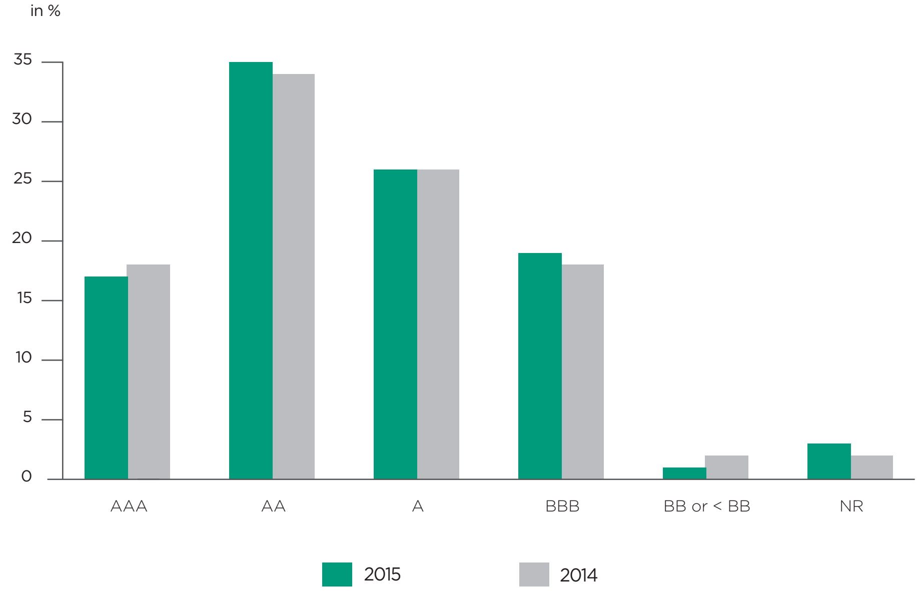
This section deals only with counterparty risk on financial instruments. Exposure to counterparty risk on reinsurers' receivables is covered in the section on "insurance risk".

Amundi's risk management teams perform the analysis of counterparty risk for issuers and for OTC market transactions (derivatives) under the mandates granted to them by the insurance companies.

Counterparty risk is contained overall for Crédit Agricole Assurances Group and at portfolio level for each entity in CAA Group, on the basis of limits in terms of ratings, issuer and sector concentration.

Hence, aggregate limits are defined to manage the breakdown of issues between rating classes. The rating used is the Solvency II rating corresponding to the second best of the three S&P, Moody's and Fitch ratings. The share of "high-yield" issues held directly (including after a rating downgrade that does not affect repayment capacity), or indirectly *via* specialist funds, is subject to strict limits. BB is the minimum rating authorised. In the context of the shift in focus since mid-May 2012 from fixed income to corporate bonds, subject to a maximum exposure limit for the sector, the investment universe was expanded to issuers not rated by an external rating agency, but with an internal CA SA investment grade equivalent rating (BBB-) as a minimum requirement, according to a rigorous selection process and in a limited proportion (less than 4% of the portfolio at the end of 2015).

The bond portfolio (excluding unit-linked policies) by credit rating breaks down as follows:



Concentration in a single issuer (equities and interest rate instruments) may not exceed a given percentage of the total portfolio, which is determined according to issuer type and quality. Furthermore, limiting the relative weighting of the top 10 issuers ensures diversification within rating levels A and BBB. Exposure is reviewed quarterly with the Amundi Risk teams and the Risk Management Department of Crédit Agricole S.A. Group.

Concentration in sovereign debt and similar is subject to individual limits according to debt-to-GDP ratio and the country's credit rating. For a number of years, Crédit Agricole Assurances Group has implemented a policy of reducing exposure to the sovereign debt and similar of weakened Eurozone countries (Greece, Italy, Ireland, Portugal and Spain). Accordingly, Crédit Agricole Assurances no longer holds any positions in Greece or Portugal. The Group's exposure to Italian government debt is essentially domestic and is concentrated in its Italian life insurance subsidiary. Residual exposures at end-2015 amounted to €7.8 billion and are detailed in Note 6.6 to the consolidated financial statements. Exposure to non-sovereign debt of these weakened companies was managed conservatively and selectively relative to authorised issuers (some Italian and Spanish industry groups).

Cash collateral contracts are used to manage counterparty risk for over-the-counter derivatives used by companies to hedge exposure to rate risk and presented on their balance sheets.

IV. Insurance risk

Crédit Agricole Assurances Group is exposed to insurance risk through the insurance business. Such risk primarily relates to the underwriting, valuation of provisions and reinsurance processes.

Each entity implements an approach in collaboration with all the operating departments concerned, as well as Risks, Compliance and Legal Affairs, to manage risks when new insurance products are created or substantial changes are made to the features or an existing product. Products are approved by an *ad hoc* Committee (New Business and New Product Committee).

1. Insurance underwriting risk

Underwriting risk takes different forms depending on the nature of the insurance, life or non-life:

LIFE INSURANCE UNDERWRITING RISK

Through its Savings and Death & Disability activities and life insurance guarantees in respect of its creditor insurance, Crédit Agricole Assurances is exposed to biometric risks (longevity, mortality, disability, long-term care and disability risks), loading risk (insufficient loading to cover operating expenses and commission paid to distributors), but most of all to behavioural risk for redemptions (for example due to a deterioration in trust in Crédit Agricole Group).

Life insurance technical reserves, recognised in the main by French companies, are chiefly constituted from savings denominated in euro or unit-linked contracts. For the majority of unit-linked contracts, the risk of fluctuation in the value of the underlying is borne directly by the policyholder. Some contracts may include a floor guarantee in the event of the death of the insured. The insurer is thus exposed to a financial risk determined by the value of the unit-linked account and the probability of death of the insured. A specific technical provision is recognised for this floor guarantee.

In savings, redemption rates are monitored for each life insurance company and at Crédit Agricole Assurances Group level, and compared with the structural redemption rates established on the basis of historic and market data.

For the death and disability activity, the creditor and yields, the underwriting policy, which specifies the risks covered and the underwriting conditions (target customers, exclusions), and pricing standards (notably the statistical tables established either from national or international statistics or from experience tables) help to control risk in this area.

Catastrophe risk, related to a mortality shock (*e.g.* a pandemic) is likely to impact the results for individual or group death & disability insurance the French life insurance subsidiary benefits from BCAC cover (*Bureau Commun des Assurances Collectives*), both on group death benefits and individual death and disability benefits, as well as, in part, supplementary cover of disability risk.

NON-LIFE INSURANCE UNDERWRITING RISK

For property & casualty insurance and non-life benefits included in creditor insurance policies, Crédit Agricole Assurances is more specifically exposed to frequency risk and exceptional risk, whether originating from a catastrophe risk (particularly climatic) or the occurrence of individual incidents for significant amounts.

For distribution partners, underwriting policy defines the framework for accepting risk (to ensure appropriate selection of risks and the spread within the policy portfolio to optimise technical margins). Formal rules and procedures for pricing are also drawn up.

The ratio of claims paid to premiums earned is compared to targets. This claims ratio is the key indicator for monitoring risk and is used to identify priorities for improving the technical result, where necessary.

Concentration risk in non-life insurance relates to an aggregation of liabilities in respect of a single claim, arising from:

- underwriting concentration in which policies are written by one or more Group entities on the same risk;
- claim concentration, where policies are written by one or more Crédit Agricole Assurances Group entities on risks that are different, but liable to be triggered by a single covered event or the same primary cause.

This type of risk is hedged, first, by a policy of diversifying the risks written in a single region and, second, by reinsurance to limit the financial impact of major events (storms, natural disasters, etc.), under a reinsurance policy (see reinsurance risk below) that incorporates this dimension.

2. Provisioning risk

Provisioning risk is the risk of a gap between the provisions set aside and those required to meet liabilities. It may be related to risk valuation (volatility introduced by discount rates, regulatory developments, or new risks for which statistical depth is inadequate, etc.) or a change in risk factors (population ageing, for example, leading to increased long-term care risks or health issues, stricter laws governing professional civil liability, personal injury compensation, and others).

The objective of the provisioning policy established in each of the companies is to guarantee a prudent assessment of loadings for past and projected claims to ensure a high probability that the accounting provisions set aside will be sufficient to cover the ultimate load.

The methods used to constitute provisions (on a case-by-case basis) for property and casualty insurance, according to the products and benefits affected, are documented and the management rules applied by claims managers are set out in the manuals.

The choice of statistical methodology to calculate accounting provisions (including provisions for late payment) is justified at each reporting date.

The local permanent control plan encompasses control of provisioning policy.

The Statutory Auditors perform an actuarial review of provisions as part of the annual audit.

The breakdown of technical reserves in relation to the life and non-life insurance contracts is presented in Note 6.24 of the consolidated financial statements.

3. Reinsurance risk

Reinsurance risks are of three types:

- inappropriate reinsurance (insufficient cover or, on the other hand, payment of too high a premium, which erodes technical margins and competitiveness);
- risk of a reinsurer defaulting and not being able to pay all their share of the claims;
- no or virtually no reinsurance on a given activity or guarantee given (reinsurance offer, amounts that can be covered and the cost of cover, depending on market conditions that are liable to vary significantly).

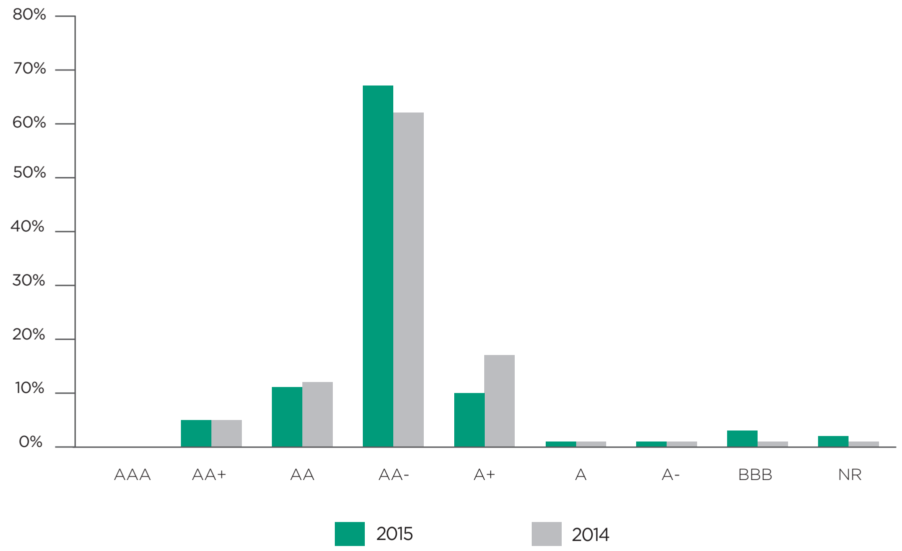
Each company draws up its own reinsurance plan aimed at protecting equity in case of systemic or exceptional events and at limiting volatility in the company's results, based on the principles of Crédit Agricole Assurances Group's strategy for common and uniform risks limitation, namely:

- select reinsurers that meet minimum financial soundness criteria, with reinsurers' ratings monitored at Crédit Agricole Assurances Group level;
- ensure adequate dispersion of premiums across reinsurers;
- monitor the adequacy of reinsurance cover relative to the commitments to policyholders and of results on each reinsurance agreement.

The reinsurance plans are reviewed annually by the Board of Directors in each subsidiary.

Net outstandings ceded to reinsurers (ceded reserves and current accounts with reinsurers net of cash deposits received) totalled €0.5 billion at 31 December 2015, remaining stable year-on-year.

Their breakdown by reinsurer rating is as follows:



4. Emerging risks

The Risk Management department is responsible for ongoing monitoring of insurance risk, in cooperation with other Business Line departments and Legal Affairs.

The Risk Monitoring Committee, which meets twice monthly and is attended by all Risk Management and Permanent Controls Officers, is also tasked with anticipating developments in the regulatory and legal environment and identifying emerging risks.

Intelligence data is input from many sources (economic research, internal and external analysis, in particular by consulting firms and research published by the French Regulatory and Resolution Supervisory Authority (ACPR) and the European regulator, EIOPA, etc.).

V. Operational risks

Operational risk is the risk of loss resulting from shortcomings or failure in internal procedures, human error, information systems or external events. It includes non-compliance risk, legal risk and the risks generated by key outsourced services (PSEE).

Crédit Agricole Assurances entities apply Crédit Agricole S.A. Group directives on operational and compliance risk management.

The operational risk management system in each entity, including the holding, is thus comprised of the following components:

- mapping of risk events, periodically updated to include organisational changes, new activities and changes in the cost of risk. Mapping is constructed by breaking down activities by process, together with the seven risk categories according to Basel 2 nomenclature. Financial and non-financial impacts (regulatory and image) of actual and potential risk events identified are assessed together with the probability of occurrence, drawing on specific expertise. Internal control is assessed on the basis of the results of controls at the different levels defined in the local control plans and standardised controls defined by the CA S.A. Group Risk Management department and the findings of periodic controls to highlight the most critical net risks and prioritise actions plans to reduce them;
- a process of collecting data on risk-related incidents and operating losses, backed by an early-warning system, is used to monitor identified risks and exploit them to introduce remediation measures and ensure consistency with mapping.

Crédit Agricole Assurances and its subsidiaries have prepared their business continuity plans (BCP) focusing on essential activities in order to cover a failure of information systems, operational sites and staff. The business continuity plans meet CA S.A. Group standards, with the adoption of the Group's solution for the user fallback site, the IT back-up plan based on the CA S.A. Group shared IT operating and production site. It is tested on a regular basis. IT system security is an inherent component of the Group's security policies. A three-year programme of security projects (including accreditation, intrusion tests, and IT system failure scenarios) is being implemented.

A Crédit Agricole Assurances Group-wide general outsourcing and subcontracting policy, describing amongst others the monitoring and control system associated with outsourcing, has been rolled out by Group entities.

VI. Non-compliance risk

Non-compliance risk refers to a potential lack of adherence to rules governing financial and banking activities. These rules may be laws, regulations (on securities regarding crossing thresholds and regulatory declarations to the *Commission nationale de l'informatique et des libertés* – CNIL, etc.), professional or ethical standards, professional codes of conduct for the protection of customers, or efforts to combat money-laundering, corruption or the financing of terrorism. They are an integral part of operational risk mapping within entities.

In each entity, the Compliance Officer is responsible for drawing up procedures transposing the regulatory rules issued by Crédit Agricole S.A.'s Compliance department. The Compliance Officer is also responsible for training and for the dedicated control system aimed at controlling these risks, preventing the risk of fraud, limiting their impact (financial losses, legal, administrative or disciplinary sanctions), and protecting the Crédit Agricole Assurances Group's reputation. On the launch of new business activities and the creation of new products, security is enhanced by referral to the New Activities and New Products Committees, established in each entity. These committees review the contractual and marketing documents for products, as well as the training materials and sales aids intended for distributors.

Management at the Group level is done through coordination bodies and also covers the conduct of regulatory projects launched by Crédit Agricole S.A. Group.

In all areas of compliance, from the prevention of money laundering and financing of terrorism to protecting customers, the Group has strengthened coordination with distributors (Regional Banks, LCL, other international networks) to define roles and responsibilities and ensure implementation of the controls to guarantee correct application of procedures by all parties.

VII. Legal risks

Responsibility for legal management, regulatory intelligence and consulting with Business Line departments lies with the companies' Legal Affairs departments.

Insofar as Crédit Agricole Assurances is aware, there are no administrative, court or arbitration proceedings that could have or have had, within the previous 12 months, a substantial effect on the financial position or profitability of the Company and/or Group.

To Crédit Agricole Assurances' knowledge, there is no significant litigation to note.

OPERATIONAL RISKS

Operational risk is the risk of loss resulting from shortcomings or failure in internal procedures, staff, information systems or external events.

It includes legal risk, non-compliance risk, internal and external fraud risk, the model risk and risks generated by the provision of key outsourced services (PSEE).

I. Organisation and supervision system

The operational risk system, adjusted to each Group entity, comprises the following components common to the entire Group:

Organisation and governance of the Operational Risk Management function:

- supervision of the system by Executive Management (*via* the Operational Risk Committee or the operational risk unit of the Group Risk Management Committee and the Internal Control Committee);
- tasks of the Risk Management Officers (Crédit Agricole S.A. and its subsidiaries) and the Operational Risk Managers at the local level in terms of management of the Operational Risk management system;
- responsibility of the entities in managing their own risks;
- set of standards and procedures;
- circulation of Crédit Agricole's Group risk tolerance policy implemented in 2015 and incorporating operational risk.

Identification and qualitative assessment of risks through risk mapping

Risk mapping is done annually by the entities and is used by each entity with a validation of the results and associated action plans by the Operational Risk Committee (operational risk unit of the Internal Control Committee).

This mapping is supplemented by the establishment of risk indicators to monitor the most sensitive processes:

- collection of operational loss data and an early-warning system to report significant incidents, which are consolidated in a database used to measure and monitor the cost of risk:
  - the reliability and quality of the data collected are submitted to systematic audits both at the local and central levels,
  - as part of the system to prevent and detect operational risk, a monthly newsletter (Operational Risks Monthly) has also been introduced, including the various early warnings received within the Group as well as relevant external alerts, to Group entities.
- the calculation and regulatory reporting of capital for operational risk at the consolidated and entity levels;
- quarterly production of an operational risk report at entity level, plus a Group summary, Crédit Agricole takes into account the main sources of risk affecting the business lines as well as the exposure profiles differentiated by entity/business line.

Tools

The RCP (Risk and Permanent Controls) platform contains the three essential elements of the system (collection of loss data, operational risk mapping and permanent controls) sharing the same framework and thus making it possible to establish the connection between the risk mapping systems and risk management system (permanent controls, action plans, etc.).

Regarding the IT system component used for the calculation and allocation of regulatory capital, the upgrade plan was continued along with a rationalisation of the databases, enhanced information granularity and the automation of the controls on data taken from COREP's regulatory statements to bring the system into line with best management principles defined by the Basel Committee.

These components are subjected to consolidated verifications at the central level.

In addition, the risks associated with key outsourced services are incorporated into each component of the Operational Risk system and are the subject of a specific report, as are the consolidated controls that are centrally communicated.

II. Methodology

The main entities of Crédit Agricole S.A. Group use the Advanced Measurement Approach (AMA): Crédit Agricole CIB, Amundi, LCL, Crédit Agricole Consumer Finance and Agos. The use of the AMA for these entities was approved by the French Regulatory and Resolution Supervisory Authority (ACPR) in 2007. These entities currently represent 81% of capital requirements for operational risks.

For the entities that use the standardised approach (TSA), the regulatory weighting coefficients used in calculating the capital requirement are those recommended by the Basel Committee (percentage of revenues according to business line).

AMA regulatory capital requirements calculation

The AMA method for calculating capital requirements for operational risk has the following objectives:

- increase control over the cost of operational risk, and prevent exceptional risks across the Group's various entities;
- determine the level of capital needed for the measured risks;
- promote improvements in risk management through the monitoring of action plans.

The systems implemented within the Group aim for compliance with all qualitative criteria (making risk measurement an integral part of day-to-day management, independence of the Risk function, periodic disclosure of operational risk exposures, etc.) and Basel 3 quantitative criteria (99.9% confidence interval over a one-year period; incorporation of internal data, external data, scenario analyses and factors reflecting the operating environment; incorporation of risk factors that influence the statistical distribution, etc.).

The AMA model for calculating capital requirements is based on a unique actuarial model called the Loss Distribution Approach.

Internal factors (change in the entity's risk profile) are considered according to:

- changes within the entity (organisational, new business activities, etc.);
- changes in risk mapping;
- an analysis of the history of internal losses and the quality of the risk management system, in particular *via* the Permanent Controls function.

For external factors, the Group uses:

- the ORX Insight external consortium database is used to monitor incidents recorded in other establishments;
- the SAS OpRisk and ORX News external public databases for:
  - raising awareness among the entities of the main risks that have impacted other establishments by disseminating a selection of 8 to 10 losses incurred each month *via* the Operational Risks Monthly,
  - assisting experts in the valuation of the main Group vulnerabilities (key scenarios).

The model was designed and developed according to the following principles:

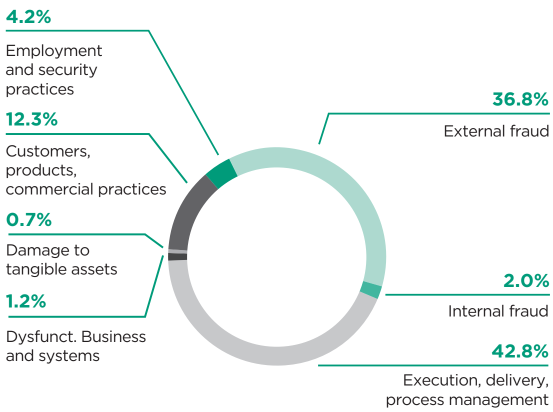
- it must form an integral part of the risk policy;
- it must be pragmatic, *i.e.* the methodology must be applicable to real operating conditions;
- it must have educational value, in order to be endorsed by senior management and business lines;
- it must be robust, *i.e.* it must be able to provide estimates that are realistic and stable from one year to the next.

A biannual Committee for back-testing the Advanced Measurement Approach (AMA) model is in place and analyses the model's sensitivity to changes in the risk profile of the entities. Every year, this Committee identifies areas where improvements are possible, and draws up corresponding action plans.

The Operational Risk system and methodology were individually subjected to an external audit by the ECB during the second half of 2015. These audits demonstrated the Group's progress and identified certain areas in need of improvement.

III. Exposure

BREAKDOWN OF OPERATIONAL LOSSES BY BASEL RISK CATEGORY (2013 TO 2015)

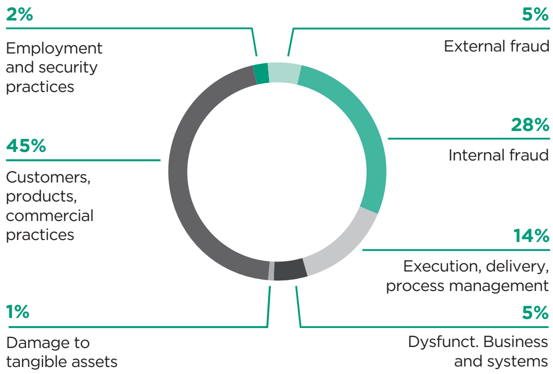


Generally, the exposure profile in terms of the operational risks identified over the last three years reflects the principal activities at Crédit Agricole S.A. Group:

- still overwhelming exposure to the Execution risk category, due to processing errors (absent or incomplete legal documentation, guarantee management, litigation with suppliers, etc.), but also due to tax sanctions;
- still significant exposure to external fraud, mainly in connection with credit boundary operational risk (document fraud, fraudulent invoices, etc.), and with means of payment fraud (bank cards, fraudulent transfers);
- exposure to legal and non-compliance risks (litigation for: failure to respect the interests of the customer, improper financial support, unsuitability of the product/service to the customer's needs, etc.).

Remedial and preventive action plans at local or Group level were introduced to reduce the exposure of Crédit Agricole S.A. Group to operational risk. Periodic monitoring of action plans involving incidents with an impact higher than €1 million has been implemented since 2014 within the Group Operational Risk Committee.

BREAKDOWN OF WEIGHTED ASSETS BY BASEL RISK CATEGORY (2013 TO 2015)



IV. Insurance and coverage of operational risks

Crédit Agricole Group has obtained insurance coverage for its operational risks to protect its assets and profits. For high-intensity risks, Crédit Agricole S.A. has taken out Group policies from major insurance companies. These policies harmonise the transfer of personal and property risks and to set up specific professional civil liability and fraud insurance programmes for each business line. Furthermore, business-line subsidiaries are responsible for managing lower intensity risks themselves.

In France, insurance of operating assets (property and IT equipment) also includes third-party liability coverage for all buildings exposed to this risk. Other third-party civil liability risks are supplemented by civil operating liability policies.

Insurance policies for operating loss, fraud and securities risks, Group professional civil liability, and civil liability for Executive Officers were renewed in 2015.

"Basel 2 eligible" policies contribute to reducing the amount of capital that must be held against operational risks (within the 20% authorised limit).

High-frequency and low-intensity risks on certain programmes that cannot be insured on satisfactory financial terms are retained in the form of deductibles or are pooled within Crédit Agricole S.A. Group ultimately through its captive reinsurance subsidiary (Crédit Agricole Réassurance – CARE), and represent around 7% of all Group insurance programmes.

LEGAL RISKS

The main legal and tax proceedings outstanding at Crédit Agricole S.A. and its fully consolidated subsidiaries are described in the 2014 management report. The cases presented below are those that have evolved since 20 March 2015, the date on which registration document no. D. 15-0180 was filed with the AMF.

Any legal risks outstanding at 31 December 2015 that could have a negative impact on the Group's net assets have been covered by adequate provisions, which correspond to Executive Management's estimations, based on the information available to it.

To date, to the best of Crédit Agricole S.A.'s knowledge, there is no other governmental, judiciary or arbitration proceeding (or any proceeding known by the Company, in abeyance or that threatens it) that could have or has had, in the previous 12 months, any substantial effect on the financial situation or the profitability of the Company and/or the Group.

Litigation and exceptional events

IFI Dapta Mallinjoud Group

An arrangement entered into by CDR, LCL and the *Commissaire à l'exécution du plan* (insolvency professional) acting for the companies of the IFI Dapta Mallinjoud Group, has become final and has been implemented in September 2015, putting an end to the dispute between CDR, LCL and the *Commissaire à l'exécution du plan* acting for the companies of the IFI Dapta Mallinjoud Group.

Strauss/Wolf/Faudem

US citizens and members of their families who were victims of terrorist attacks attributed to Hamas and committed in Israel between 2001 and 2004 have brought proceedings against National Westminster Bank and Crédit Lyonnais before a New York court.

They claim that these banks gave support to terrorists as they each kept an account opened (in 1990 in the case of Crédit Lyonnais) by a charity providing aid to Palestinians. The plaintiffs allege that the account was used to transfer funds to Palestinian entities accused of financing Hamas. The plaintiffs, who have not put a figure on the damages they have suffered, are claiming compensation for "injury, anguish and emotional pain".

As the matter and the proceedings currently stand, the plaintiffs have not provided proof that the charity was actually linked to terrorists, nor that Crédit Lyonnais was aware that its client could have been involved (if it were to be proven) in financing terrorism. The Court nonetheless demanded that this be demonstrated by the plaintiffs if they are to win their case. LCL vigorously denies the plaintiffs' allegations.

Under a ruling made on 28 February 2013, the judge issued a Summary Judgement referring LCL and the plaintiffs to a jury trial on the merits. The trial date is not known as yet.

In January 2014, the US Supreme Court ruled that the American courts cannot claim jurisdiction over foreign defendants that do not have a principal place of business in the territory of the United States. Accordingly, LCL filed a new motion in June 2014 seeking to establish that the American judge does not have jurisdiction in this matter. It is now up to the judge to deliver a decision although no specific timeframe has been set.

CIE case (Cheque Image Exchange)

In March 2008, LCL and Crédit Agricole S.A. and ten other banks were served notice of grievances on behalf of the *Conseil de la concurrence i.e.* the French Competition Council (now the *Autorité de la concurrence*).

They are accused of colluding to implement and apply interchange fees for cashing cheques, since the passage of the Cheque Image Exchange system, *i.e.* between 2002 and 2007. In the opinion of the *Autorité de la concurrence*, these fees constitute anti-competitive price agreements in the meaning of Articles 81 paragraph 1 of the treaty establishing the European Community and Article L. 420-1 of the French Commercial Code, and allegedly caused damage to the economy.

In their defense, the banks categorically refuted the anticompetitiveness of the fees and contested the legality of the proceedings.

In a decision published on 20 September 2010, the *Autorité de la concurrence* stated that the Cheque Image Exchange fee (CEIC) was anti-competitive by its very aim and that it artificially increased the costs borne by remitting banks, which resulted in an unfavourable impact on the prices of banking services. Concerning one of the fees for related services, the fee for cancellation of wrongly cleared transactions (AOCT), the *Autorité de la concurrence* called on the banks to revise their amount within six months of the notification of the decision.

The accused banks were sanctioned for an overall amount of €384.92 million.

LCL and Crédit Agricole were respectively sentenced to pay €20.7 million and €82.1 million for the CEIC and €0.2 million and €0.8 million for the AOCT.

All of the banks appealed the decision to the Paris Court of Appeal. By a decree of 23 February 2012, the Court overruled the decision, stating that the *Autorité de la concurrence* had not proven the existence of competition restrictions establishing the agreement as having an anti-competitive purpose.

The *Autorité de la concurrence* filed an appeal with the Supreme Court on 23 March 2012.

On 14 April 2015, the French Supreme Court (*Cour de cassation*) annuled the Paris Court of Appeal's decision dated 23 February 2012 and remanded the case to the Paris Court of Appeal with a change in the composition of the Court on the sole ground that the Paris Court of Appeal declared the UFC-*Que Choisir* and ADUMPE's interventions in the proceedings devoid of purpose without having considered their arguments. The Supreme Court did not rule on the merits of the case and Crédit Agricole has brought the case before the Paris Court of Appeal. The hearing is scheduled for 3 and 4 November 2016.

Office of Foreign Assets Control (OFAC)

In October 2015, Crédit Agricole S.A. and its subsidiary Crédit Agricole Corporate and Investment Bank (Crédit Agricole CIB) reached agreements with the US and New York authorities that have been conducting investigations regarding US dollar transactions between 2003 and 2008 subject to US economic sanctions.

Crédit Agricole CIB and Crédit Agricole S.A., which cooperated with the US and New York authorities in connection with their investigations, have agreed to pay a total penalty amount of $787.3M (*i.e.* €692.7M). The payment of this penalty has been allocated to the pre-existing reserve that had already been taken and, therefore, has not affected the accounts for the second half of 2015.

The agreements with the Board of Governors of the Federal Reserve System (Federal Reserve) and the New York State Department of Financial Services (NYDFS) are with CASA and Crédit Agricole CIB. The agreement with the Office of Foreign Assets Control (OFAC) of the US Department of the Treasury is with Crédit Agricole CIB. Crédit Agricole CIB also entered into separate deferred prosecution agreements (DPAs) with the United States Attorney's Office for the District of Columbia (USAO) and the District Attorney of the County of New York (DANY), the terms of which are three years. The USAO and DANY have agreed to take no further action against Crédit Agricole CIB, CASA, or any of Crédit Agricole CIB's subsidiaries or affiliates regarding the conduct subject to this investigation if Crédit Agricole CIB complies with its obligations under the DPAs.

Within the framework of the implementation of these agreements, Crédit Agricole continues to strengthen its internal procedures and its compliance programs regarding laws on international sanctions and will continue to cooperate fully with the US and New York authorities regarding this matter, with its home regulators, the European Central Bank and the *Autorité de contrôle prudentiel et de résolution*, and with the other regulators across its worldwide network.

Pursuant to the agreements with NYDFS and the Federal Reserve, Crédit Agricole's compliance program will be subject to regular reviews to evaluate its effectiveness, including a review by an independent consultant who will be appointed by NYDFS for a term of one year and annual reviews by an independent consultant approved by the Federal Reserve.

Euribor/Libor and other indices

Crédit Agricole S.A. and its subsidiary Crédit Agricole CIB, in their capacity as contributors to a number of interbank rates, have received requests for information from a number of authorities as part of investigations into: (i) the calculation of the Libor (London Interbank Offered Rates) in a number of currencies, the Euribor (Euro Interbank Offered Rate) and certain other market indices; and (ii) transactions connected with these rates and indices. These requests cover a number of periods running from 2005 to 2012.

As part of its cooperation with the authorities, Crédit Agricole S.A. and its subsidiary Crédit Agricole CIB carried out investigations in order to gather the information requested by the various authorities and in particular the American authorities – the DOJ (Department of Justice) and CFTC (Commodity Future Trading Commission) – with which they are in discussions. It is currently not possible to know the outcome of these discussions, nor the date when they will be concluded.

Furthermore, Crédit Agricole CIB is currently under investigation opened by the Attorney General of the State of Florida on both the Libor and the Euribor.

Following its investigation and an unsuccessful settlement procedure, on 21 May 2014, the European Commission sent a notification of grievances to Crédit Agricole S.A. and to Crédit Agricole CIB pertaining to agreements or concerted practices for the purpose and/or effect of preventing, restricting or distorting competition in derivatives related to the Euribor. Crédit Agricole S.A. and Crédit Agricole CIB have responded to the European Commission and orally presented their arguments in defense during the month of June 2015. The date on which the European Commission will render its decision remains unknown.

Additionally, the Swiss competition authority, COMCO, is conducting an investigation into the market for interest rate derivatives, including the Euribor, with regard to Crédit Agricole S.A. and several Swiss and international banks. Moreover, since September 2015, the South Korean competition authority

(KFTC) is conducting an investigation regarding the Libor index on various currencies, Euribor and Tibor indices, as well as the foreign exchange market (Forex) in respect of Crédit Agricole CIB.

The two class actions in the United States of America in which Crédit Agricole S.A. and Crédit Agricole CIB have been named, along with other financial institutions – both as defendants for one ("Sullivan" for the Euribor) and only Crédit Agricole S.A. as defendant for the other ("Lieberman" for the Libor) – are still at the preliminary stage of consideration of admissibility. The "Lieberman" class action is suspended at present for procedural reasons in the United States District Court for the Southern District of New York. Regarding the "Sullivan" class action, Crédit Agricole S.A. and Crédit Agricole CIB have filed a motion to dismiss all claims. These class actions are civil actions in which the plaintiffs allege that they are victims of the methods used to set the Euribor and Libor rates, and seek repayment of the sums they allege were unlawfully received, as well as damages and reimbursement of costs and fees paid.

Crédit Agricole CIB sued by Aozora Ltd

On 18 June 2013, the Japanese bank Aozora Ltd ("Aozora") sued Crédit Agricole CIB and Crédit Agricole Securities (USA) in the Federal Court of New York regarding a CDO structured by Crédit Agricole CIB, called "Millstone IV". Aozora had invested US$34 million in this CDO and claims to have suffered losses as a result of the structuring of the CDO. Aozora is demanding repayment of the investment, damages of US$34 million and the repayment of charges and fees, the amounts of which have not yet been stated. Crédit Agricole CIB has contested this claim before the competent court. The Court partially rejected the motion to dismiss filed by Crédit Agricole CIB and Crédit Agricole Securities (USA). Crédit Agricole CIB and Crédit Agricole Securities (USA) appealed this decision on 27 August 2015. In addition, the Court ordered discovery to proceed which was initially expected to end on 30 December 2016. In parallel, the Parties decided to start a mediation process and entered, on 2 February 2016, into an amicable and final settlement of the dispute.

AWSA II

On 5 June 2015, action was brought against Crédit Agricole Corporate and Investment Bank (Crédit Agricole CIB) in the Nanterre commercial court by Polish companies Autostrada Wielkopolska II SA (AWSA II) and Autostrada Wielkopolska SA (AWSA). On 30 August 2008, AWSA and the Polish Infrastructure Minister signed an Agreement for the Construction and Operation of section 2 of the A2 motorway in Poland. AWSA II, to which AWSA assigned the rights to this concession until March 2037, claims to have suffered financial loss caused by Crédit Agricole CIB due to way in which the transaction financing was structured and is claiming 702.84 million zlotys (PLN) in damages, the equivalent of about 168.579 million euros.

The procedure which is at a preliminary stage is ongoing.

SSA BONDS

Crédit Agricole CIB has received requests for information from various authorities in connection with their investigations into SSA (Supranational, Sub-Sovereign and Agencies) bonds trading activity by a number of banks. As part of its cooperation with the authorities concerned, Crédit Agricole CIB has carried out investigations in order to gather the information requested. This work will continue in 2016. It is not possible at this stage to predict the outcome of these investigations or the date on which they will end.

Switzerland/US Programme

Within the framework of the agreement entered into between Switzerland and the United States of America in August 2013 that grants to the US authorities a right to investigate on the business behaviour of Swiss banks towards American taxpayers, Crédit Agricole Suisse, which accepted in December 2013 to participate in the US Tax Program, signed a Non-Prosecution Agreement with the US Department of Justice on 15 December 2015.

Pursuant to this Non-Prosecution Agreement, Crédit Agricole Suisse paid a penalty of US$99,211,000. The payment of this penalty was fully covered by reserves.

Crédit Agricole Suisse also committed itself to comply with various obligations as well as to fully cooperate with the American authorities.

Binding agreements

Crédit Agricole S.A. does not depend on any industrial, commercial or financial patent, license or contract.

NON-COMPLIANCE RISKS

Non-compliance risk refers to a potential lack of adherence to rules governing financial and banking activities. These rules may be laws, regulations, professional or ethical standards, instructions, professional codes of conduct, or efforts to combat moneylaundering, corruption or the financing of terrorism.

A dedicated monitoring system ensures that these risks are controlled and that their impact in terms of financial losses, or legal, administrative or disciplinary sanctions, is minimised. The common objective is to preserve the Group's reputation.

The organisation and main actions relating to compliance are detailed in the key economic performance indicators section of the part of the registration document dealing with employee, social and environmental information related to Crédit Agricole S.A. Group.

The prevention, monitoring and control of compliance and reputational risks are detailed in the report of the Chairman of the Board of Directors to the General Meeting of Shareholders on the preparation and organisation of the Board's work and on the internal control procedures implemented within the Company, as required by the French Financial Security Act of 1 August 2003.

BASEL 3 PILLAR 3 DISCLOSURES

Regulation EU 575/2013 (EU) of 26 June 2013 requires relevant financial institutions (notably credit institutions and investment firms) to disclose quantitative and qualitative information on their risk management activities. Crédit Agricole S.A. Group's risk management system and exposure levels are presented in this section and in the section entitled "Risk Factors". Crédit Agricole S.A. Group has chosen to disclose its Pillar 3 Prudential information in a separate section from its Risk Factors in order to present separately the requirements coming from prudential rules. This section provides information on capital requirements, constituents of capital and exposures to credit risk, market risk and operational risk.

Commission Implementing Regulation (EU) no. 1423/2013 of 20 December 2013 lays down implementing technical standards with regard to disclosure of capital requirements for institutions according to Regulation (EU) no. 575/2013 of the European Parliament and of the Council.

Crédit Agricole Corporate and Investment Bank also discloses detailed information on Pillar 3 requirements on a sub-consolidated basis in the update of its registration document.

In the following section related to Pillar 3 at 31 December 2015, data at end 2014 have not been restated for IFRIC 21. They are therefore presented as they were in the 2014 registration document. IFRIC 21 implementation has given rise to a proforma of equity, the difference amounting to +45 million euros at 31 December 2014, of which +44 million euros for equity Group share (see Note 11 of the consolidated interim account).

The EDTF cross-reference table is presented in the consolidated report on Risk factors and Pillar 3 available at the website: http://www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information

REGULATORY BACKGROUND AND SCOPE

I. Scope of application of the capital requirements for the purposes of regulatory supervision

Credit institutions and certain investment activities permitted to provide services and investment activities referred to in Annex 1 of directive 2004/39/EC are subject to solvency and large exposure ratios on an individual and, where applicable, sub-consolidated basis, although they may be exempted under the provisions of Article 7 of Regulation (EU) no. 575/2013 of the European Parliament and of the Council of 26 June 2013 (CRR).

The French Prudential and Resolution Supervisory Authority (*Autorité de contrôle prudentiel et de résolution* – ACPR) has agreed that some of the Group's subsidiaries may benefit from exemption on an individual or, where applicable, sub-consolidated basis. As such, Crédit Agricole S.A. has been exempted by the ACPR on an individual basis.

The transition to CRR/CRD 4 does not call into question the individual exemptions granted by the ACPR prior to 1 January 2014, based on pre-existing regulatory provisions.

II. Regulatory scope

Difference between the accounting and regulatory scopes of consolidation:

Entities consolidated for accounting purposes, but excluded from the regulatory scope of consolidation of credit institutions on a consolidated basis predominantly comprise insurance companies and several ad hoc entities that are equity-accounted for regulatory purposes. In addition, entities consolidated on an accounting basis using proportional consolidation at 31 December 2013 and now equity-accounted in accordance with IFRS 11, are still consolidated proportionally for regulatory purposes. Information on these entities and their consolidation method for accounting purposes is provided in the consolidated financial statements, "Scope of consolidation at 31 December 2015".

TABLE 1 – DIFFERENCES IN THE TREATMENT OF EQUITY INVESTMENTS BETWEEN THE ACCOUNTING AND PRUDENTIAL SCOPES

Type of equity investment	Accounting treatment	Full Basel 3 prudential treatment
Subsidiaries with financial operations	Fully consolidated	Full consolidation generating capital requirements for the subsidiary's operations.
Jointly held subsidiaries with financial operations	Equity accounted	Proportionate consolidation.
Subsidiaries with insurance operations	Fully consolidated	Regulatory treatment of these equity investments: equity accounting, since the Group is identified as being a "financial conglomerate": ● CET1 instruments weighted at 370%, with *EI equity* at 2.4%; ● AT1 and T2 instruments deducted from the respective equity capital. In turn, as in the past, Crédit Agricole S.A. Group and Crédit Agricole Group are subject to additional capital requirements and capital adequacy ratios applying to financial conglomerates.
Equity investments of over 10% with operations that are financial in nature	● Equity accounted ● Equity investments in credit institutions	● Deduction of CET1 instruments from CET1, beyond an exemption threshold of 17.65% of CET1. This exemption threshold, applied after calculation of a 10% threshold, is common to the non-deducted portion of deferred tax assets that rely on future profitability arising from temporary differences. ● AT1 and T2 instruments deducted from the respective equity capital.
Equity investments of ≤ 10% with financial or insurance operations	Equity investments and available for-sale securities	Deduction of CET1, AT1 and T2 instruments, beyond an exemption threshold of 10% of CET1.
ABCP business securitisation vehicles	Fully consolidated	Risk weighting of the equity-accounted value and commitments on these structures (liquidity facilities and letters of credit).

Furthermore, for its 25% stake in the Regional Banks, Crédit Agricole S.A. applies Article 49.3 of the CRR, which enables treatment as risk-weighted assets. This treatment is conditioned by the existence of a solidarity agreement and by regulatory monitoring at the consolidated Group level. These stakes are mainly guaranteed by the Switch mechanism.

TABLE 2 – RECONCILIATION BETWEEN THE STATED AND REGULATORY CONSOLIDATED BALANCE SHEETS AT 31 DECEMBER 2015

(in millions of euros)	Accounting scope	Regulatory adjustments[1]	Regulatory scope[2]
Cash, central banks	36,176	38	36,214
Financial assets at fair value through profit or loss	348,320	(81,832)	266,488
Hedging derivative instruments	24,806	(758)	24,048
Available-for-sale financial assets	298,122	(204,586)	93,536
Loans and receivables due from credit institutions	367,122	(2,972)	364,150
Loans and receivables due from customers	331,071	(235)	330,836
Revaluation adjustment on interest rate hedged portfolios	13,684	24	13,708
Held-to-maturity financial assets	16,201	(13,554)	2,647
Current and deferred tax assets	4,311	817	5,128
Accruals, prepayments and sundry assets	40,005	(3,174)	36,831
Non-current assets held for sale	441	(400)	41
Investments in equity-accounted entities	24,589	9,233	33,822
Fixed assets	10,897	(5,101)	5,796
Goodwill	13,549	(770)	12,779
ASSETS	**1,529,294**	**(303,270)**	**1,226,024**
Central banks	3,660	-	3,660
Liabilities at fair value through profit or loss	254,515	(3,647)	250,868
Hedging derivative instruments	23,707	117	23,824
Due to credit institutions	139,445	(9,445)	130,000
Due to customers	505,727	9,371	515,098
Debt securities	158,541	223	158,764
Revaluation adjustment on interest rate hedged portfolios	13,153	(743)	12,410
Current and deferred tax liabilities	2,640	440	3,080
Accruals, deferred income and sundry liabilities	41,028	(5,318)	35,710
Liabilities associated with non-current assets held for sale	385	(360)	25
Insurance company technical reserves	293,543	(293,542)	1
Provisions	4,091	75	4,166
Subordinated debt	29,424	1,003	30,427
Total liabilities	**1,469,859**	**(301,826)**	**1,168,033**
Total equity	**59,435**	**(1,444)**	**57,991**
Equity, Group share	53,813	299	54,112
Non-controlling interests	5,622	(1,743)	3,879
EQUITY AND LIABILITIES	**1,529,294**	**(303,270)**	**1,226,024**

(1) *Equity-accounted insurance companies, subsidiaries excluded from the regulatory scope and reintegration of inter-company transactions connected with these subsidiaries.*

(2) *Finrep disclosures.*

III. Regulatory framework (CRR/CRD 4)

Summary of the major changes introduced by Basel 3 (CRR/CRD 4) compared with Basel 2

Tightening up the regulatory framework, Basel 3 enhances the quality and level of regulatory capital required and adds new risk categories to the regulatory framework. The legislation concerning the regulatory requirements applicable to credit institutions and investment firms was published in the Official Journal of the European Union on 26 June 2013 (directive 2013/36/EU, transposed notably by Order no. 2014-158 of 20 February 2014 and Regulation (EU) no. 575/2013 of the European Parliament and of the Council) and entered into force on 1 January 2014, in accordance with the transitional provisions specified in the legislation.

A. SOLVENCY RATIO NUMERATOR

Basel 3 defines three levels of capital:

- Common Equity Tier 1 capital (CET 1);
- Tier 1 capital, which consists of Common Equity Tier One capital and Additional Tier 1 capital (AT1);
- total capital consisting of Tier 1 capital and Tier 2 capital.

Capital, calculated on a **fully loaded** Basel 3[1] basis, takes into account the following changes compared with 31 December 2013 on a Basel 2.5 basis:

1. elimination of most **prudential filters,** in particular as regards unrealised capital gains and losses on equity instruments and available-for-sale debt securities. As an exception, capital gains and losses on cash flow hedges and those arising from changes in the institution's credit rating (liabilities held at fair value) remain filtered. Unrealised capital gains and losses on sovereign debt securities are not filtered in the tables presented below, which are projected to 2022, when IAS 39 will no longer be in force. In addition, a filter is introduced in respect of the DVA (debit valuation adjustment reflecting changes in the credit rating of the institution related to derivatives held as liabilities on the balance sheet);
2. partial derecognition of **minority interests** and other equity instruments issued by eligible subsidiaries[2] excess of the amount of capital required to cover the subsidiary's capital requirements. This partial derecognition applies to each tier of capital. Furthermore, ineligible minority interests are excluded;
3. deduction from the CET1 of **deferred tax assets (DTAs)** that rely on future profitability **arising from tax loss carryforwards**;
4. deduction from the CET1 of negative amounts resulting from any **shortfall of provisions relative to expected losses** (EL), calculated with a distinction between performing and non-performing loans;
5. deduction from the CET1 of **deferred tax assets (**DTAs) that rely on future profitability **arising from temporary differences** above an exemption threshold of 17.65% of CET1. This exemption threshold, applied after application of an initial exemption threshold of 10% of CET1, is common to the non-deducted portion of CET1 instruments held in significant financial stakes (over 10%). Items not deducted are included in risk-weighted assets (250% weighting);
6. deduction from the CET1 of the CET1 instruments held in **significant financial stakes (over 10%**, significant investments) beyond an exemption threshold of 17.65% of CET1 capital, with treatment identical to that described in the previous point:
   - the deduction relates to direct investments of over 10% and indirect investments (in particular via UCITS). These are now treated as a deduction and not anymore as risk-weighted assets. Their amount is added to that of the aforementioned financial-sector direct investments should they be identified as financial-sector entities. Otherwise, the equity portion, or even the full amount of the UCITS portfolio is deducted from the CET1 without the exemption being applied,
   - with regard to insurance-sector equity investments, they are treated as risk weighted assets weighted at 370% if they are part of the conglomerate. If not, they are consolidated with other financial-sector investments and are therefore deducted from CET1 for the portion in excess of the double exemption threshold mechanism described above;
7. restriction of the Tier 1 and Tier 2 capital to **hybrid debt instruments** satisfying the inclusion criteria for Basel 3 eligibility;
8. **value adjustments** arising from the prudent valuation laid down in the regulatory framework: institutions must apply the prudent valuation principle and adjust the amount of their assets measured at fair value and deduct any value adjustment.

In addition, some of these items will be introduced progressively or phased-in as described below in point IV.

B. SOLVENCY RATIO DENOMINATOR

Basel 3 On 1 January 2014, the regulation (EU) 575/2013 of 26 June 2013 (CRR/CRD4) introduced changes to the calculation of credit and counterparty risk-weighted assets, and, in particular, factors in:

- the risk of market price movements in derivatives transactions linked to the credit rating quality of the counterparty (CVA - Credit Valuation Adjustment);
- central counterparty risks (clearing houses);
- external ratings, the reference of which is modified for the calculation of the weighting of financial counterparties under the standardised method;
- an increase in the correlation of default of large financial-sector entities for treatment under the internal ratings-based approach;
- strengthening of detection measures and monitoring of the correlation risk;
- preferential treatment of exposures on small and medium-sized firms (SMEs).

Furthermore, risk-weighted assets include the equity-accounted value of insurance investments for the validated conglomerate scope, pursuant to Article 49 of the CRR. For Crédit Agricole S.A. Group, the weighting stands at 370% since Crédit Agricole

(1) *As they would be calculated in 2022 after the transition period.*

(2) *Credit institution and certain investment activities.*

Assurances (CAA) is not listed. Furthermore, the risk arising from these regulatory requirements on Crédit Agricole S.A.'s investment in CAA has been transferred to the Regional Banks through the implementation of specific guarantees (Switch), from 2 January 2014. The guarantee amounts to €9.2 billion for CAA.

Pursuant to Regulation (EU) no. 575/2013 of 26 June 2013, two approaches are used to measure exposure to credit risk:

- the standardised approach, which is based on external credit ratings and fixed weightings for each Basel exposure class;
- the Internal Ratings Based approach (IRB), which is based on the bank's own internal rating system.

There are two subsets of the IRB approach:

- the "Foundation Internal Ratings-Based" approach, under which institutions may use exclusively their own default probability estimates;
- the "Advanced Internal Ratings-Based" approach, under which institutions may use all their internal estimates of risk components: probability of default, loss given default, exposure given default and maturity.

C. SOLVENCY RATIO UNDER CRR/CRD 4

Overall under Basel 3, three levels of solvency ratio are calculated:

- the Common Equity Tier (CET1) ratio;
- the Tier 1 (T1) ratio;
- the total capital ratio.

These ratios are to be phased-in so that the transition from the Basel 2 calculation rules to the Basel 3 rules can be handled progressively.

IV. Transitional implementation phase

To facilitate compliance by credit institutions with the CRR/CRD 4, less stringent transitional provisions have been provided for: notably the progressive introduction of new capital components:

1. transitional application of the treatment of prudential filters on **unrealised gains and losses** on available-for-sale financial assets: unrealised gains were excluded from CET1 in 2014, and are now integrated on a gradual basis (40% in 2015; 60% in 2016; 80% in 2017 and 100% the following years). Conversely, unrealised capital losses have been included from 2014. In addition, unrealised capital gains and losses on sovereign debt securities remain excluded from capital until such time as IFRS 9 is adopted by the EU;
2. progressive deduction of the partial derecognition or exclusion of **minority interests** by tranche rising by 20% per annum since 1 January 2014;
3. progressive deduction of **deferred tax assets (DTAs)** that rely on future profitability **arising from tax loss carryforwards** by tranche rising by 20% per annum since 1 January 2014. The residual amount (60% in 2015) continues to be handled using the CRD3 method (treatment as risk-weighted assets with a 0% weighting);
4. no transitional application of the deduction of negative amounts resulting from a **shortfall of provisions relative to expected losses** (as a reminder, under CRD3, 50% deduction from Tier 1 and 50% deduction from Tier 2 capital), with a calculation of the amounts that now distinguish between performing and non-performing loans;
5. progressive deduction of **deferred taxes assets (DTAs)** that rely on future profitability **arising from temporary differences**: the amount that exceeds the double exemption threshold that is partly common to significant financial stakes (over 10%) is deducted by tranche rising by 20% per annum with effect from 1 January 2014. The items covered by the exemption thresholds are weighted 250%. The residual amount by which the exemption threshold (80% in 2014, 60% in 2015, 40% in 2016, 20% in 2017 and 0% the following years) is exceeded continues to be handled using the CRD3 method (treatment as risk-weighted assets with a 0% weighting);
6. gradual deduction of CET1 instruments held in **significant financial stakes** (over 10%): the residual amount by which the double exemption threshold common to the deferred tax assets referred to in the previous point is exceeded is deducted according to the same approaches described above. The items covered by the exemption threshold are weighted 250% as above. That residual amount by which the exemption threshold is exceeded (80% in 2014, 60% in 2015, 40% in 2016, 20% in 2017 and 0% the following years) continues to be handled using the CRD 3 method (50% deduction from Tier 1 and 50% from Tier 2);
7. The **hybrid debt instruments** that were eligible to capital under Basel 2 and which are no longer eligible as capital owing to the entry into force of the new regulation can, under certain conditions, be eligible to the grandfathering clause. In accordance with this clause, these instruments are gradually excluded over a period of 8 years, with a reduction of 10% per annum. In 2014, 80% of the overall base reported at 31 December 2012 was recognised, then 70% in 2015, etc. The derecognised portion may be recognised in the lowest tier of capital (from AT1 to Tier 2, for example) if it satisfies the corresponding criteria.

Lastly, **intangible assets** (including goodwill) were deducted in full from CET1 from 2014, in accordance with the national transposition of the transitional provisions.

V. Minimum requirements

The requirements with regard to Pillar 1 are ruled by the Regulation (EU) no. 575/2013 of the European Parliament and of the Council of 26 June 2013 (CRR). The legislator also fixes on a discretionary basis, the minimum requirements, within the framework of Pillar 2.

Minimum requirements for Pillar 1

- Capital ratios before buffers: the minimum phased-in CET1 requirements moved to 4.5% from 2015. Likewise, the minimum phased-in Tier 1 requirement rose to 6% in 2015 and for the following years (5.5% in 2014). Lastly, the minimum phased-in total capital requirement stood at 8% as in 2014, and remains at that level for the following years;
- Capital buffers are added to these ratios, to be applied progressively:
  - the capital conservation buffer (2.5% of risk weighted assets in 2019),

- the countercyclical buffer (in principle within a range 0 to 2.5%): the buffer for the Group being an average weighted by exposure at default (EAD[1]) of the buffers defined for each country in which the Group operates,
- the buffers for systemic risk (0 to 3% in general, up to 5% after agreement from the European Commission, and more exceptionally above that figure) and for global systemically important financial institutions (G-SIB or EISm) (between 0% and 3.5%) or others (A-EIS) (between 0% and 2%). These buffers are not cumulative, and in general, subject to exceptions, it is the highest that applies. Only Crédit Agricole Group is a systematic institution and has a buffer of 1% phased-in to 0.25% in 2016. Crédit Agricole S.A. does not fall within these categories.

These buffers come into force on an incremental basis from 2016 to 2019 (0% in 2015, 25% of the required buffer in 2016, 50% in 2017, etc.). When the countercyclical buffer rate is calculated by one of the national authorities, the application date is at least 12 months after the date of publication. The increments above apply at the end of the 12-month advance notice period. In 2016, only Norway and Sweden have defined a countercyclical buffer.

The systemic risk buffer is already in application and the buffers for systemically important institutions will be applied from 2016.

These buffers must be covered by phased-in CET1.

1 January…	2015	2016	2017	2018	2019
Common Equity Tier 1	4.5%	4.5%	4.5%	4.5%	4.5%
Tier 1 (CET1 + AT1)	6.0%	6.0%	6.0%	6.0%	6.0%
Tier 1 + Tier 2	8.0%	8.0%	8.0%	8.0%	8.0%
Capital conservation buffer		0.625%	1.250%	1.875%	2.50%
Countercyclical buffer (0 to 2.5%)		0%	0%	0%	0%
Systemic risk buffer (0 to 5%)		0%	0%	0%	0%

TOTAL REQUIREMENT FOR CRÉDIT AGRICOLE S.A. WITH REGARD TO PILLAR 1 INCLUDING THE BUFFER KNOWN AT END-DECEMBER 2015

1 January…	2015	2016
CET1 + buffers	4.5%	5.125%
T1 + buffers	6.0%	6.625%
T1 + T2 + buffers	8.0%	8.625%

Minimum requirements with regard to Pillar 2 published on 21 December 2015

Crédit Agricole Group and Crédit Agricole S.A. have been recently notified by the European Central Bank (ECB) of the new minimum capital requirements following the results of the Supervisory Review and Evaluation Process (SREP).

Separately, the European Banking Authority (EBA) on Friday 18 December provided an opinion clarifying that both Pillar 1 and Pillar 2 capital requirements must be fulfilled before common equity tier 1 capital (CET1) is allocated to meet combined buffer requirements. As a result, distributions on shares and additional Tier 1 hybrid instruments and payment of variable compensation to identified staff by institutions that fail to meet the Pillar 2 minimal capital requirements (including any systemic surcharge) will be restricted or prohibited, as the case may be. The EBA also recommended that Pillar 2 capital requirements be made public.

Crédit Agricole Group will need to meet a minimum consolidated CET1 ratio (including the Pillar 1, Pillar 2 and conservation buffer requirements) of at least 9.50%, phased in, as of 1 January 2016. In addition, the G-SIB buffer required by the Financial Stability Board to be applied on top of these requirements will result in a 0.25% surcharge on a transitional basis from 1 January 2016 (bringing the minimum capital requirement at this date to 9.75%) and is expected to be increased to 1% on a fully loaded basis in 2019.

Crédit Agricole S.A. will need to meet a minimum consolidated CET1 ratio (including the Pillar 1, Pillar 2 and conservation buffer requirements) of 9.50%, phased in, as of 30 June 2016. No additional capital buffer applies to Crédit Agricole S.A.

Crédit Agricole S.A., as the central body of Crédit Agricole Group, fully benefits from the solidarity mechanism as well as internal flexibility on capital circulation within the very strongly capitalised Crédit Agricole Group.

Crédit Agricole S.A.'s aim is to operate with solid cushions above the minimum consolidated ECB requirements which will be applicable from 30 June 2016. Crédit Agricole S.A.'s consolidated CET1 capital ratio as at 31 December 2015 was 10.8% calculated by applying CRD IV transitional arrangements for 2015, which makes it already perfectly compliant with these requirements. By year end 2016, Crédit Agricole S.A.'s target is to have a consolidated CET1 ratio approximately 150 basis points above the minimum ECB requirement and to maintain such cushion going forward, which translates into an aim of operating at a CRD IV transitional CET1 ratio of approximately 11%.

(1) The EAD is the exposure amount in the event of default. It encompasses balance sheet assets plus a proportion of off-balance sheet commitments.

INDICATORS AND REGULATORY RATIOS

I. Solvency ratios

The following table shows the regulatory capital (simplified version). The full table is presented in the section "Composition and change in regulatory capital/Composition of capital" in the consolidated report on Risk factors and Pillar 3 available on the website: http://www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information.

	31/12/2015		31/12/2014	
(in millions of euros)	Phased-in	Fully loaded	Phased-in	Fully loaded
Capital and reserves Group share[1]	47,119	48,396	43,539	45,083
(+) Minority interests[1]	2,783	1,822	2,793	1,689
(-) *Prudent valuation*	(498)	(498)	(506)	(506)
(-) Deductions of goodwill and other intangibles	(15,416)	(15,416)	(15,106)	(15,106)
(-) Deferred tax assets that rely on future profitability not arising from temporary differences after deduction of the associated tax liabilities	(59)	(147)	(29)	(143)
(-) Shortfall in adjustments for credit risk relative to expected losses under the internal ratings-based approach deducted from the CET1	(841)	(841)	(287)	(287)
(-) Amount exceeding the exemption threshold for CET1 instruments of financial stakes in which the institution owns a significant holding and of the deductible deferred tax assets that rely on future profitability arising from temporary differences[2]	(194)	(485)	(60)	(300)
Transitional adjustments and other deductions applicable to CET1 capital	77	(11)	112	(19)
COMMON EQUITY TIER 1 (CET1)	**32,971**	**32,820**	**30,456**	**30,411**
Equity instruments eligible as AT1 capital	4,433	4,433	4,100	4,100
Ineligible AT1 equity instruments qualifying under grandfathering clause	5,627	0	7,463	0
Tier 1 or Tier 2 instruments of entities operating mainly in the insurance sector in which the institution has a significant investment deducted from Tier 1 capital	(912)	0	(1,615)	0
Transitional adjustments and other deductions	(234)	0	(242)	0
ADDITIONAL TIER 1 CAPITAL	**8,914**	**4,433**	**9,706**	**4,100**
TIER 1 CAPITAL	**41,885**	**37,253**	**40,162**	**34,511**
Equity instruments and subordinated borrowings eligible as Tier 2 capital	19,121	19,121	15,378	15,378
Ineligible equity instruments and subordinated borrowings	1,955	0	3,072	0
Surplus provisions relative to expected losses eligible under the internal ratings-based approach and general credit risk adjustments under the standardised approach[3]	1,132	1,132	1,177	1,177
Tier 2 instruments of entities operating mainly in the insurance sector in which the institution has a significant investment deducted from Tier 2 capital	(2,129)	(2,802)	(2,423)	(3,799)
Transitional adjustments and other deductions	109	0	182	0
TIER 2 CAPITAL	**20,188**	**17,451**	**17,386**	**12,756**
TOTAL CAPITAL	**62,073**	**54,704**	**57,548**	**47,267**
TOTAL RISK-WEIGHTED ASSETS	**305,620**	**305,620**	**292,989**	**292,989**
CET1 ratio	**10.8%**	**10.7%**	**10.4%**	**10.4%**
Tier 1 Ratio	**13.7%**	**12.2%**	**13.7%**	**11.8%**
Total capital ratio	**20.3%**	**17.9%**	**19.6%**	**16.1%**

(1) This line is detailed in the table presented in the section entitled "Composition and change in regulatory capital/Reconciliation of accounting and regulatory capital".

(2) Financial-sector CET1 instruments in which the institution holds a significant stake account for €3,815 million, and the deferred taxes that rely on future profitability arising from temporary differences amount to €632 million on a fully loaded basis as at 31 December 2015.

(3) The transfer to Tier 2 of the surplus provisions relative to eligible expected losses determined in accordance with the internal ratings-based approach is limited to 0.6% of risk-weighted assets under IRB. In addition, general credit risk adjustments gross of tax effects may be included up to 1.25% of risk-weighted assets under the standardised approach.

The fully loaded Common Equity Tier 1 (CET1) capital stood at €32.8 billion at 31 December 2015, up €2.4 billion compared with year-end 2014.

Major non-recurring events with an impact on CET1 capital in 2015 include the increase in the provision shortfall relative to the expected loss on IRB exposures for €0.6 billion and the foreign currency impact for +€0.5 billion, this impact on reserves being offset by the increased deduction of goodwill and significant financial stakes over 10% (amount exceeding the exemption threshold).

Recurring changes are primarily due to the retained prudential net profit for 2.6 billion euros (including the share of the payment of the scrip dividend due to SAS Rue La Boétie), the scrip dividend on 2014 results for the share outside of the Group (€0.2 billion), and the increase in minority interests (€0.1 billion).

Note that amongst the exceptional non-recurring events, are the Amundi IPO and the revaluation of Visa Inc. shares within the framework of the acquisition by Visa Europe, counting for €0.5 billion.

The phased-in Common Equity Tier 1 (CET1) capital stood at €33.0 billion at 31 December 2015, or €0.2 billion higher than the fully loaded amount. In summary, the negative impact of the €1.3 billion phasing on unrealised gains or losses is mainly offset by the reintegration of 60% of the derecognised minority interests, or €1.0 billion, and the positive impact of the phasing of the amount exceeding the exemption threshold, or €0.3 billion. The rest corresponds to the phasing of differed tax assets that rely on future profitability arising from tax loss carryforwards and of treasury shares.

The detail of fully loaded and phased-in Common Equity Tier 1 (CET1) capital is as follows:

- capital and reserves, Group share used to calculate the fully loaded ratio rose by €3.3 billion compared with the 2014 year-end, to €48.4 billion, in particular with a retained prudential net profit amounting to €2.6 billion (including the share of the payment of the scrip dividend due to SAS Rue La Boétie for €0.9 billion), the payment of the scrip dividend on 2014 results for the share outside the Group for €0.2 billion, and the foreign currency impact for €0.5 billion. Phased-in capital and reserves were €47.1 billion, up €3.6 billion compared to end-2014 due to the same elements and the impact of phasing on the unrealised gains and losses for €0.3 billion;
- fully loaded minority interests amounted to €1.8 billion, up €0.1 billion, and are lower than the phased-in amount which benefits from the reintegration of 60% of the derecognised minority interests, i.e. €1.0 billion;
- the deduction for prudent valuation was €0.5 billion, stable compared to 31 December 2014;
- the deductions for goodwill and other intangibles amounted to €15.4 billion on both a fully-loaded and phased-in basis, an increase of €0.3 billion primarily due to the increase in Crédit Agricole Suisse goodwill and Amundi's acquisition of Bawag P.S.K. Invest;
- deferred tax assets that rely on future profitability arising from tax loss carryforwards amounted to €0.1 billion on a fully loaded basis, remaining stable compared to end-2014, and 40% of this amount on a phased-in basis;
- the provision shortfall relative to the expected loss on IRB exposures amounted to €0.8 billion at 31 December 2015 on both a phased-in and fully loaded basis. The €0.6 billion increase compared to 31 December 2014 is essentially due to a technical adjustment of the expected loss on non-performing loans;
- CET1 instruments of significant financial stakes (over 10%) amounted to €3.8 billion. They are subject to the calculation of an exemption threshold, and the amount by which it is exceeded amounted to €0.5 billion on a fully loaded basis and €0.2 billion on a phased-in basis; the increase in this excess of nearly €0.2 billion in fully loaded compared to end-2014 is partly due to the stake in Banque Saudi Fransi, which experienced a foreign currency impact;
- deferred tax assets (DTA) that rely on future profitability arising from temporary differences amounted to €0.6 billion at 31 December 2015, stable compared to 31 December 2014. They are subject to the calculation of an exemption threshold and are treated as risk weighted assets and weighted at 250%.

Fully loaded Tier 1 capital, at €37.2 billion, came in €2.7 billion above its 31 December 2014 level, while the phased-in Tier 1 capital was €41.8 billion, an increase of €1.7 billion compared to 31 December 2014. This includes the CET1 capital described above and the Additional Tier 1 capital, which underwent the following changes:

- the hybrid securities included in Tier 1 capital eligible under Basel 3 amounted to €4.4 billion, or €0.3 billion higher than at 31 December 2014 due to foreign currency impacts;
- the entire stock prior to 1 January 2014 was ineligible on a fully loaded basis. On a phased-in basis, grandfathered instruments decrease due to the early redemption of the last two preferred shares, one issued in dollar for an amount of €1.2 billion (value at 31 December 2014) and the other in euro for an amount of €0.6 billion as well as a TSS call issued in 2005; the total amount of grandfathered instruments is therefore kept below the level authorised by the grandfathering provision that makes it possible to include, above the CRR/CRD 4-eligible instruments, an amount of debt equivalent to a maximum of 70% of the base at 31 December 2012;
- on a fully loaded basis, no deduction is made from this tier. Conversely, on a phased-in basis, subordinated loans and receivables from credit institutions and insurance companies, all representative of Tier 2 instruments, were deducted for their share of the deduction from Tier 1. This line represented €0.9 billion at 31 December 2015, or a decrease by €0.7 billion compared to 31 December 2014 following the redemption by Crédit Agricole Assurances of a TSDI and the change in the phasing percentage.

At €17.5 billion, fully loaded Tier 2 capital was €4.7 billion higher than at 31 December 2014, following active management of hybrid debt and regulatory amortisation. Phased-in Tier 2 capital was €20.2 billion, €2.8 billion higher than at 31 December 2014:

- the hybrid securities included in Tier 2 capital eligible for Basel 3 amounted to €19.1 billion, or €3.7 billion higher than at 31 December 2014, following the issue of 11 dated subordinated debt (TSR) totalling €7.1 billion, the redemption of three eligible TSR for €2.2 billion and regulatory amortisation. On a phased-in basis, the instruments redeemed amounted to €3.2 billion, including the additional redemption of two ineligible undated subordinated debts (TSDI) for €1 billion and two ineligible TSR for a very small amount. Therefore, ineligible hybrid debt included in phased-in Tier 2 capital are down €1.1 billion compared to 31 December 2014;

- surplus provisions relative to expected losses eligible under the internal ratings-based approach and general credit risk adjustments under the standardised approach came to €1.1 billion at 31 December 2015, a slight decrease compared to 31 December 2014;
- subordinated loans and receivables from credit institutions and insurance companies, all representative of Tier 2 instruments, were deducted for their share of the deduction from Tier 2 in the amount of €2.8 billion on a fully loaded basis, down €1 billion compared to 31 December 2014 following the redemption of a TSDI by Crédit Agricole Assurances. On a phased-in basis, they amounted to €2.1 billion for their share of the deduction from Tier 2, a decrease compared to 31 December 2014, but lower than on a fully loaded basis, the TSDI redemption being mainly offset by the change in the phasing percentage.

In all, fully loaded total capital at 31 December 2015 stood at €54.7 billion, or €7.4 billion higher than at 31 December 2014. At €62 billion, phased-in total capital was €4.5 billion higher than at 31 December 2014.

II. Financial conglomerate ratio

The conglomerate ratio is defined as the ratio of the phased-in total capital of the financial conglomerate to the cumulative total of the bank's capital requirements and insurance company's capital requirements:

- it includes all banking and insurance requirements, restating the share of intragroup transactions related to equity investments from both the numerator and the denominator;
- the insurance subsidiary's capital raised outside of the scope of consolidation is included in the conglomerate's capital.

The minimum requirement for the conglomerate ratio is 100%.

$$\text{Financial conglomerate ratio} = \frac{\text{Total capital of the conglomerate}}{\text{Banking requirements} + \text{Insurance requirements}} > 100\%$$

The "conglomerate" view is the most relevant for a bancassurance group. The conglomerate combines banks and insurance companies, which corresponds to the natural scope of Crédit Agricole S.A. Moreover, the conglomerate ratio reflects the actual risks borne by each of the two activities. Therefore, the conglomerate ratio view is economic, whereas the bank solvency ratio treats insurance as an equity investment.

At 31 December 2015, Crédit Agricole S.A.'s conglomerate ratio was 250% on a phased-in basis, a level far above the required 100%. The Group therefore has twice the level of capital minimum requirements for banking activities and insurance activities.

III. Leverage ratio

Article 429 of the CRR specifying the methods for calculating the leverage ratio was amended and replaced by the Delegated Act no. 62/2015 of 10 October 2014. The delegated act was published in the *OJEU* on 18/01/2015.

Publication of the ratio at least once a year is mandatory as of 01/01/2015. Institutions can choose to publish a fully loaded ratio, a phased-in ratio or both ratios.

If the institution decides to change its publication choice, at the time of first publication it must reconcile the data for all of the ratios previously published with the data for the new ratios selected for publication.

An observation period has been introduced for the leverage ratio running from 01/01/2014 to 01/01/2017 to monitor the components and the behaviour of the ratio relative to the requirements based on risk. The European Commission must then report to the European Parliament and Council and put forward a regulatory proposal covering the methods for applying and calculating the ratio. A requirement for a two-level leverage ratio is envisaged: it could be 3%, the level indicated by the Basel Committee for non G-SIB, and a higher level for the G-SIB. Calibration could occur during 2016.

At present, a Pillar 1 requirement is maintained for 01/01/2018.

The leverage ratio is defined as the Tier 1 capital divided by the exposure measure, i.e. balance sheet and off-balance-sheet assets after certain restatements of derivatives, intragroup transactions, securities financing transactions, items deducted from the numerator, and off-balance-sheet items.

The Group considers the leverage ratio as an additional measure to the constraints that weigh on solvency and liquidity, and that already limit the size of the balance sheet. As part of the monitoring for excessive leverage, steering is carried out at Group level to fix the constraints for the balance sheet size for certain activities that do not consume a high level of risk weighted assets.

At 31 December 2015, Crédit Agricole S.A.'s leverage ratio stood at 4.6% on a phased-in Tier 1 basis[1].

(in billions of euros)	
***Phased-in* Tier 1**	**42**
Regulatory scope balance sheet	1,226
Adjustment for exposure on derivative instruments	(137)
Adjustment for exposure to pensions and loans/securities borrowed	5
Off-balance sheet exposure	141
Adjustment for centralised savings at the Caisse des Dépôts et Consignations	(35)
Adjustment for intra-group transactions	(277)
Regulatory deductions	(20)
Leverage ratio exposure	**903**
Leverage ratio	**5%**

(1) *Subject to ECB authorisation, with an impact of +100 basis points related to the exoneration of intragroup operations and an impact of approximately +15 basis points related to the exoneration of the centralisation of CDC deposits.*

IV. MREL/TLAC ratio

MREL ratio

The MREL (or Minimum Requirement for Own Funds and Eligible Liabilities) ratio, is defined in the European "Bank Recovery and Resolution Directive" (BRRD) published on 12 June 2014 and effective starting 1 January 2015 (except for provisions on bail-in and MREL, which are applicable since 1 January 2016).

More generally, the BRRD establishes a framework for the resolution of banks throughout the European Union and with the aim of equipping resolution authorities with shared instruments and powers to pre-emptively tackle banking crises, preserve financial stability and reduce taxpayers' exposure to losses.

The MREL ratio corresponds to the minimum requirement of own funds and eligible liabilities in order to absorb losses in the event of resolution. This minimum requirement is calculated as being the amount of own funds and eligible liabilities expressed as a percentage of the institution's total liabilities and capital. In this calculation, total liabilities takes into account the full recognition of netting rights applicable to derivatives. Regulatory own funds, subordinated notes with a residual maturity of more than one year (including prudentially ineligible own fund instruments and the amortised portion of Tier 2) and certain senior debts with residual maturities of more than one year qualify for inclusion in MREL. MREL eligible senior debt is subject to the appreciation of the Single Resolution Board (SRB).

The MREL ratio calibrates an eligible liabilities requirement but does not specify which debt would be called upon to absorb losses in the event of resolution.

Since September 2015, Crédit Agricole Group has already reached an MREL ratio of 8% excluding senior debt, which, in the event of resolution, would enable recourse to the European resolution fund before applying the bail-in to senior debt, creating an additional level of protection for senior investors. Crédit Agricole Group, like Crédit Agricole S.A., will be subject to a MREL target defined by the Resolution authority, which could be different from the Group's target of 8%. Before the end of 2016, the SRB should fix a target MREL level for the Group at a consolidated level. MREL decisions at an individual level (including Crédit Agricole S.A.) will only occur at a later time.

At 31 December 2015, Crédit Agricole Group posted a MREL ratio estimated at 8.2% excluding eligible senior debt[1].

TLAC ratio

This ratio, whose modalities were indicated in a Term Sheet published on 9 November 2015, was established by the Financial Stability Board (FSB) at the request of the G20. The FSB defined the calculation of a ratio aimed at estimating the adequacy of the bail-in and recapitalisation capacities of Global Systemically Important banks (G-SIB). This new Total loss absorbing capacity (TLAC) ratio, which will enter into force from 2019, will provide resolution authorities with the means to assess whether G-SIBs have sufficient bail-in capacity before and during resolution. As a result, the resolution authorities will be able to implement an ordered resolution strategy that minimises impacts on financial stability, ensures the continuity of the G-SIBs' critical economic functions and limits the use of taxpayers' money.

According to the TLAC Term Sheet's provisions, the minimum level of the TLAC ratio would correspond to twice the minimum regulatory requirement (i.e. the maximum between 6% of the denominator of the leverage ratio and 16% of risk weighted assets, plus the applicable regulatory buffers) from 1 January 2019, then the maximum between 6.75% of the denominator of the leverage ratio and 18% of the risk weighted assets (excluding buffers) from 1 January 2022. This minimum level could be increased by the resolution authorities.

This ratio will apply solely to Global Systemically Important Institutions, and thus to Crédit Agricole Group, starting in 2019. Crédit Agricole S.A. is not, however, subject to this ratio, as it is not classified as a G-SIB by the FSB.

The elements that could absorb losses are made up of equity, subordinated notes and debts to which the resolution authority can apply the bail-in.

Crédit Agricole Group must comply with a TLAC ratio over 19.5% (including a capital conservation buffer of 2.5% and a G-SIB buffer of 1%) from 2019 then 21.5% from 2022. Crédit Agricole Group aims to comply with these TLAC requirements excluding eligible senior debt, subject to changes in methods of calculating risk weighted assets. As at 31 December 2015, the TLAC to risk weighted assets ratio is estimated at 19.7%[1] for Crédit Agricole Group, excluding eligible senior debt.

V. Asset encumbrance

Crédit Agricole S.A. monitors and manages the assets pledged in Crédit Agricole Group.

The total asset encumbrance ratio stands at 15.2% at 31 December 2015:

- on loans and receivables due from private customers, assets are pledged to obtain refinancing under advantageous conditions or to constitute reserves that can easily be made liquid if needed. The policy of Crédit Agricole S.A. aims to both diversify the instruments used to improve resistance to liquidity stress, which could affect individual markets differently, and to limit the share of assets pledged in order to retain good quality assets that can be easily liquidated in the market through existing mechanisms in case of stress:
  - covered bonds: assets and collateral received from the Regional Banks and Cariparma are pledged through 3 issue mechanisms: Crédit Agricole Home Loan SFH, Crédit Agricole Public Sector SCF and Cariparma (€27 billion invested and outstanding for €30.1 billion in encumbered assets and re-used collateral received),
  - security deposits other than repurchase agreements: encumbered assets and re-used collateral received stem mainly from the refinancing activities with French or supranational organisations, funds drawn from the ECB under TLTROs and Crédit Agricole CIB's ESTER securitisation conduit (€39 billion of refinancing for €62.5 billion in encumbered assets and re-used collateral received),
  - asset-backed securities (securitisations): assets are pledged for securitisation transactions by CA Consumer Finance and placed in the market (€3.8 billion),

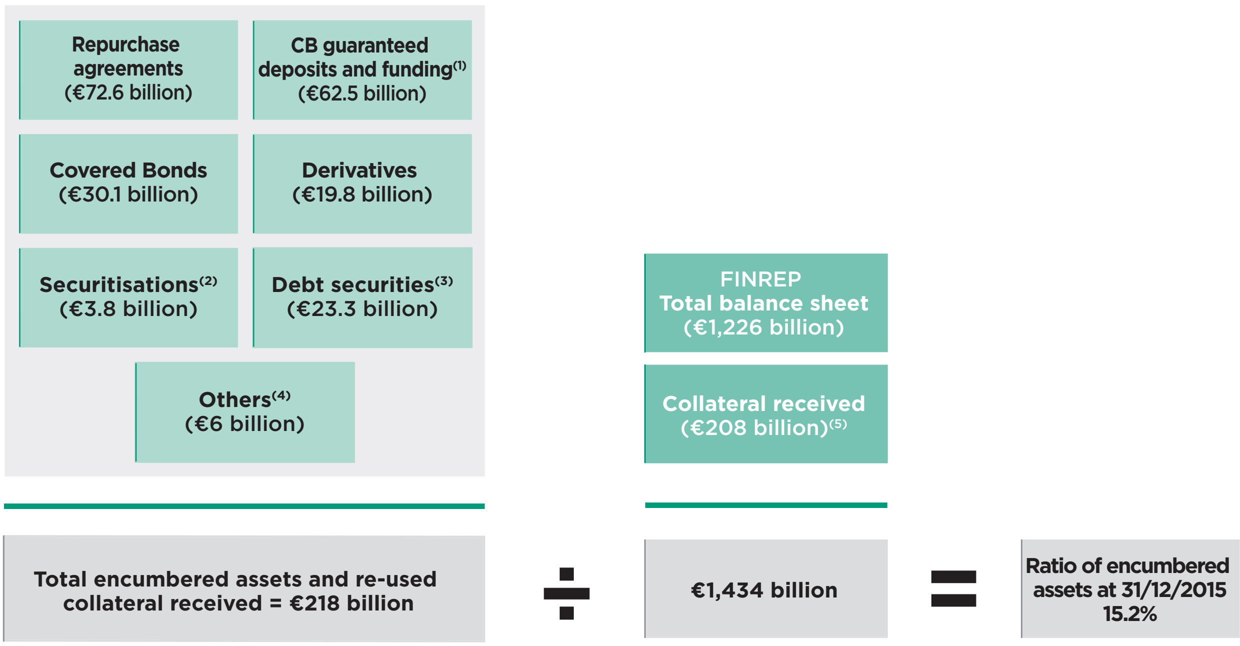
(1) Estimation based on Crédit Agricole S.A.'s current understanding of draft regulatory texts.

5

- own debt securities issued (other than own covered bonds or ABSs): encumbered assets and re-used collateral received stem mainly from promissory notes issued to the *Caisse de Refinancement de l'Habitat* (CRH) (€15.9 billion of refinancing for €23.3 billion of encumbered assets and re-used collateral received);

- the other sources of asset encumbrance are mainly related to encumbered securities and incidentally, cash (mainly for margin calls):
  - repurchase agreements (repos): outstanding encumbered assets and collateral received and re-used for repos amounted to €72.6 billion, of which €57.3 billion in securities received as collateral and re-used out of a total of €208 billion of collateral received; Crédit Agricole CIB's share of the €72.6 billion was €61.6 billion (including €52.6 billion of collateral received primarily from customers and re-used),
  - derivatives (margin calls): margin calls amounted to €19.8 billion, mainly related to Crédit Agricole CIB's OTC derivative activities;
- the collateral received included €196 billion in encumbered guarantees received or available to be encumbered and €12 billion in collateral received but not available to be encumbered.

USE OF ENCUMBERED ASSETS AND COLLATERAL RECEIVED



(1) Central Banks.
(2) CACF Securitisations
(3) Other than covered bonds or ABSs
(4) Mainly securities bridging loans.
(5) Including €12 billion not available to be encumbered

The table detailing **the data relating to encumbered assets** at 31 December 2015 is presented in the consolidated report on Risk factors and Pillar 3 available at the website: http://www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information

COMPOSITION AND CHANGE IN REGULATORY CAPITAL

I. Composition of capital

For readability, the full table of the composition of capital at 31 December 2015 is presented in the consolidated report on Risk factors and Pillar 3 available at the website: http://www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information

1. Tier 1 capital (Tier 1)

This includes Common Equity Tier 1 (CET1) and Additional Tier 1 capital (AT1):

A. COMMON EQUITY TIER 1 (CET1)

They include:

- issued capital;
- reserves, including share premiums, retained earnings, net income after dividend payments (or provision for dividend payments) and accumulated other comprehensive income, including unrealised capital gains and losses on available-for-sale financial assets, as described in section Regulatory background and scope/Reform of solvency ratios;
- minority interests, which, as stated in the point on the reform of solvency ratios, are now partially derecognised or even excluded, depending on whether or not the subsidiary is an eligible credit institution;
- the deductions, apart from the ones stated above in the point on the reform of solvency ratios, include the following items:
  - treasury shares held and valued at their net carrying amount,
  - intangible assets, including start-up costs and goodwill.

B. ADDITIONAL TIER 1 CAPITAL (AT1)

Additional Tier 1 capital eligible on a fully loaded basis

Additional Tier 1 (AT1) capital eligible under Basel 3 consists of perpetual debt instruments without any redemption incentive or obligation (in particular step-up features).

AT1 instruments are subject to a bail-in mechanism triggered when the CET1 ratio is below a threshold that must be set at no lower than 5.125%. Instruments may be converted into equity or suffer a reduction in their nominal value. Payments must be totally flexible: no automatic remuneration mechanisms, suspension of coupon payments at the issuer's discretion permitted.

Investments in financial-sector entities related to this tier (AT1) are deducted, as are those resulting from the transitional regime rules.

The four Basel 3 eligible AT1 issues have two bail-in mechanisms that are triggered when:

- Crédit Agricole S.A. Group's phased-in CET1 ratio drops below 5.125%;
- Crédit Agricole Group's phased-in CET1 ratio falls below 7%.

At 31 December 2015, the phased in ratios of Crédit Agricole Group and of Crédit Agricole S.A. were 13.5% and 10.8% respectively. Thus, they represent a capital buffer of €33.1 billion (for Crédit Agricole Group's threshold) and of €17.3 billion (for the Crédit Agricole S.A.'s threshold) in capital relative to the bail-in thresholds.

At 31 December 2015, there was no applicable restriction on the payment of coupons.

At 31 December 2015, the potentially distributable items of Crédit Agricole S.A. totalled €26.7 billion, including €15.5 billion in distributable reserves and €11.2 billion in share premiums.

Additional Tier 1 capital eligible on a phased-in basis

During the transitional phase, the amount of Tier 1 included in the ratios represents:

- Additional Tier 1 capital eligible under Basel 3 (AT1); and
- a fraction of the ineligible Tier 1, equal to the lower of:
  - the actual amount of ineligible Tier 1 instruments on the closing date (after amortisation, any calls, redemptions, etc.), including preferred shares,
  - 70% (threshold for 2015) of the Tier 1 stock at 31 December 2012. The Tier 1 stock at 31 December 2012 stood at €9,329 million, with a maximum amount of €6,530 million possibly being recognised.

The Tier 1 amount exceeding this regulatory threshold is included in phased-in Tier 2, up to the regulatory threshold applicable to Tier 2 itself.

For readability, **the tables for super-subordinated securities and preferred shares** are presented, (i) in a simplified format within the consolidated report on Risk factors and Pillar 3 and (ii) in their full version prepared in accordance with Annex II of the European Commission's Implementing Regulation no. 1423/2013 of 20 December 2013 on the website: http://www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information

2. Tier 2 capital (Tier 2)

They include:

- subordinated debt instruments which must have a minimum maturity of 5 years. They must not carry any early repayment incentives. There are no more distinctions between lower and upper Tier 2 capital;
- these instruments are subject to a haircut during the five-year period prior to their maturity date;
- grandfathering as presented for the AT1 capital above;
- net unrealised capital gains on equity instruments included before tax in Tier 2 capital at a rate of 45% (only on a phased-in basis);
- surplus provisions relative to eligible expected losses determined in accordance with the internal ratings-based

approach are limited to 0.6% of risk-weighted assets under IRB. In addition, general credit risk adjustments gross of tax effects may be included up to 1.25% of risk-weighted assets under the standardised approach;

- deductions of investments in financial-sector entities related to this tier (predominantly in the insurance sector, since most subordinated banking receivables are not eligible) and those resulting from the transitional regime rules, following phasing of investments deducted at 50% from Tier1 and at 50% from Tier 2 under CRD 3.

The subordinated debt is presented below with the distinction existing at 31 December 2013 between undated subordinated debt and participating note, on the one hand, and dated subordinated debt, on the other hand.

The amount of Tier 2 included in the ratios represents:

- on a fully loaded basis: CRD 4 eligible Tier 2;
- on a phased-in basis: CRD 4 eligible Tier 2, plus the lower of:
  - ineligible Tier 2 securities and, as applicable, the remainder of Tier 1 securities exceeding the 70% threshold (threshold for 2015) of ineligible Tier 1 securities,
  - 70% (threshold for 2015) of the CRD 4 ineligible Tier 2 stock at 31 December 2012. The CRD 4 ineligible Tier 2 stock at 31 December 2012 stood at €4,118 million, or a maximum amount of €2,883 million possibly being recognised.

For readability, **the tables of undated subordinated debt/ participating note** and **dated subordinated debt redeemable** at 31 December 2015 are presented in the consolidated report on Risk factors and Pillar 3 available at the website: http://www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information

II. Reconciliation of accounting and regulatory capital

	31/12/2015		31/12/2014	
(in millions of euros)	Phased-in	Fully loaded	Phased-in	Fully loaded
EQUITY, GROUP SHARE (ACCOUNTING AMOUNT)	**53,813**	**53,813**	**50,063(1)**	**50,063(1)**
Upcoming dividend payment on result of year Y-1	0	0	0	0
Expected dividend payment on result of year Y	(692)	(692)	(395)	(395)
Filtered unrealised gains/(losses) on change in own credit risk on structured products	93	93	177	177
Filtered unrealised gains/(losses) on change in own credit risk on derivatives	(40)	(101)	(15)	(77)
Filtered unrealised gains/(losses) on cash flow hedges	(566)	(566)	(826)	(826)
Transitional regime applicable to unrealised gains/(losses)	(1,350)	0	(1,606)	0
AT1 instruments included in accounting equity	(3,861)	(3,861)	(3,861)	(3,861)
Other regulatory adjustments	(278)	(290)	2	2
Capital and reserves Group share(2)	**47,119**	**48,396**	**43,539**	**45,083**
MINORITY INTERESTS (ACCOUNTING AMOUNT)	**5,622**	**5,622**	**6,053**	**6,053**
(-) preferred shares	0	0	(1,785)	(1,785)
(-) items not recognised under regulatory framework(3)	(2,839)	(3,800)	(1,475)	(2,579)
Minority interests(2)	**2,783**	**1,822**	**2,793**	**1,689**
(-) Prudent valuation	(498)	(498)	(506)	(506)
Deductions of goodwill and other intangible assets	(15,416)	(15,416)	(15,106)	(15,106)
Deferred tax assets that rely on future profitability not arising from temporary differences	(59)	(147)	(29)	(143)
Shortfall of adjustments for credit risk relative to expected losses under the internal ratings-based approach deducted from the CET1	(841)	(841)	(287)	(287)
Amount exceeding the exemption threshold for CET1 instruments of financial stakes in which the institution owns a significant holding and of the deductible deferred tax assets that rely on future profitability arising from temporary differences	(194)	(485)	(60)	(300)
Amount exceeding the exemption threshold for CET1 instruments of financial stakes in which the institution owns an investment of less than 10%	0	0	0	0
Other CET1 components	77	(11)	112	(19)
TOTAL CET1	**32,971**	**32,820**	**30,456**	**30,411**
AT1 equity instruments (including preferred shares)	10,060	4,433	11,563	4,100
Tier 1 or Tier 2 instruments of financial-sector entities in which the institution holds a significant investment deducted from Tier 1 capital	(912)	0	(1,615)	0
Transitional adjustments and deductions	(145)	0	(120)	0
Other components of Tier 1 capital	(89)	0	(122)	0
Total Additional Tier 1	**8,914**	**4,433**	**9,706**	**4,100**
TOTAL TIER 1	**41,885**	**37,253**	**40,162**	**34,511**
Tier 2 equity instruments	21,076	19,121	18,450	15,378
Surplus provisions relative to expected losses eligible under the internal ratings-based approach	702	702	743	743
General credit risk adjustments under the standardised approach	430	430	434	434
Tier 2 instruments of entities operating mainly in the insurance sector in which the institution has a significant investment deducted from Tier 2 capital	(2,129)	(2,802)	(2,423)	(3,799)
Transitional adjustments and deductions	109	0	182	0
TOTAL TIER 2	**20,188**	**17,451**	**17,386**	**12,756**
TOTAL CAPITAL	**62,073**	**54,704**	**57,548**	**47,267**

(1) As a reminder, these figures have not been restated for IFRIC 21 impacts.

(2) This item can be found in the table of ratios, section "Indicators and regulatory ratios", item 1: solvency ratio.

(3) Of which €1.7 billion of hybrid securities issued by Crédit Agricole Assurances.

III. Assessment of internal capital adequacy

The Group has implemented an internal capital adequacy assessment system covering Crédit Agricole Group, Crédit Agricole S.A. Group and the Group's main French and foreign entities. This approach is designed to meet the requirements of Pillar 2 of the Basel agreement, and more particularly the Internal Capital Adequacy Assessment Process (ICAAP), implemented under the responsibility of individual institutions.

Its main purpose is to ensure that the Group's capital, calculated at the level of the financial conglomerate, and that of its main entities, is adequate for the risks incurred, while ensuring the quality of risk controls and checks.

The risks quantified for the purposes of internal capital are:

- risks covered by Pillar 1 (credit and counterparty risk, market risk and operational risk);
- risks covered by Pillar 2 (interest-rate risk in the banking portfolio and credit concentration risk);
- insurance risks.

With respect to liquidity risk, the Group ensures the quality of the systems used to manage and supervise this risk, as well as the appropriateness of its liquidity continuity plan.

In addition to these risks, the internal capital approach requires banks to ensure that their capital requirements calculated under Pillar 1 adequately cover the residual risk related to risk mitigation techniques and securitisation transactions. Failing that, for internal capital purposes, a risk adjustment to Pillar 1 requirements must be made by any entities exposed to these risks.

The quantitative approach used to calculate internal capital is incremental compared with Pillar 1 requirements. Measures implemented refer to the target rating of the Group.

This approach consists in:

- adjusting capital requirements calculated under Pillar 1 so that internal capital adequately reflects, from an economic standpoint, all the risks in each business activity;
- supplementing Pillar 1 requirements to take Pillar 2 risks into account;
- taking into account, on a prudent basis, the impacts of diversification resulting from the broad spread of business activities within the same group, including between banking and insurance.

Internal capital for credit risk exposures excluding retail banking is based on an internal economic capital model, enabling in particular a better comprehension of concentrations in credit portfolios.

Internal capital exposure to retail banking credit risk is calculated on the basis of measurements based on macro-economic scenarios, the severity of which is graded in line with the Group's target rating. This approach has being progressively extended to entities located outside France.

For market risk, which is monitored through VaR, internal capital fully integrates regulatory developments under Pillar 1 (stressed VaR, IRC). The horizon of capital measurement is made consistent with that used for other risks.

In calculating internal capital for interest rate risk in the banking portfolio, Crédit Agricole S.A. Group applies interest rate and inflation shocks, the severity of which is graded in line with the Group's target rating. In respect of the interest rate shocks applied, impacts on all directional, optional and behavioural risks are measured for each of the significant currencies. The calculation of internal capital also includes the offsetting impact provided by the lesser of (i) annual net interest margin and (ii) annual gross operating income, capped at 20% of equity.

Insurance risks are taken into account in the Group's internal capital based on the measures taken under the current and future regimes applicable to insurance companies (Solvency 1, Solvency 2).

Diversification between risks is measured by an internal model to quantify the correlations between the different classes of risk. The latter include stress periods such as the sovereign debt crisis in the Eurozone.

A prospective approach is implemented to measure internal capital requirements, so as to integrate the effects of the main regulatory reforms that can be foreseen, both for the calculation of available capital and for measuring capital requirements.

Crédit Agricole S.A. Group entities subject to the requirement to measure internal capital within their scope are responsible for doing so in accordance with standards and methodologies defined by the Group. More specifically, they must ensure that their ICAAP is appropriately organised and managed. Internal capital determined by the entities is reported in detail to Crédit Agricole S.A.

In addition to the quantitative aspect, the Group's approach relies on a qualitative component supplementing the calculation of internal capital with indicators of the business lines' exposure to risk and their permanent controls. The qualitative part of the ICAAP has three objectives:

- regularly assess the appropriateness of the risk management and control mechanisms of the Group's most significant entities;
- continuously improve the system of risk management and permanent control in the business lines;
- complete the analyses in the quantitative section of the ICAAP, by taking into consideration the quality of the control mechanism, as well as possible measurement uncertainties for different types of risks.

IV. Changes in regulatory capital in 2015

(in millions of euros)	Phased-in change: 31/12/2015 *vs* 31/12/2014
Common Equity Tier 1 capital at 31/12/2014	**30,456**
Capital increase (Payment of scrip dividend in respect of Y-1 earnings)	250
Accounting attributable net income/loss for the year before dividend	3,163
Expected dividend	(1,604)
Inclusion of the share of the payment of scrip dividend due to SAS Rue La Boétie for current financial year	909
Change in unrealised gains and losses[(1)]	227
Foreign currency impact	504
Minority interests[(1)]	(10)
Change in goodwill and other intangibles	(310)
Shortfall in adjustments for credit risk relative to expected losses under the internal ratings-based approach deducted from the CET1	(554)
Amount exceeding the exemption threshold[(1)]	(134)
Regulatory adjustments	74
COMMON EQUITY TIER 1 CAPITAL AT 31/12/2015	**32,971**
Additional Tier 1 capital at 31/12/2014	**9,706**
Issues	0
Redemptions and foreign currency impact on the debt stock[(2)]	(1,503)
Change in the regulatory adjustments to Additional Tier 1 capital	711
ADDITIONAL TIER 1 CAPITAL AT 31/12/2015	**8,914**
TIER 1 CAPITAL AT 31/12/2015	**41,885**
Tier 2 Capital at 31/12/2014	**17,386**
Issues	7,072
Redemptions and foreign currency impact on the debt stock[(2)(3)]	(4,446)
Change in the regulatory adjustments to Tier 2 capital	176
TIER 2 CAPITAL AT 31/12/2015	**20,188**
TOTAL CAPITAL AT 31/12/2015	**62,073**

(1) Includes the modification to the phasing percentages.

(2) Including the possible impact of the applicable cap to grandfathered instruments.

(3) Tier 2 instruments are subject to a haircut during the 5-year period prior to their maturity date.

COMPOSITION AND CHANGES IN RISK WEIGHTED ASSETS

I. Use of internal rating models

Since late 2007, the ACPR has authorised Crédit Agricole S.A. Group to use its internal rating systems to calculate regulatory capital requirements for credit risk on Retail and Large customer exposures throughout almost all of its consolidation scope. The main recent developments regarding the Group's rollout plan are the switch to the Advanced IRB approach for all "retail banking" portfolios in the Cariparma and FriulAdria entities in Italy in 2013, and the validation of the IRB "corporate" portfolios approach of LCL and the Regional Banks with effect from 1 October 2014.

In addition, the French Regulatory and Resolution Supervisory Authority (ACPR) has since 1 January 2008 authorised Crédit Agricole S.A.'s main entities to use the Advanced Measurement Approach (AMA) to calculate their capital requirements for operational risk. The Group's other entities use the standardised approach, in accordance with regulations.

The main Group entities or portfolios still using the standardised method for measuring credit and/or operational risk at 31 December 2015 were as follows:

- the Cariparma group portfolios still not validated (non-retail banking portfolios and Carispezia scope) as well as all other entities in the International Retail Banking division;
- Crédit Agricole Leasing & Factoring group;
- some portfolios and foreign subsidiaries of Crédit Agricole Consumer Finance group;
- the real estate professionals portfolio.

Pursuant to the Group's commitment to phase in the advanced method, agreed with the supervisor (rollout plan), work on the main entities or portfolios still under the standardised method continues. An update of the rollout plan is sent annually to the competent authority.

The use of internal models for calculating solvency ratios has strengthened Crédit Agricole S.A. Group's risk management. In particular, the development of "internal rating" methods has led to the systematic collection of reliable data in respect of historical default and loss for the majority of Group entities. The collection of historical data of this nature now makes it possible to quantify credit risk by giving each rating an average probability of default (PD) and, for "advanced internal rating" approaches, the loss given default (LGD).

In addition, the parameters of the "internal rating" models are used in the definition, implementation and monitoring of entities' risk and credit policies. On the scope of large customers, the Group's unique rating system (identical methods and tools, shared data), in place for many years, has contributed to strengthening and standardising the use of ratings and the associated risk parameters within the entities. The uniqueness of ratings in the Large customers' scope thereby provides a shared framework on which to base standards and procedures, management tools, provisioning and risk-hedging policies, as well as alerts and close monitoring procedures. Due to their role in the monitoring and managing of risk within the various entities, ratings are subject to quality controls and regular monitoring at all stages of the rating process.

Internal models for measuring risks accordingly promote the development of sound risk-management practices among Group entities and improve the efficiency of the process of capital allocation by allowing a more accurate measurement of its consumption by business line and by entity.

Model input	Portfolio/Entity	Number of Models
PD	Sovereigns	6
	Local authorities	8
	Financial institutions (Banks, Insurance, Funds, etc.)	8
	Specialised financing	9
	Corporates	5
	Retail banking – LCL	2
	Retail banking – Crédit Agricole Consumer Finance	16
	Retail banking – CACF France	10
	Retail banking – CACIB	1
	Retail banking – Agos	2
	Retail banking – Cariparma	3
	Retail banking – Credibom	2
	Retail banking – Credit plus	2
LGD	Sovereigns	1
	Financial institutions (Banks, Insurance, Funds, etc.)	3
	Specialised financing	8
	Corporates	1
	Retail banking – LCL	12
	Retail banking – Crédit Agricole Consumer Finance	16
	Retail banking – Agos	2
	Retail banking – CACF France	10
	Retail banking – CACIB	1
	Retail banking – Cariparma	3
	Retail banking – Credibom	2
	Retail banking – Credit plus	2
CCF	Retail banking – LCL	3
	Retail banking – Crédit Agricole Consumer Finance	0

II. Risk weighted assets by type of risks

The risk weighted assets in respect of credit risk, market risk and operational risk were €305.6 billion at 31 December 2015, compared with €293.0 billion at 31 December 2014.

	31/12/2015		31/12/2014	
(in billions of euros)	Risk weighted assets	Capital requirements	Risk weighted assets	Capital requirements
Credit risk	**267.9**	**21.4**	**257.3**	**20.6**
Credit and counterparty risk – Standardised approach	**98.6**	**7.8**	**99.7**	**8.0**
Central governments and central banks	6.3	0.5	6.5	0.5
Institutions	11.7	0.9	11.5	0.9
Corporates	52.4	4.2	51.0	4.1
Retail customers	18.1	1.4	18.8	1.5
Loans to individuals	*15.2*	*1.2*	*15.7*	*1.3*
o/w secured by property	*1.7*	*0.1*	*1.8*	*0.1*
o/w revolving	*3.6*	*0.3*	*4.1*	*0.3*
o/w other	*9.9*	*0.8*	*9.8*	*0.9*
Loans to small and medium businesses	*2.9*	*0.2*	*3.1*	*0.2*
o/w secured by property	*0.2*	*0.0*	*0.3*	*0.0*
o/w other loans	*2.7*	*0.2*	*2.8*	*0.2*
Equities	0.8	0.1	1.0	0.1
Securitisations	0.2	0.0	0.4	0.0
Assets other than credit obligation	9.1	0.7	10.5	0.8
Credit and counterparty risk – internal ratings-based approach	**168.9**	**13.6**	**156.4**	**12.5**
Central governments and central banks	2.8	0.2	2.3	0.2
Institutions	12.7	1.0	11.8	0.9
Corporates	76.5	6.2	72.5	5.9
Retail customers	34.0	2.8	33.0	2.6
Loans to individuals	*27.5*	*2.2*	*26.7*	*2.1*
o/w secured by property	*8.6*	*0.7*	*8.0*	*0.6*
o/w revolving	*3.0*	*0.2*	*3.2*	*0.3*
o/w other loans	*15.9*	*1.3*	*15.5*	*1.2*
Loans to small and medium businesses	*6.5*	*0.6*	*6.3*	*0.5*
o/w secured by property	*0.7*	*0.1*	*0.7*	*0.1*
o/w other loans	*5.8*	*0.5*	*5.6*	*0.4*
Equities	37.8	3.0	30.5	2.4
Simple risk weighting approach	*29.7*	*2.4*	*23.3*	*1.8*
Private equity exposures in sufficiently diversified portfolios (190% weighting)	*1.6*	*0.1*	*1.4*	*0.1*
Listed equity exposures (290% weighting)	*3.7*	*0.3*	*2.7*	*0.2*
Other equity exposures (370% weighting)	*24.4*	*2.0*	*19.2*	*1.5*
Internal models method	-	-	-	-
Equity investments in significant financial stakes (over 10%) included in the exemption threshold calculation (250% weighting)	*8.1*	*0.6*	*7.2*	*0.6*
Securitisations	5.1	0.4	6.3	0.5
Assets other than credit obligations	-	-		-
Contributions to a CCP default fund	**0.4**	**0.0**	**1.2**	**0.1**

(in billions of euros)	31/12/2015 Risk weighted assets	31/12/2015 Capital requirements	31/12/2014 Risk weighted assets	31/12/2014 Capital requirements
Credit valuation adjustment risk	**4.0**	**0.3**	**4.9**	**0.4**
Advanced approach	2.9	0.2	3.6	0.3
Standardised approach	1.1	0.1	1.3	0.1
Original exposure method	-	-	-	-
Market risk	**7.6**	**0.6**	**8.8**	**0.7**
Market risk under standardised approach	**1.0**	**0.1**	**1.6**	**0.1**
Interest rate risk	*0.8*	*0.1*	*0.8*	*0.1*
Equity position risk	*0.0*	*0.0*	*0.0*	*0.0*
Foreign exchange risk	*0.2*	*0.0*	*0.8*	*0.1*
Commodities risk	-	-	-	-
Market risk measured using internal models	**6.6**	**0.5**	**7.2**	**0.5**
VaR	*2.2*	*0.2*	*1.2*	*0.1*
Stressed VaR	*3.0*	*0.2*	*3.1*	*0.2*
IRC	*1.4*	*0.1*	*2.9*	*0.2*
CRM	-	-	-	-
Of which additional capital requirements arising from exceeding the large exposures limits	-	-	-	-
Operational risk	**26.1**	**2.1**	**22.0**	**1.7**
Operational risk under the standardised approach	5.1	0.4	5.4	0.4
Operational risk under the advanced measurement approach	21.0	1.7	16.6	1.3
TOTAL	**305.6**	**24.4**	**293.0**	**23.4**
of which standardised approach	106.2	8.4	109.2	8.7
of which IRB approach	199.4	16.0	183.8	14.6

Risk weighted assets in respect of the exemption threshold weighting are included:

- in credit and counterparty risk – standardised approach – central governments and central banks for the portion relating to deferred tax assets that rely on future profitability arising from temporary differences;
- in credit and counterparty risk – standardised approach – equities and credit and counterparty risk – internal ratings approach – equities for the portion relating to CET1 instruments held in financial stakes over 10%.

III. Risk weighted assets by business line

31/12/2015 *(in millions of euros)*	Credit risk					Credit valuation adjustment risk	Operational risk	Market risk	Total risk weighted assets
	Standardised approach	Weighting approach IRB	IRB approach[1]	Contributions to a CCP default fund	Credit risk				
French retail banking	6,954	13,013	28,695	0	48,662	2	2,701	3	**51,368**
International retail banking	26,340	1,497	3,397	0	31,234	20	2,528	249	**34,031**
Savings management and Insurance	15,795	9,750	817	8	26,370	286	2,995	23	**29,674**
Specialised financial services	36,602	832	14,762	0	52,196	68	2,076	9	**54,349**
Corporate and investment banking	10,057	7,309	76,478	400	94,244	3,627	15,436	6,953	**120,260**
Corporate centre	2,842	5,357	7,008	0	15,207	0	379	352	**15,938**
TOTAL RISK WEIGHTED ASSETS	**98,590**	**37,758**	**131,157**	**408**	**267,913**	**4,003**	**26,115**	**7,589**	**305,620**

(1) Advanced IRB or Foundation IRB approach depending on the business lines.

31/12/2014 *(in millions of euros)*	Credit risk					Credit valuation adjustment risk	Operational risk	Market risk	Total risk weighted assets
	Standardised approach	Weighting approach IRB[1]	IRB approach[2]	Contributions to a CCP default fund	Credit risk				
French retail banking	6,370	9,404	26,989	0	42,763	9	2,213	2	**44,987**
International retail banking	27,748	1,486	3,658	0	32,892	67	2,541	171	**35,671**
Savings management and Insurance	16,396	6,660	671	4	23,731	339	2,900	67	**27,037**
Specialised financial services	35,558	800	14,460	0	50,818	62	1,959	11	**52,850**
Corporate and investment banking France	11,115	6,487	71,967	1,222	90,791	4,399	11,751	7,836	**114,777**
Corporate centre	2,498	5,663	8,151	0	16,312	0	595	760	**17,667**
TOTAL RISK WEIGHTED ASSETS	**99,685**	**30,500**	**125,896**	**1,226**	**257,307**	**4,876**	**21,959**	**8,847**	**292,989**

(1) Corresponds to equities exposures under the IRB approach.

(2) Advanced IRB or Foundation IRB approach depending on the business lines.

IV. Trends in risk weighted assets

The table below shows the change in Crédit Agricole S.A. Group's risk weighted assets in 2015:

(in millions of euros)	31 December 2014	Foreign exchange	Organic change and optimisation	Equity-accounted value Insurance	Equity-accounted value of RBs	Scope	Total change 2015	31 December 2015
Credit risk	257,307	5,149	(233)	2,533	3,282	(125)	**10,606**	267,913
of which Equity risk	*30,500*	*0*	*1,443*	*2,533*	*3,282*	*0*	***7,258***	*37,758*
CVA	4,876	0	(873)	0	0	0	**(873)**	4,003
Market risk	8,847	0	(1,249)	0	0	(9)	**(1,258)**	7,589
Operational risk	21,959	0	4,165	0	0	(10)	**4,156**	26,115
TOTAL	**292,989**	**5,149**	**1,810**	**2,533**	**3,282**	**(144)**	**12,631**	**305,620**

Risk-weighted assets increased by €12.6 billion to €305.6 billion in the year ended 31 December 2015, an increase of 4.3% attributable to:

- the appreciation of the US Dollar, resulting in an increase of €5.1 billion in risk weighted assets;
- organic change, including an increase in operational risk, partially offset by:
  - the reduction in market risks, primarily in respect of IRC (Incremental Risk Capital),
  - the reduction in Credit risk in the "Corporate and investment banking" business line, before foreign exchange effect;
- the increase in the equity-accounted value of investments, of which €2.5 billion in respect of insurance and €3.3 billion in respect of the Regional Banks; and
- the disposal of Crédit Agricole Albania with an impact of -€0.1 billion.

CREDIT RISK

I. Exposure to credit risk

Definitions:

- **probability of default (PD):** the probability that a counterparty will default within a period of one year;
- **exposure at default (EAD):** exposure amount in the event of default. The concept of exposure encompasses balance sheet assets plus a proportion of off-balance sheet commitments;
- **loss given default (LGD):** ratio between the loss incurred upon counterparty default and the amount of the exposure at the time of default;
- **gross exposure:** amount of the exposure (balance sheet + off-balance sheet), after the impacts of offsetting and before the application of any credit risk mitigation techniques (guarantees and collateral) and the credit conversion factor (CCF);
- **credit conversion factor (CCF):** ratio between the unused portion of a commitment that will be drawn and at risk at the time of default and the unused portion of the commitment calculated on the basis of the authorised limit or, where applicable, the unauthorised limit if higher;
- **expected losses (EL):** the amount of the average loss the bank expects to have to recognise in its loan book within one year;
- **risk weighted assets (RWA):** risk weighted assets are calculated by applying a weighting ratio to each exposure. The ratio is a function of the characteristics of the exposure and the calculation method used (IRB or standardised);
- **valuation adjustments:** impairment losses on a specific asset due to credit risk, recognised either through a partial writedown or a deduction from the carrying amount of the asset;
- **external credit ratings:** credit ratings provided by an external credit rating agency recognised by Regulation (EC) no. 1060/2009.

Exposures using the standardised approach

The exposure classes under the standardised approach are classified by counterparty type and financial product type, in one of the 17 classes set out in Article 112 of Regulation (EU) 575/2013 of 26 June 2013. The weightings applied to these same assets are calculated in accordance with Articles 114 to 134 of said Regulation.

In the tables below, 17 standardised exposure classes are then pooled to ensure presentation in alignment with IRB exposures.

Exposures using the IRB approach

Credit exposures are classified by counterparty type and financial product type, based on the seven exposure classes shown in the table below and set out in Article 147 of Regulation (EU) 575/2013 of 26 June 2013 on capital requirements applicable to credit institutions and investment firms:

- in addition to exposures to Central governments or central banks, the Central government or central banks class includes exposures to certain regional and local authorities and public sector agencies that are treated as central government agencies, as well as multilateral development banks and international organisations;
- the Institutions class comprises exposure to credit institutions and investment firms, including those recognised in other countries. It also includes some exposures to regional and local authorities, public sector agencies and multilateral development banks that are not classified under central governments;
- the Corporates class is divided into large corporates and small and medium-sized businesses, which are subject to different regulatory treatments;
- the Retail customer class is broken down into loans secured by property granted to individuals and to small and medium businesses, revolving credits, other loans granted to individuals and to small and medium businesses;
- the Equity class comprises exposures that convey a residual, subordinated claim on the assets or income of the issuer or have a similar economic substance;
- the Securitisation class includes exposures to securitisation operations or structures, including those resulting from interest rate or exchange rate derivatives, independently of the institution's role (whether it is the originator, sponsor or investor);
- the Assets other than credit obligations class does not currently show any assets using the internal rating-based (IRB) approach.

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In accordance with the regulatory rules in effect, risk weighted assets in the Central governments and central banks, Institutions, Corporate and Retail customers classes are calculated by applying a prescribed formula, the main parameters of which are the EAD, PD, LGD and the maturity associated with each exposure:

- for exposures to Large customers (Central governments and central banks, Institutions and Corporates), the formula is given in Article 153 of EU Regulation 575/2013 of 26 June 2013;
- for exposures to Retail customers, the formula is given in Article 154 of EU Regulation 575/2013 of 26 June 2013.

Risk weighted assets in the Equities category are calculated by applying standardised weightings to the carrying amount of the exposures. These weightings, prescribed in Article 155 of Regulation (EU) 575/2013 of 26 June 2013, are a function of the nature of the relevant equities: 190% for private equity exposures in the case of a diversified portfolio, 290% for exposures to listed equities and 370% for all other "Equities" excluding stakes in financial companies of over 10% included in the exemption threshold calculation (250% weighting).

The calculation of risk weighted assets in respect of Securitisation exposures is set out in the dedicated section below.

Risk weighted assets of “Assets other than credit obligations” exposures are calculated in accordance with Article 156 of Regulation (EU) 575/2013 of 26 June 2013. Parameters that fall into the formulas cited above are estimated using historical default and loss data collected internally by Crédit Agricole S.A. It should be noted that the definition of default used for the calculation of these parameters has a significant influence on the value thereof.

Exposure at Default (EAD) is the amount of exposure to a counterparty at the time of said counterparty’s default. For balance sheet items, EAD corresponds to exposure net of provisions for items covered by the standardised approach to credit risk, and to gross amounts for items covered by internal ratings. In the case of limits and financing commitments not used by the counterparty, a fraction of the total commitment is taken into account by applying a credit conversion factor (CCF). The CCF is estimated using an internal method validated by the supervisory authority for retail banking portfolios. The Internal CCF is estimated on the basis of the average CCF observed in cases of default by class of exposure. For other portfolios, a standard CCF of 20%, 50% or 100% is applied, depending on the nature of the commitment and its term.

For Large customers, default is defined on a customer-by customer basis. As a result, it factors in the principle of contagion: Group. an exposure to a defaulting customer causes the classification under default of all of the said customer’s loans within the entity responsible for the uniformity of the rating and all of its loans within Crédit Agricole Group.

For Retail customers, the default can be recorded at the level of the transaction. When applied to the debtor, it factors in the principle of contagion. Contagion rules are defined and precisely documented by the entity (joint account, outstandings of individuals or professionals, notion of risk group, etc.).

Moreover, the historical default and loss data are themselves highly dependent on the characteristics of the products marketed and the markets in which the Group’s various subsidiaries operate. As such, it may be difficult or misleading to compare these parameters between each other or to compare risk weighted assets calculated using these parameters for a given class of exposure.

Differences in market characteristics may be of various kinds:

- maturity of the market: risk parameters in respect of Large customers vary significantly depending on whether the customer or its reference shareholder is located in a developed or an emerging country; in the former, the rating of the counterparty will depend solely on the specific characteristics of the customer or its reference shareholder; in the latter, the rating of the country will be an important factor in the rating (the rating of a counterparty may only be greater than that of the country in which it is based in very specific cases; therefore, the ratings of companies located in emerging markets are generally capped by the rating of the country in question);
- structure of the market: as risk parameters vary depending on the type of products marketed, the risk weighted assets calculated on certain products (e.g. home loans) are structurally lower than those calculated on other products (e.g. consumer loans) for the same rating class; consequently, in some countries where home loans account for a very significant part of outstandings, the risk weighted assets of subsidiaries located in these countries tend to be below the Group average;
- position in the cycle: as GDP growth cycles are not synchronous in all countries in which the Group operates, the PD and LGD parameters do not necessarily follow the same trend for all subsidiaries; for instance, PD and LGD estimates on home loans will tend to increase for subsidiaries operating in markets experiencing or having experienced a real estate crisis, while remaining stable elsewhere;
- demographic and cultural differences: the place of private property in the culture of a country, the level of per capita income and demographic characteristics are other factors influencing risk parameters; accordingly, for instance, subsidiaries operating in countries in which the population is better off tend to have lower risk weighted assets than elsewhere, due to the fact that debt-to-income ratios will tend to be lower.

Products marketed may also vary from one subsidiary to another or from one country to another, potentially resulting in divergent risk parameters and risk weighted assets for the same type of customer. The type of products marketed can influence risk parameters in various ways:

- nature of products: products marketed may be very different in nature; as such, home loans may vary from one country to another as a function of their average maturity or the average ratio between the amount of the loan and the value of the financed property (loan-to-value ratio, LTV); the longer the maturity or the higher the LTV, the higher the risk parameters and risk weighted assets;
- business model: Crédit Agricole S.A.’s business model consists in holding loans granted to customers to maturity, whereas other banking models consist in selling large portions of their outstanding loans to securitisation vehicles; Crédit Agricole S.A. consequently keeps all home loans on its balance sheet, where they are generally assigned lower risk parameters and risk weighted assets than other asset classes, resulting in a structurally lower level of average risk weighted assets than for banks that sell this type of loan;
- collateral: loans granted can be secured by collateral or personal guarantees, the value and quality of which will be reflected in lower risk parameters than those of unsecured loans.

In addition, the type of customers may also vary significantly depending on the distribution channel: in the case of revolving credit, for instance, the customer (and the associated risk parameters) will differ depending on whether the products are marketed by Crédit Agricole Group Regional Banks to their customers or through subsidiaries specialising in consumer credit.

The pertinence and reliability of the rating data used are guaranteed by a process consisting in the initial validation and subsequent maintenance of internal models based on a structured and documented organisation implemented throughout the Group and involving entities, the Risk Management and Permanent Controls department and the Audit Group function.

The set of internal models used in Crédit Agricole Group was presented for approval to the Standards and Methodology Committee before internal validation by the Group Control function. The internal validation is deemed to be a pre-validation, as it pre-dates the application for formal approval to the French Prudential and Resolution Supervisory Authority. The process of constructing and validating an internal rating model requires work over a period generally spanning three to five years, involving several on-site pre-validation and validation assignments.

After validation, systems governing internal ratings and the calculation of risk parameters are subject to permanent and periodic control within each Group entity.

In the following paragraphs, back-testing covers all the methods and procedures used to verify the performance and stability of the internal risk models (PD, LGD, CCF), specifically by comparing forecasts with actual results.

With regard to permanent control, a back-testing Committee has been established within each entity. This Committee (which may, for some entities, be a specific agenda item for the Risk Committee) is chaired by the Risk Management department of the relevant entity and includes a representative from the Group Risk Management and Permanent Controls department. It meets at least twice a year and is the subject of reports to the Chief Executive Officer and the head of the entity's Permanent Control department, as well as the Group Risk Management and Permanent Controls department.

Periodic inspection is conducted annually by the Internal Audit function or any third party specifically authorised by it. The audit plan covers:

- systems for calculating ratings and estimating risk parameters, as well as compliance with minimum requirements;
- systems functioning (correct implementation).

The corresponding reports are sent to the person responsible for monitoring the relevant entity within the Group Risk Management and Permanent Controls department.

The entity performs internal controls (permanent and periodic) on:

- the quality of input and output data within the system;
- the conceptual and technical quality of systems for calculating ratings and estimating risk parameters;
- the completeness of data used for the calculation of risk-weighted assets.

Back-testing is critical in maintaining the pertinence and performance of rating models. A first phase of analysis is based chiefly on the quantitative analysis of the predictive model as a whole and its main explanatory variables.

This exercise can also detect significant change in the structure and behaviour of portfolios and customers. Back-testing then results in decisions to adjust or recast models in order to factor in the new structural elements. This allows changes in non-cyclical behaviour or change in the franchise to be identified, revealing the impact of commercial or risk strategies implemented by the Bank.

Across the Group as a whole, each rating method is back-tested at least once a year by the unit responsible for the method (Risk Management and Permanent Controls department or its delegate). This provides the Group annually, through the CNM, with the result of back-testing after consulting an *ad hoc* committee to confirm the proper application of selected statistical methods and the validity of results, and proposes, where appropriate, suitable corrective measures (revision of the method, recalibration, training, recommendations for control, etc.).

These ex-post controls are performed – through the cycle on historical data covering as long a period as possible. The following tables show the back-testing results for 2015 in respect of the probability of default (PD) and loss given default (LGD) models.

Portfolio	Estimated probability of default (%) – Average over a long period	Default rate observed – Average over a long period (%)	Estimated LGD (%)	LGD before prudential margin (%)
Sovereigns	1.6%	0.2%	56%	22%
Local authorities	0.02%[1]	0.07%	IRB approach	IRB approach
Financial institutions	0.63%	0.05%	59%[1]	66%
Corporates	2.8%	2.0%	43%	40%
Specialised financing	1.6%	0.9%	25%	23%
Individual customers – LCL	1.5%	1.3%	15%	9%
Small business customers – LCL	4.6%	4.2%	25%	21%
Individual customers – Cariparma	2.1%	2.1%	22%	18%
Small business customers – Cariparma	5.7%[2]	5.6%	44%	35%
Individual customers – CACF France	4.2%	3.7%	39%	36%
Individual customers – Agos	3.9%	3.8%	56%	51%
Individual customers – Credibom	4.3%	3.9%	41%	36%
Individual customers – Credit plus	2.8%	2.7%	34%	34%

(1) *Internal models in the process of recalibration.*

(2) *For the Cariparma small business portfolio, one-year probability of default is estimated as of 31 December 2014 in view the substantial impact of the recalibration implemented in 2014 (change in default setting, update of historical data, etc.).*

5

1. Breakdown of exposures

1.1 EXPOSURES BY TYPE OF RISK

The table below shows Crédit Agricole S.A. Group's exposure to global risk by exposure class for the standardised and internal ratings based approaches.

EXPOSURE TO OVERALL RISK (CREDIT, COUNTERPARTY, DILUTION, SETTLEMENT AND DELIVERY) BY APPROACH AND CLASS OF EXPOSURE AT 31 DECEMBER 2015

	31/12/2015												
	Standardised				IRB				Total				
(in billions of euros)	*Gross exposure[1]*	*Gross exposure after CRM[2]*	*EAD*	*RWA*	*Gross exposure[1]*	*Gross exposure after CRM[2]*	*EAD*	*RWA*	*Gross exposure[1]*	*Gross exposure after CRM[2]*	*EAD*	*RWA*	*Capital requirement*
Central governments and central banks	39.1	39.1	39.0	6.3	125.4	133.2	131.2	2.8	164.5	172.3	170.2	9.1	0.7
Institutions	71.1	84.8	75.4	11.7	333.5	341.3	335.0	12.7	404.5	426.1	410.4	24.4	2.0
Corporates	108.2	91.5	68.5	52.4	257.8	239.0	190.6	76.5	366.1	330.5	259.1	128.8	10.3
Retail customers	33.0	31.7	26.9	18.1	144.9	144.8	141.9	34.0	177.9	176.5	168.8	52.1	4.2
Loans to individuals	27.3	26.3	17.4	15.2	124.2	124.2	121.4	27.5	151.5	150.4	138.7	42.7	3.4
o/w secured by property	4.0	3.9	0.5	1.7	71.9	71.9	71.9	8.6	75.9	75.8	72.4	10.4	0.8
o/w revolving	9.6	9.3	3.9	3.6	10.3	10.3	7.5	3.0	19.8	19.6	11.4	6.7	0.5
o/w other	13.7	13.1	13.0	9.9	42.0	42.0	42.0	15.9	55.6	55.0	54.9	25.8	2.1
Loans to small and medium businesses	5.7	5.5	9.5	2.9	20.7	20.7	20.5	6.5	26.4	26.1	30.0	9.4	0.8
o/w secured by property	0.5	0.5	4.8	0.2	3.5	3.5	3.5	0.7	4.0	4.0	8.3	0.9	0.1
o/w other loans	5.2	5.0	4.7	2.7	17.2	17.2	17.0	5.8	22.4	22.1	21.7	8.5	0.7
Shares	0.8		0.6	0.8	32.6		8.7	29.7	33.4		9.3	30.5	2.4
Securitisations	0.5		0.3	0.2	34.2		34.2	5.1	34.6		34.4	5.3	0.4
Assets other than credit obligation	11.8		12.7	9.1	0.0		0.0	0.0	11.8		12.7	9.1	0.7
TOTAL	**264.5**		**223.4**	**98.6**	**928.4**		**841.6**	**160.8**	**1192.9**		**1065.0**	**259.4**	**20.7**

EXPOSURE TO OVERALL RISK (CREDIT, COUNTERPARTY, DILUTION, SETTLEMENT AND DELIVERY) BY APPROACH AND CLASS OF EXPOSURE AT 31 DECEMBER 2014

	31/12/2014												
	Standardised				IRB				Total				
(in billions of euros)	*Gross exposure[1]*	*Gross exposure after CRM[2]*	*EAD*	*RWA*	*Gross exposure[1]*	*Gross exposure after CRM[2]*	*EAD*	*RWA*	*Gross exposure[1]*	*Gross exposure after CRM[2]*	*EAD*	*RWA*	*Capital requirement*
Central governments and central banks	34.2	34.2	34.2	6.5	143.4	150.4	148.7	2.3	177.6	184.6	182.9	8.8	0.7
Institutions	311.4	325.5	311.6	11.5	95.0	96.8	89.0	11.8	406.4	422.3	400.6	23.3	1.9
Corporates	108.8	94.3	65.9	51.0	229.8	220.9	180.5	72.5	338.6	315.2	246.4	123.5	10.1
Retail customers	34.9	34.8	27.7	18.8	140.0	140.0	136.2	33.0	174.9	174.8	163.9	51.8	4.1
Shares	1.0		0.8	1.0	31.0		6.8	23.3[3]	32.0		7.6	24.3[3]	1.9
Securitisations	0.8		0.6	0.4	36.4		36.3	6.3	37.2		36.9	6.7	0.5
Assets other than credit obligation	13.0		13.0	10.5	0.0		0.0	0.0	13.0		13.0	10.5	0.8
TOTAL	**504.1**		**453.8**	**99.7**	**675.5**		**597.5**	**149.2**	**1,179.7**		**1,051.3**	**248.9**	**20.0**

(1) Initial gross exposure.

(2) Gross exposure after credit risk mitigation (CRM).

(3) Breakdown excluding weighting of significant financial stakes (over 10%) used in the calculation of the exemption threshold (250% weighting) under IRB.

RWA density (defined as the ratio of risk weighted assets/EAD) amounts to 31% on average for retail customers and 50% for corporates at 31 December 2015.

The Institutions category, which includes €278.0 billion of internal transactions within Crédit Agricole Group at end-December 2015 (€277.4 billion at end-December 2014) remains, as in previous years, the Group's leading category of exposure. Excluding these internal transactions, gross exposure for the loan book totalled €914.5 billion at end-December 2015, a reduction of 1.4% year-on-year.

On the gross exposure, the Group's total assets recorded a moderate increase following a rise in exposure to the "Corporate", "Equity" and "Retail Customers" portfolios (increases of 8.1%, 4.4% and 1.6% respectively). The policy of reducing the securitisation portfolio initiated in 2012 continued (-7.0% over the year).

The loan book's overall EAD decreased by 1.3% over the year.

Counterparty risk on market transactions

Crédit Agricole S.A. and its subsidiaries calculate counterparty risk for all their exposures, whether in the banking book or the trading book. For items in the trading book, counterparty risk is calculated in accordance with the provisions relating to the regulatory supervision of market risk.

The regulatory treatment of counterparty risk on transactions on forward financial instruments in the banking portfolio is defined on a regulatory basis in Regulation (EU) 575/2013 of 26 June 2013. Crédit Agricole S.A. Group uses the market price method to measure its exposure to counterparty risk on transactions on forward financial instruments in the banking portfolio (Article 274) or the internal model method (Article 283) within the scope of Crédit Agricole CIB.

EXPOSURE TO COUNTERPARTY RISK BY APPROACH AND CLASS OF EXPOSURE AT 31/12/2015

	31/12/2015									
	Standardised			IRB			Total			
(in billions of euros)	*Gross exposure*	*EAD*	*RWA*	*Gross exposure*	*EAD*	*RWA*	*Gross exposure*	*EAD*	*RWA*	*Capital requirement*
Central governments and central banks	1.7	1.7	0.2	7.3	7.3	0.3	9.0	9.0	0.5	0.0
Institutions	17.7	17.7	1.6	19.5	19.3	7.4	37.2	37.0	9.0	0.7
Corporates	2.7	2.7	2.6	22.2	22.1	4.0	24.9	24.8	6.6	0.5
Retail customers										
Shares										
Securitisations										
Assets other than credit obligation										
TOTAL	**22.1**	**22.1**	**4.4**	**49.0**	**48.7**	**11.7**	**71.1**	**70.8**	**16.1**	**1.2**

EXPOSURE TO COUNTERPARTY RISK BY APPROACH AND CLASS OF EXPOSURE AT 31/12/2014

	31/12/2014									
	Standardised			IRB			Total			
(in billions of euros)	*Gross exposure*	*EAD*	*RWA*	*Gross exposure*	*EAD*	*RWA*	*Gross exposure*	*EAD*	*RWA*	*Capital requirement*
Central governments and central banks	2.7	2.7	0.4	6.6	6.6	0.3	9.3	9.3	0.7	0.1
Institutions	21.3	21.3	1.7	21.0	19.7	4.1	42.3	40.9	5.8	0.5
Corporates	2.1	2.1	1.9	21.2	21.0	7.9	23.3	23.1	9.8	0.8
Retail customers										
Shares										
Securitisations										
Other assets not constituting a credit obligation										
TOTAL	**26.1**	**26.1**	**4.0**	**48.8**	**47.3**	**12.3**	**74.9**	**73.4**	**16.3**	**1.4**

Exposure at default to counterparty risk was €71 billion at 31 December 2015 (€55.1 billion in the form of derivatives, of which 88% measured using the internal model approach (EPE model) and €15.9 billion in the form of securities financing transactions).

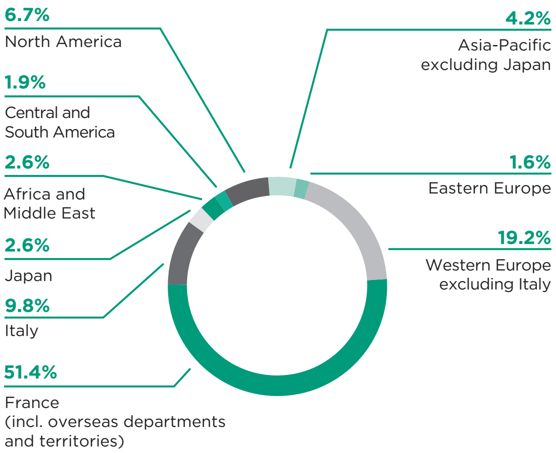
Information on exposure to transactions on forward financial instruments is also provided in Note 3.1 "Credit risk" to the consolidated financial statements.

1.2 EXPOSURES BY GEOGRAPHIC AREA

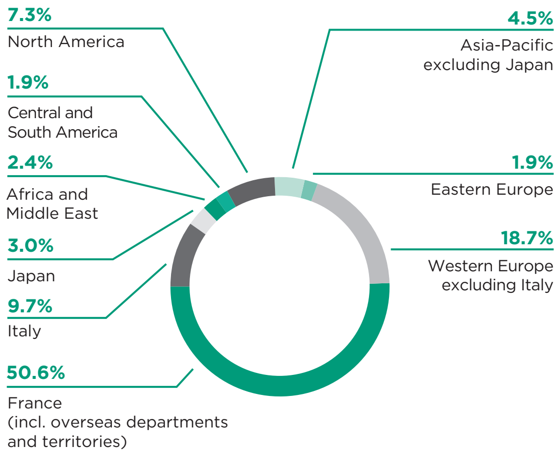
The breakdown by geographic area includes all Crédit Agricole S.A. Group exposures except for securitisation transactions and assets other than credit obligations.

At 31 December 2015, total gross exposure for the scope defined above was €868.2 billion (excluding Crédit Agricole Group internal transactions), compared with €852.0 billion at 31 December 2014.

AT 31 DECEMBER 2015



AT 31 DECEMBER 2014



Geographic area of exposure *(%)*	Central governments and central banks		Institutions		Corporates		Retail customers		Shares	
	31/12/2015	31/12/2014	31/12/2015	31/12/2014	31/12/2015	31/12/2014	31/12/2015	31/12/2014	31/12/2015	31/12/2014
France (incl. overseas departments and territories)	52.6%	48.5%	50.4%	44.7%	41.3%	43.7%	63.5%	63.2%	94.1%	93.4%
Western Europe excluding Italy	23.1%	20.8%	29.2%	32.1%	21.7%	20.6%	6.3%	6.2%	3.1%	3.3%
North America	4.3%	11.7%	3.1%	5.3%	12.8%	10.1%	0.0%	0.0%	0.2%	0.3%
Italy	5.9%	9.8%	3.4%	3.2%	7.3%	7.2%	24.6%	25.1%	2.2%	2.6%
Japan	8.9%	5.0%	2.2%	2.4%	1.4%	1.5%	0.0%	0.0%	0.3%	0.3%
Asia-Pacific excluding Japan	2.3%	1.8%	6.6%	6.9%	6.5%	7.4%	0.5%	0.5%	0.0%	0.0%
Africa and Middle East	1.8%	1.5%	3.2%	2.6%	3.4%	3.4%	1.8%	1.6%	0.1%	0.1%
Eastern Europe	1.1%	0.8%	0.5%	0.8%	1.8%	2.4%	3.0%	3.1%	0.0%	0.0%
Central and South America	0.0%	0.1%	1.4%	2.0%	3.8%	3.7%	0.3%	0.3%	0.0%	0.0%
TOTAL	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Refocusing of the loan book on France continued through 2015 (51.4% compared with 50.6% in 2014). In contrast, the “North America” category fell from 7.3% to 6.7% of the total portfolio at 31 December 2015.

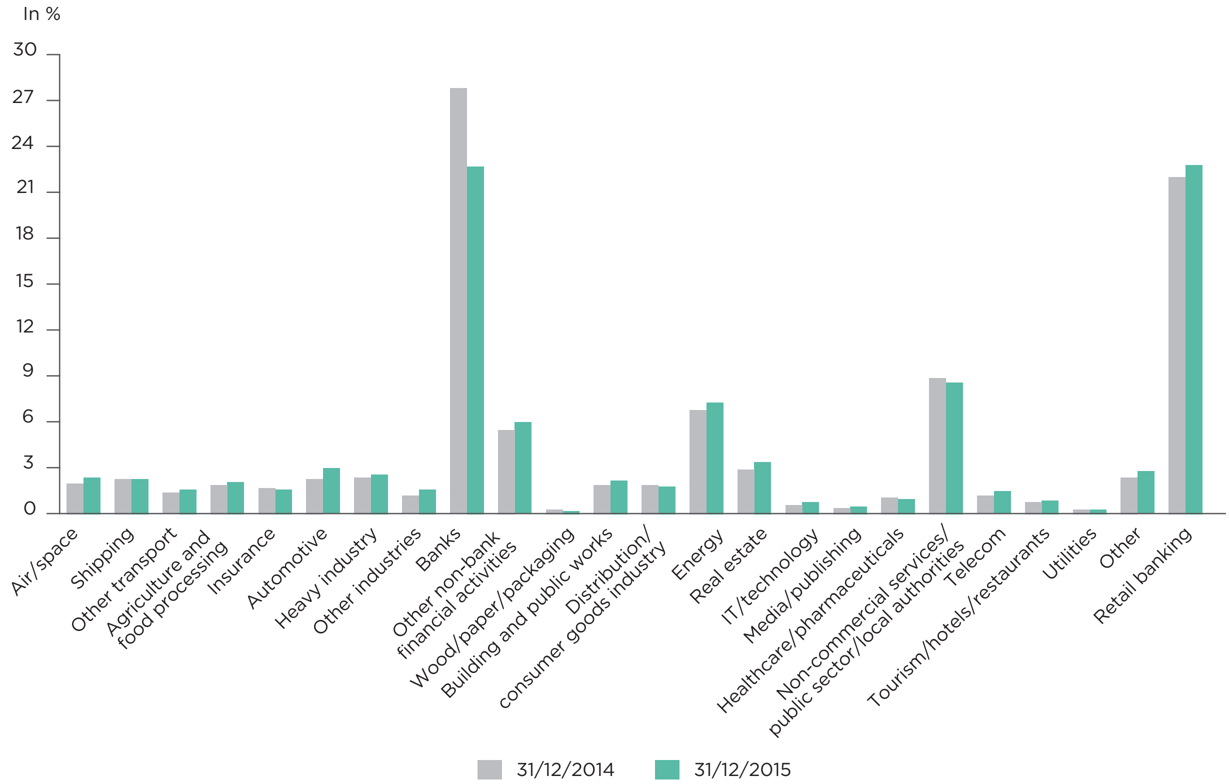
In retail banking, over 80% of the Group’s exposures focus on two countries: France and Italy. The “Central governments and central banks”, “Institutions” and “Corporates” portfolios have greater geographical diversification, with each bearing the weight of two geographic areas that account for over 30% of exposures (the “Western Europe excluding Italy” and “Japan” areas for the first portfolio, the “Western Europe excluding Italy” and “Asia-Pacific excluding Japan” areas for the second and the “Western Europe excluding Italy” and “North America” areas for the third).

1.3 EXPOSURES BY BUSINESS SECTOR

The breakdown by business sector covers Crédit Agricole S.A. Group's exposures to Central governments and central banks, Institutions, Corporates and Retail customers. The Retail customer portfolio is also broken down by Basel sub-portfolio (home loans, revolving credit, other small business loans, farmers and other retail).

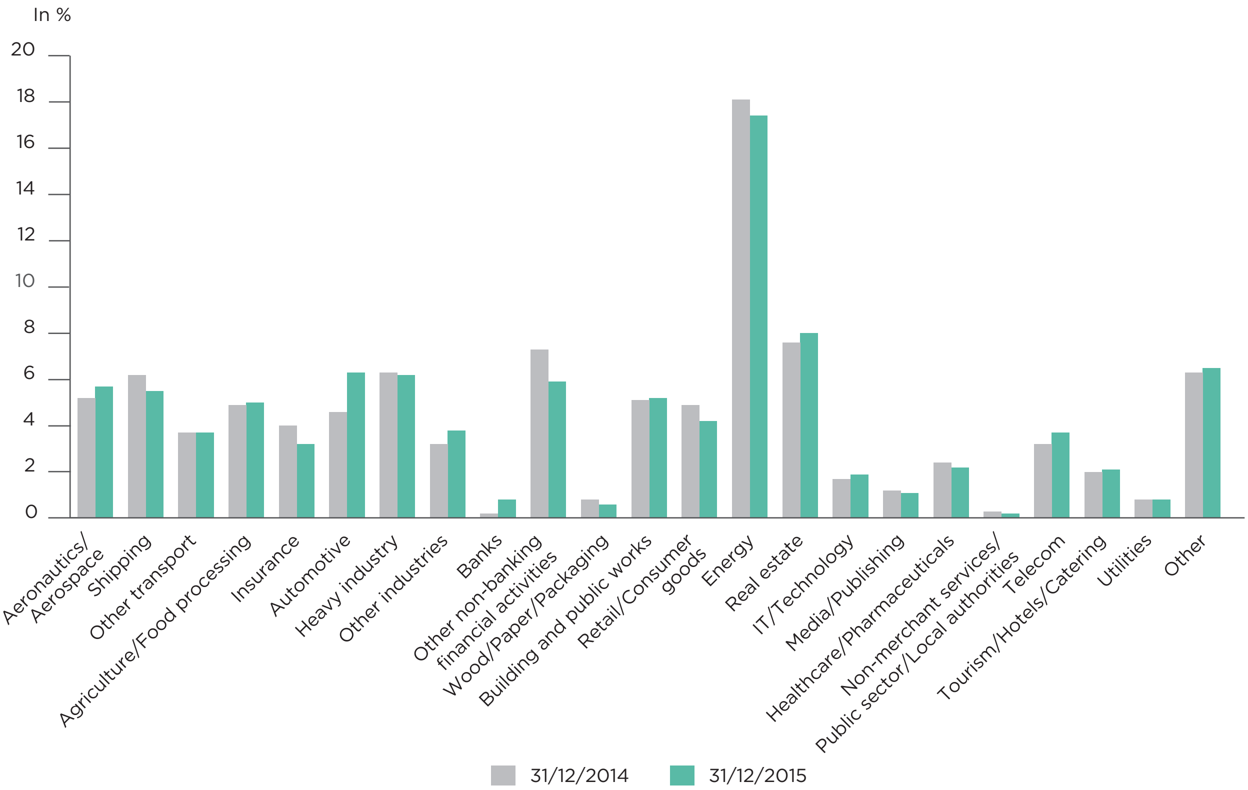
At 31 December 2015, total exposure for the scope defined above was €834.8 billion (excluding Crédit Agricole Group internal transactions), compared with €820.0 billion at 31 December 2014. The amount allocated by business sector was €783.8 billion at 31 December 2015, compared with €796.3 billion at 31 December 2014.

2015 EXPOSURE



The breakdown of the loan book by business sector changed little in 2015, and still shows a good level of risk diversification. Excluding Retail customers and the financial and public sectors, the **Corporate portfolio** shows a satisfactory level of risk diversification.

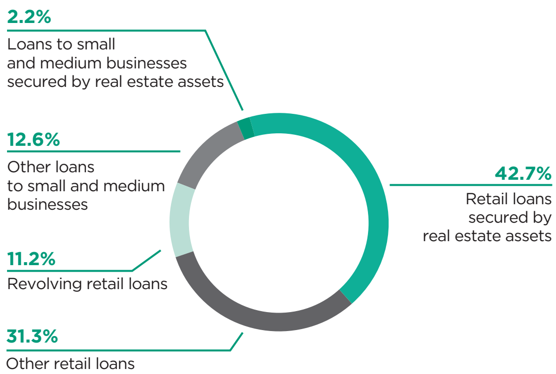
BREAKDOWN OF EXPOSURES - CORPORATE PORTFOLIO



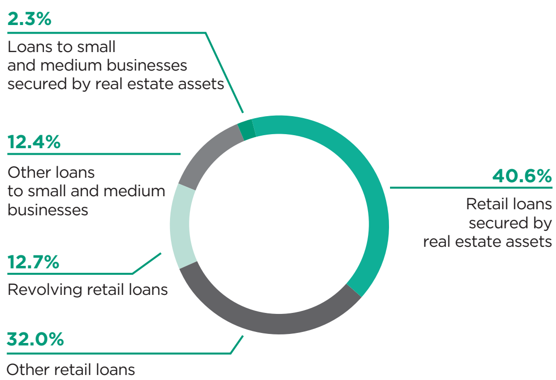
Breakdown of exposures – Retail customer portfolio

The chart below shows a breakdown of Crédit Agricole S.A.'s Retail customer portfolio exposures by Basel sub-portfolio (outstandings of €177.7 billion at 31 December 2015 compared with €174.8 billion at 31 December 2014, an increase of +1.7% over the year).

RETAIL CUSTOMERS AT 31 DECEMBER 2015



RETAIL CUSTOMERS AT 31 DECEMBER 2014



Within the "Retail customers" portfolio, the relative share of "retail loans secured by real estate assets" increased (42.7% in 2015, compared with 40.6% in 2014). That of "revolving retail loans" continues the decline dating back to 2012 (11.2% of outstanding retail customer loans in 2015, compared with 12.7% in 2014).

1.4 EXPOSURES BY RESIDUAL MATURITY

The breakdown of exposures by residual maturity and by financial instrument is disclosed on an accounting basis in Note 3.3 to the consolidated financial statements on "Liquidity and financing risk".

2. Quality of exposures

2.1 QUALITY OF EXPOSURES IN THE STANDARDISED APPROACH

Credit risk exposure in standardised approach

For Central governments and central banks and Institutions in the standardised approach, Crédit Agricole S.A. Group has chosen to use Moody's ratings for the sovereign risk and the correspondence grid with the French Prudential Supervisory and Resolution Authority's (ACPR) credit quality assessment scale.

The Group does not use external credit rating agencies for Corporate exposures. As a result, in accordance with Article 121 of EU Regulation 575/2013 of 26 June 2013, companies are weighted at 20%, 50%, 100% or 150% except within the LCL scope, where the standardised method uses the Bank of France scales.

The first level is highly prevalent in the portfolio, and its share is increasing (65.5% at 31 December 2015, compared with 64.6% at 31 December 2014), whereas exposures noted 5 and 6 represent a minority, and their proportion is declining (less than 5% of exposures at 31 December 2015, compared with less than 6% at 31 December 2014).

Exposure to institutions under the standardised approach remained, as in earlier years, almost entirely concentrated on the top credit quality level, reflecting the extent of business with very high quality institutions: the percentage of institutions ranked level 2 and above was 96.0%.

For clarity, the tables **breaking down risk exposures and exposure values by regulatory exposure categories, and that giving credit quality levels** are presented in the consolidated report on Risk Factors and Pillar 3, available on the website: www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information.

2.2 QUALITY OF EXPOSURES UNDER THE INTERNAL RATINGS-BASED APPROACH (IRB)

Presentation of the internal ratings system and procedure

The internal ratings systems and procedures are described in the section entitled "Risk Factors – Credit Risk – Risk Measurement methods and systems".

As exposure to Retail customers' credit risk categories does not use the same internal ratings as the other categories, they are presented separately.

The breakdown of the Large customer portfolios (exposure class: Central governments and central banks, Institutions and Corporates) by internal rating continues to reflect very good overall quality: **more than 80% of exposures are classified as investment grade (internal rating of A+ to C-).**

The disparities between customer types seen in prior years in the retail banking portfolio were again apparent in 2015. The distribution of observed PD levels in loans secured by real estate assets is significantly narrower than for other types of asset. For instance, 67% of gross exposures to the "Retail loans secured by real estate assets" book were internally rated 1-5 (PD of less than 0.64%), while this figure falls to 38% for "Other loans to small and medium businesses" in the IRB portfolio – the Group's retail banking arm.

The differences in respect of PD levels are even more pronounced if we observe the contributions of expected losses attributable to significant differences in LGD levels from one portfolio to another. Exposure to "retail loans secured by real estate assets" accounted for 50.7% of total retail customer EAD but only 9.5% of expected losses.

For clarity, the tables **breaking down exposure to credit risk by exposure category and internal note at 31 December 2015** are presented in the consolidated report on Risk Factors and Pillar 3 available on the website: www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information.

PD and average LGD by type of performing exposure under the A-IRB approach by geographic area

The LGDs in this table are regulatory and may be subject to floors on certain portfolios.

		A-IRB approach	
Category of exposure	**Geographic area**	**PD**	**LGD**
Loans to small and medium businesses			
o/w other	**All geographic area**	**12.87%**	**35.46%**
	Western Europe Excluding Italy	7.31%	23.65%
	France (incl. overseas departments and territories)	7.09%	29.75%
	Italy	29.25%	51.86%
o/w secured by real estate assets	**All geographic area**	**11.09%**	**18.42%**
	France (incl. overseas departments and territories)	6.48%	16.51%
	Italy	16.66%	20.72%
Retail loans			
o/w secured by real estate assets	**All geographic area**	**2.58%**	**12.18%**
	France (incl. overseas departments and territories)	2.35%	11.08%
	Italy	3.83%	18.25%
o/w other	**All geographic area**	**9.86%**	**35.66%**
	Asia-Pacific excluding Japan	20.03%	38.75%
	Western Europe excluding Italy	2.54%	20.10%
	France (incl. overseas departments and territories)	10.71%	34.84%
	Italy	15.88%	52.68%
o/w revolving	**All geographic area**	**8.79%**	**57.21%**
	France (incl. overseas departments and territories)	5.85%	53.19%
	Italy	16.71%	68.03%
Central governments and central banks	**All geographic area**	**0.05%**	**1.92%**
	Africa and Middle East	0.10%	6.70%
	North America	0.00%	1.00%
	Asia-Pacific excluding Japan	0.07%	2.45%
	Eastern Europe	0.34%	45.00%
	Western Europe excluding Italy	0.03%	1.94%
	France (incl. overseas departments and territories)	0.09%	2.21%
	Italy	0.14%	10.00%
	Japan	0.00%	1.00%
Corporates	**All geographic area**	**0.76%**	**33.37%**
	Africa and Middle East	0.58%	52.81%
	North America	0.87%	36.61%
	Asia-Pacific excluding Japan	0.37%	34.92%
	Eastern Europe	0.29%	50.28%
	Western Europe excluding Italy	0.68%	37.03%
	France (incl. overseas departments and territories)	0.82%	28.36%
	Italy	0.96%	45.62%
	Japan	1.02%	23.31%
Institutions	**All geographic area**	**0.16%**	**20.78%**
	Africa and Middle East	0.10%	28.02%
	North America	0.08%	11.30%
	Asia-Pacific excluding Japan	0.27%	32.05%
	Eastern Europe	0.43%	37.48%
	Western Europe excluding Italy	0.09%	13.56%
	France (incl. overseas departments and territories)	0.17%	22.73%
	Italy	0.14%	9.37%
	Japan	0.12%	20.06%

In addition, only France has IRBF exposure on the following portfolios: Central governments and central banks, Institutions and Corporates.

3. Defaulted exposure and valuation adjustments

EXPOSURES AT DEFAULT AND VALUATION ADJUSTMENTS AT 31 DECEMBER 2015

(in billions of euros)	Gross exposure	Defaulted exposure Standardised approach	Defaulted exposure IRB approach	Defaulted exposure Total	Individual valuation adjustments	Collective valuation adjustments approach
Central governments and central banks	164.4	0.0	0.0	**0.0**	0.0	0.0
Institutions	404.5	0.1	0.5	**0.5**	0.7	0.1
Corporates	366.1	4.4	4.1	**8.4**	4.0	1.7
Retail customers	177.7	1.9	6.3	**8.3**	4.5	0.9
Loans to individuals	*151.3*	*1.6*	*4.3*	***6.0***	*3.2*	*0.8*
o/w secured by property	*75.9*	*0.2*	*1.0*	***1.2***	*0.3*	*0.0*
o/w revolving	*19.8*	*0.4*	*0.4*	***0.8***	*0.5*	*0.1*
o/w other	*55.6*	*1.0*	*2.9*	***4.0***	*2.4*	*0.7*
Loans to small and medium businesses	*26.4*	*0.3*	*2.0*	***2.3***	*1.3*	*0.1*
o/w secured by property	*4.0*	*0.1*	*0.3*	***0.3***	*0.1*	*0.0*
o/w other loans	*22.4*	*0.2*	*1.7*	***2.0***	*1.2*	*0.1*
TOTAL	**1112.7**	**6.4**	**10.9**	**17.2**	**9.2**	**2.7**

EXPOSURES AT DEFAULT AND VALUATION ADJUSTMENTS AT 31 DECEMBER 2014

(in billions of euros)	Gross exposure	Defaulted exposure Standardised approach	Defaulted exposure IRB approach	Defaulted exposure Total	Individual valuation adjustments	Collective valuation adjustments approach
Central governments and central banks	177.6	0.0	0.0	**0.0**	0.0	0.0
Institutions	406.4	0.0	0.5	**0.5**	0.6	0.1
Corporates	338.6	4.3	3.7	**8.0**	4.1	1.7
Retail customers	174.9	2.0	6.6	**8.6**	4.7	1.0
Loans to individuals	*149.1*	*1.5*	*4.7*	***6.2***	*3.5*	*1.0*
o/w secured by property	*71.0*	*0.2*	*0.9*	***1.1***	*0.3*	*0.0*
o/w revolving	*22.2*	*0.4*	*0.5*	***0.9***	*0.6*	*0.1*
o/w other	*56.0*	*0.9*	*3.3*	***4.2***	*2.6*	*0.9*
Loans to small and medium businesses	*25.7*	*0.5*	*1.9*	***2.4***	*1.2*	*0.0*
o/w secured by property	*4.0*	*0.1*	*0.2*	***0.3***	*0.1*	*0.0*
o/w other loans	*21.7*	*0.4*	*1.7*	***2.1***	*1.1*	*0.0*
TOTAL	**1,097.5**	**6.3**	**10.8**	**17.1**	**9.4**	**2.8**

Defaulted exposure totalled €17.2 billion at 31 December 2015, stable compared with 31 December 2014.

At the same time, individual valuation adjustments were reduced by 2.1%. The stock of collective valuation adjustments was down €0.1 billion compared with 31 December 2014.

DEFAULTED EXPOSURE AND VALUATION ADJUSTMENTS BY GEOGRAPHIC AREA

31/12/2015 *(in billions of euros)*	Defaulted exposure		Individual valuation adjustments	Collective valuation adjustments approach
	Standardised approach	Internal ratings-based approach		
Africa and Middle East	0.3	0.6	0.9	0.1
Central and South America	0.0	0.6	0.4	0.0
North America	0.0	0.1	0.1	0.0
Asia-Pacific excluding Japan	0.0	0.3	0.1	0.0
Eastern Europe	0.6	0.1	0.5	0.1
Western Europe excluding Italy	0.2	1.5	0.7	0.0
France (incl. overseas departments and territories)	1.3	4.0	3.3	2.0
Italy	4.0	3.7	3.2	0.5
Japan	0.0	0.0	0.0	0.0
TOTAL	**6.4**	**10.9**	**9.2**	**2.7**

31/12/2014 *(in billions of euros)*	Defaulted exposure		Individual valuation adjustments	Collective valuation adjustments approach
	Standardised approach	Internal ratings-based approach		
Africa and Middle East	0.3	0.6	0.7	0.0
Central and South America	0.0	0.1	0.3	0.0
North America	0.0	0.1	0.0	0.0
Asia-Pacific (excluding Japan)	0.0	0.6	0.0	0.0
Eastern Europe	0.6	0.2	0.1	0.0
Western Europe excluding Italy	0.3	1.3	0.9	0.0
France (incl. overseas departments and territories)	1.3	4.1	4.1	2.2
Italy	3.8	3.8	3.3	0.5
Japan	0.0	0.0	0.0	0.0
TOTAL	**6.3**	**10.8**	**9.4**	**2.8**

Total exposures at default (using the standardised and IRB approaches) remain concentrated on Italy, France and Western Europe excluding Italy, which contribute 44.2%, 30.8% and 9.9% of the total respectively. Aggregate exposure at default was stable compared with end-2014.

4. Comparison between estimated and actual losses

The ratio of Expected Losses (EL) to Exposure at Default (EAD) was 1.89% at 31 December 2015 (1.77% at 31 December 2014). This ratio is calculated for the Central government and central banks, Institutions, Corporates, Retail customer and Equity portfolios in the A-IRB approach.

At the same time, the ratio of provisions to gross exposures was 1.50% at 31 December 2015, compared with 1.54% at 31 December 2014.

II. Credit risk mitigation techniques

Definitions:

- **collateral:** a security interest giving the bank the right to liquidate, keep or obtain title to certain amounts or assets in the event of default or other specific credit events affecting the counterparty, thereby reducing the credit risk on an exposure;
- **personal guarantee:** undertaking by a third party to pay the sum due in the event of the counterparty's default or other specific credit events, therefore reducing the credit risks on an exposure.

1. Collateral management system

The main categories of collateral taken by the bank are described in the section entitled "Risk Factors – Credit Risk – Collateral and guarantees received".

When a credit is granted, collateral is analysed to assess the value of the asset, its volatility and the correlation between the value of the collateral and the quality of the counterparty financed. Regardless of collateral quality, the first criterion in the lending decision is always the borrower's ability to repay sums due from cash flow generated by its operating activities, except for specific trade finance transactions.

For financial collateral, a minimum exposure coverage ratio is usually included in loan contracts, with readjustment clauses. Financial collateral is revalued according to the frequency of margin calls and the variability of the underlying value of financial assets transferred as collateral or quarterly, as a minimum.

The minimum coverage ratio (or the haircut applied to the value of the collateral under Basel 3) is determined by measuring the pseudo-maximum deviation of the value of the securities on the revaluation date. This measurement is calculated with a 99% confidence interval over a time horizon covering the period between each revaluation, the period between the default date and the date on which asset liquidation starts, and the duration of the liquidation period. This haircut also applies for currency mismatch risk when the securities and the collateralised exposure are denominated in different currencies. Additional haircuts are applied when the size of the stocks position implies a block sale or when the borrower and the issuer of the collateral securities belong to the same risk group.

The initial value of real estate assets granted as collateral is based on acquisition or construction cost. It may subsequently be revalued using a statistical approach based on market indices, or on the basis of an expert appraisal performed at least annually.

For retail banking (LCL, Cariparma), revaluation is automatic based on changes in the property market indices. In contrast, for project-type property financing, assets are mainly revalued on the basis of an expert appraisal combining various approaches (asset value, rental value, etc.) and include external benchmarks.

For minimum coverage ratios (or the haircut applied to the collateral value under Basel 3), Crédit Agricole CIB projects the value of the real estate asset between the revaluation date and the date on which the collateral is realised by modelling the asset value, and includes the repossession costs over that period. Assumptions regarding liquidation periods depend on the type of financing (project, property investment companies, property developers, etc.).

Other types of asset may also be pledged as non recourse financial assets. This is notably the case for certain activities such as aircraft, shipping or commodities financing. These businesses are conducted by middle offices, which have specific expertise in valuing the assets financed.

2. Protection providers

Two major types of guarantee are mainly used (other than intragroup guarantees): export credit insurance taken out by the Bank and unconditional payment guarantees.

The main guarantee providers (excluding credit derivatives – see section below) are export credit agencies, most of which enjoy a good quality sovereign rating. The largest are Coface (France), Sace S.p.A. (Italy), Euler Hermès (Germany) and Korea Export Insur (Korea).

FINANCIAL HEALTH RATINGS AVAILABLE FROM EXPORT CREDIT AGENCIES

	Moody's	Standard & Poor's	Fitch Ratings
	Rating [outlook]	Rating [outlook]	Rating [outlook]
Coface S.A.	A2 [stable]		AA- [stable]
Euler Hermès	Aa3 [stable]	AA- [stable]	
Sace S.p.A.			A- [stable]

Moreover, the guarantees received from mutual guarantee companies cover a substantial portion of the loans in the Group's "residential real estate" portfolio in France (see table hereinafter). These outstandings are backed by guarantees granted by Crédit Logement (rated Aa3 stable by Moody's) or by the Group's subsidiary insurance company, CAMCA (rated A- by Fitch). The guarantors themselves are supervised by the ACPR and are subject to prudential regulation applying to either financing companies, for Crédit Logement, or insurance companies (Solvency 1 and 2), for CAMCA.

AMOUNTS IN OUTSTANDING PROPERTY LOANS GUARANTEED BY CAMCA AND CRÉDIT LOGEMENT

(in millions of euros)	Outstandings at 31/12/2015		Outstandings at 31/12/2014	
	in outstandings guaranteed	% of guaranteed loans in the "residential real estate loans" portfolio in France	in outstandings guaranteed	% of guaranteed loans in the "residential real estate loans" portfolio in France
Coverage by financial guarantee insurance companies (Crédit Logement, CAMCA)	51,273	85.3%	44,894	80.2%

Where Crédit Logement is concerned, the guarantee granted covers, with no deductible, the payment of all amounts legally due by defaulting borrowers in principal, interest, insurance premiums and costs. When the guarantee is granted, the guarantor applies an independent selection policy in addition to that already implemented by the bank. Where CAMCA is concerned, the guarantee mechanism is broadly similar to that of Crédit Logement, with the difference that the payments made by CAMCA with respect to the guarantee arise once the bank's means of recourse against the borrower have been exhausted. In the end, these guarantee provisions significantly enhance the quality of the property loans guaranteed and constitute a full transfer of risk in respect of these outstandings.

3. Use of credit derivatives for hedging purposes

Credit derivatives used for hedging purposes are described in the section entitled "Risk Factors – Credit Risk – Credit Risk Mitigation Mechanisms – Use of Credit Derivatives".

III. Securitisation transactions

The credit risk on securitisation transactions is presented in the Securitisation chapter below.

IV. Equity exposures in the banking portfolio

Crédit Agricole S.A. Group's equity exposures, excluding the trading book, consist of securities "that convey residual, subordinated claims on the assets or income of the issuer or have a similar economic substance". These mainly include:

- listed and non-listed equities and shares in investment funds;
- options implicit in convertible, redeemable or exchangeable bonds;
- stock options;
- deeply subordinated securities.

Non-consolidated equity interests are acquired for management purposes (financial assets at fair value through profit or loss or designated as at fair value through profit or loss or held-for-trading, available-for-sale financial assets, held-to-maturity investments, loans and receivables) as described in Note 1.3 to the financial statements entitled "Accounting policies and principles".

The accounting policies and valuation methods used are described in Note 1.3 to the financial statements "Accounting policies and principles".

GROSS EXPOSURE AND EXPOSURE AT DEFAULT BY EXPOSURE CLASS

(in billions of euros)	31/12/2015		31/12/2014	
	Gross exposure	Exposure at default	Gross exposure	Exposure at default
Equity exposures under the internal ratings-based approach	**32.6**	**8.7**	**31.0**	**6.8**
Private equity exposures in sufficiently diversified portfolios	0.9	0.8	0.7	0.7
Listed equity exposures	2.6	1.3	2.2	0.9
Other equity exposures	29.1	6.6	28.1	5.2
Equity exposures under the standardised approach	**0.8**	**0.6**	**1.0**	**0.8**
TOTAL EQUITY EXPOSURE	**33.4**	**9.3**	**32.0**	**7.6**

Equity exposures under the internal ratings based approach mainly consist of the portfolios of Crédit Agricole S.A., Crédit Agricole CIB and Crédit Agricole Investissement et Finance.

The value of the equity exposures under the internal ratings based approach amounted to €32.6 billion at 31 December 2015 (compared with €31.0 billion at 31 December 2014).

The cumulative amount of realised gains or losses on sales and settlements over the period under review is presented in Note 4 to the financial statements "Notes to the income statement".

SECURITISATION

I. Definitions

Crédit Agricole Group carries out securitisation transactions as an originator, arranger or as an investor according to the Basel 3 criteria.

Securitisation transactions, listed below, consist of transactions defined in Directive 2013/36/EU ("CRD 4") and EU Regulation 575/2013 of 26 June 2013 ("CRR") in force since 1 January 2014. The directive and regulations incorporate into European law the international Basel 3 reforms (issued in December 2010) introducing, among other things, new requirements for bank solvency and oversight of liquidity risk. They cover transactions or schemes under which the credit risk associated with an exposure or pool of exposures is sub-divided into tranches with the following features:

- payments depend on the performance of the underlying exposure or pool of exposures;
- the subordination of tranches determines how losses are distributed over the life of the transaction or scheme.

Securitisation transactions include:

- standard securitisations: imply the economic transfer of the securitised exposures. This means the transfer of ownership of the securitised exposures by the reporting originating institution directly to a securitisation vehicle or *via* a vehicle's sub-investment in the securitised exposures. Notes issued by the securitisation vehicle do not constitute payment obligations for the reporting originating institution;
- synthetic securitisations: the credit risk is transferred through the use of credit derivatives or guarantees and the pool of securitised exposures is kept on the balance sheet of the reporting originating institution.

The securitisation exposures detailed below cover all securitisation exposures (recorded on or off-balance sheet) that generate risk weighted assets (RWA) and capital requirements with respect to the Group's regulatory portfolio, according to the following typologies:

- originator programmes, deemed efficient under Basel 3 insofar as there is a significant transfer of risks;
- programmes as arranger/sponsor in which the Group has maintained positions;
- programmes issued by third parties in which the Group has invested;
- securitisation swap positions (exchange or interest rate hedges) offered to securitisation vehicles.

The securitisation transactions on own account carried out as part of non-derecognised collateralised financing operations, are not described below. Their impact on the consolidated financial statements is detailed in Notes 2.3 and 6.6 "Securitisation transactions" and "Transferred assets not derecognised or derecognised with on-going involvement" to the financial statements.

It should be noted that most securitisation transactions on behalf of European customers involve Ester Finance Titrisation, a wholly owned banking subsidiary of Crédit Agricole CIB, which finances the purchase of receivables and makes Crédit Agricole CIB both sponsor and originator of these securitisation transactions.

II. Purpose and strategy

1. Securitisation transactions on own account

Crédit Agricole Group's securitisation transactions on own account are the following:

COLLATERALISED FINANCING TRANSACTIONS

These transactions are designed for the issue of securities and, where appropriate, can be wholly or partially placed with investors, sold under repurchase agreements or kept on the issuer's balance sheet as liquid securities reserves that can be used to manage refinancing. This activity relates to several of the Group's entities, mainly CA Consumer Finance and its subsidiaries.

ACTIVE MANAGEMENT OF CRÉDIT AGRICOLE CIB'S CUSTOMER FINANCING PORTFOLIO

This activity consists of using securitisations and credit derivatives to manage the credit risk of Crédit Agricole CIB's customer financing portfolio. It entails purchasing credit derivatives on single exposures (see section on Risk factors – Credit risks section – Use of credit derivatives) and protections on asset portfolio tranches to reduce the risk. It also entails selling credit derivatives and senior tranches to reduce the sensitivity of the protection portfolio.

The objectives of this management of the financing portfolio are to optimise capital allocation, notably by reducing the concentration of outstanding loans to corporates, to release resources to contribute to the renewal of the Crédit Agricole CIB banking portfolio (in the Distribute to Originate model) and to maximise the profitability of capital. This business is managed by Crédit Agricole CIB's Credit Portfolio Management team. The approach used to calculate the risk weighted exposures on proprietary securitisation positions is the regulatory formula approach. In this business, the bank does not systematically purchase protection on all tranches of a portfolio, as the management goal is to cover some of the more risky financing portfolio tranches whilst keeping part of the overall risk.

CRÉDIT AGRICOLE CIB DISCONTINUING ACTIVITIES

These consist of investments in securitisation tranches that are either managed in run-off, or exposures for which the risk is considered to be low and that Crédit Agricole CIB is willing to carry for the long term. These were segregated into a dedicated regulatory banking book in 2009. These activities generate no market risk.

2. Securitisation transactions carried out on behalf of customers as arranger/sponsor, intermediary or originator

Within Crédit Agricole Group, only Crédit Agricole CIB carries out securitisation transactions on behalf of customers.

Securitisation transactions on behalf of customers within Global Markets activities allow Crédit Agricole CIB to raise funds or manage a risk exposure on behalf of its customers. When carrying out these activities, Crédit Agricole CIB can act as an originator, sponsor/arranger or investor:

- as a sponsor/arranger, Crédit Agricole CIB structures and manages securitisation programmes that refinance assets of the bank's customers, mainly *via* ABCP (Asset Backed

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Commercial Paper) conduits, namely LMA in Europe Atlantic in the United States and ITU in Brazil. These specific entities are protected from Crédit Agricole CIB bankruptcy risk but are consolidated at Group level since the entry into force on 1 January 2014 of IFRS 10. The roles played by Crédit Agricole CIB as sponsor, manager and provider of liquidity lines give it power directly related to the variability of returns of the business. The liquidity facilities protect investors from credit risk and guarantee the liquidity of the conduits;

- as an investor, the Group invests directly in certain securitisation exposures and is a liquidity provider or counterparty of derivative exposures (exchange or interest rate swaps for instance).

2.1 ACTIVITIES CARRIED OUT AS ARRANGER/SPONSOR, INTERMEDIARY OR ORIGINATOR

As an arranger, sponsor or originator, Crédit Agricole CIB carries out securitisation transactions on behalf of its customers. At 31 December 2015, there were two active consolidated multi-seller vehicles (LMA and Atlantic), structured by the Group on behalf of third parties. LMA and Atlantic are fully supported conduits. This ABCP conduits activity finances the working capital requirements of some of the Group's customers by backing short term financing with traditional assets, such as commercial or financial loans. The amount of the assets held by these vehicles and financed through the issuance of marketable securities amounted to €18.7 billion at 31 December 2015 (€16.1 billion at 31 December 2014).

The default risk on the assets held by these vehicles is borne by the sellers of the underlying receivables through credit enhancement or by insurers for certain types of risk upstream of the ABCP conduits. Crédit Agricole CIB bears the risk through liquidity facilities for the two ABCP conduits. It should be noted that the Securitisation business has never sponsored any SIVs (Structured Investment Vehicles).

The conduits activity was sustained throughout 2015, and the newly securitised outstandings mainly relate to commercial and financial loans.

For part of this conduits activity, Crédit Agricole CIB acts as the originator insofar as the structures involve the entity Ester Finance Titrisation, which is a consolidated Group entity.

The amount committed to liquidity facilities granted to LMA Atlantic and ITU as sponsors was €25.5 billion at 31 December 2015 (€21.9 billion at 31 December 2014).

2.2 ACTIVITIES CARRIED OUT AS INVESTOR

As part of its sponsor activities, the Group can grant guarantees and liquidity facilities to securitisation vehicles or act as a counterparty for derivatives in *ad hoc* securitisation transactions. These are mainly exchange rate swaps provided to the ABCP conduits and interest rate swaps for some ABS issues. These activities are recorded in the banking portfolio as investor activities.

Moreover, Crédit Agricole CIB may be called upon to directly finance on its balance sheet some securitisation transactions on behalf of its customers (mainly aerospace transactions and vehicle fleet financing) or provide support through a liquidity facility to an issue by special purpose vehicles external to the Group (SPV or ABCP conduit not sponsored by Crédit Agricole CIB). In this case, Crédit Agricole CIB is deemed to be an investor. Overall, this activity corresponded to outstandings of €1.6 billion at 31 December 2015 (€1.5 billion at 31 December 2014).

2.3 INTERMEDIATION TRANSACTIONS

Crédit Agricole CIB participates in pre-securitisation financing, in the structuring and in the placement of securities, backed by client asset pools and to be placed with investors.

In this business, the bank retains a relatively low risk *via* the possible contribution of back-up lines to securitisation vehicles or *via* a share of the notes issued.

III. Risk monitoring and recognition

1. Risk monitoring

The management of risks related to securitisation transactions follows the rules established by the Group, according to which these assets are recorded in the banking portfolio (credit and counterparty risk) or in the trading book (market and counterparty risk).

Outside Crédit Agricole CIB, the Group's only securitisation transactions are standard securitisations that the Group carries out on own account as an originator, as part of collateralised financing transactions. The monitoring of the risk in respect of the underlying assets is not modified by these transactions.

The development, sizing and targeting of securitisation transactions are periodically reviewed by Portfolio Strategy Committees specific to those activities and the countries to which they relate.

Risks on securitisation transactions are measured against the capacity of the assets transferred over to financing structures to generate sufficient flows to cover the costs, mainly, financial of these structures.

Crédit Agricole CIB's securitisation exposures are treated in accordance with the IRB-securitisation framework approach, *i.e.:*

- Ratings-Based Approach (RBA) for exposures with a public external rating (directly or inferred) from an agency approved by the Committee of European Banking Supervisors (CEBS). The external agencies used are Standard & Poor's, Moody's, Fitch Ratings and Dominion Bond Rating Services (DBRS);
- Internal Assessment Approach (IAA): internal rating methodology approved by Crédit Agricole S.A.'s Standards and Methodology Committee for the main asset classes (particularly commercial loans and car financing) when there are no agency ratings for the exposure under consideration;
- Supervisory Formula Approach (SFA): in residual cases where there are neither public external ratings nor any possibility of applying the IAA method for exposures with no public external rating.

These ratings cover all types of risks generated by such securitisation transactions: intrinsic risks on receivables (debtor insolvency, payment delays, dilution, offsetting of receivables) or risks on the structuring of transactions (legal risks, risks relating to the receivables collection circuit, risks relating to the quality of information supplied periodically by managers of transferred receivables, other risks related to the seller, etc.).

These critically examined ratings are only a tool for making decisions pertaining to these transactions; such decisions are taken by credit Committees at various levels.

Credit decisions relate to transactions that are reviewed at least once a year by the same Committees. Committee decisions incorporate varying limits according to the evolution of the acquired portfolio (arrears rate, loss rate, rate of sector-based or geographical concentration, rate of dilution of receivables or periodic valuation of assets by independent experts, etc.); non-compliance with these limits may cause the structure to become stricter or place the transaction in early amortisation.

These credit decisions also include, in liaison with the Bank's other credit Committees, an assessment focusing on the risk generated by the sellers of the receivables and the possibility of substituting the manager by a new one in the event of a failure in the management of those receivables.

Like all credit decisions, these decisions include aspects of compliance and "country risk".

The liquidity risk associated with securitisation activities is monitored by the business lines in charge, but also centrally by Crédit Agricole CIB's Market Risk and Asset and Liability Management departments. The impact of these activities is incorporated into the Internal Liquidity Model indicators, mainly stress scenarios, liquidity ratios and liquidity gaps. The management of liquidity risk is described in more detail in the paragraph entitled "Liquidity and financing risk" of the Risk factors section in this chapter.

The management of structural currency risk with respect to securitisation activities does not differ from that of the Group's other assets. As regards interest rate risk management, securitised assets are refinanced through *ad hoc* vehicles according to interest rate matching rules similar to those applying to other assets.

For assets managed in run-off mode, each transfer of position is first approved by Crédit Agricole CIB's Market Risk department.

Crédit Agricole CIB had no secondary securitisation positions at 31 December 2015 and therefore carries out no specific monitoring of this activity.

2. Accounting policies

Under securitisation transactions, a derecognition test is carried out with respect to IAS 39.

In the case of synthetic securitisations, the assets are not derecognised in that they remain under the control of the institution. The assets are still recognised according to their classification and original valuation method.

The standard securitisations of its financial assets that the Group carries out on own account are performed as part of collateralised financing operations that are not derecognised (neither from an accounting nor a regulatory perspective). Their impact on the consolidated financial statements is detailed in Notes 2.3 and 6.6 "Securitisation transactions" and "Transferred assets not derecognised or derecognised with on-going involvement" to the financial statements.

Moreover, investments made in securitisation instruments (cash or synthetic) are recognised according to their classification and the associated valuation method.

These elements are presented in Note 1.3 to the consolidated financial statements, on accounting principles and methods.

The securitisation exposures can be classified in the following accounting categories:

- "Loans and receivables": these securitisation exposures are measured following initial recognition at amortised cost based on the effective interest rate and may, if necessary, be impaired;
- "Available-for-sale financial assets": these securitisation exposures are remeasured at fair value on the closing date and any changes in fair value are recognised in other comprehensive income;
- "Financial assets at fair value through profit or loss": these securitisation exposures are remeasured at fair value on the closing date and any changes in fair value are recognised through profit or loss under "Net gains (losses) on financial instruments at fair value through profit or loss".

Gains (losses) on the disposal of these securitisation exposures are recognised in accordance with the rules of the original category of the exposures sold.

So, for exposures classified under loans and receivables and under available-for-sale financial assets, gains (losses) on disposal are recognised through profit or loss on the "Net gains (losses) on available-for-sale financial assets" respectively on the "Gains (losses) on disposal of loans and receivables" and "Gains (losses) on disposal of available-for-sale financial assets" lines.

For exposures classified at market value through profit or loss, gains (losses) on disposal are recognised under "Net gains (losses) on financial instruments at fair value through profit or loss".

IV. Summary of activity on behalf of customers in 2015

Crédit Agricole CIB's Securitisation activity in 2015 was characterised by:

- the establishment by Credit Portfolio Management as part of its management of the funding portfolio of two synthetic securitisation portfolios in the amounts of US$923 million and US$1,200 million respectively, consisting of exposures to large corporates. The two transactions released approximately 880 million euros in RWAs in the year ended 31 December 2015;
- support of the development of the public ABS market in the United States and in Europe. Crédit Agricole CIB structured and organised the placement (arranger and bookrunner) of a significant number of primary ABS issues on behalf of its major "Financial institution" customers, in particular in the automotive industry and consumer financing;
- on the ABCP conduits market, Crédit Agricole CIB maintained its ranking as one of the leaders on this segment, both in Europe and in the American market. This was achieved *via* the renewal and implementation of new securitisation operations for commercial or financial loans on behalf of its mainly Corporate customers, while ensuring that the profile of risks borne by the Bank remained good. The strategy of Crédit Agricole CIB, focused on the financing of its customers, is well perceived by investors and resulted in financing conditions that remained competitive.

At 31 December 2015, Crédit Agricole CIB had no early-redemption securitisation programmes, no assets awaiting securitisation and no secondary securitisation exposures.

In 2015, Crédit Agricole CIB did not support any securitisation programmes within the meaning of Article 248(1) of the CRR.

V. Exposures

1. Exposure at default to securitisation operation risks in the Banking Book that generate risk weighted assets

1.1 SECURITISATION TRANSACTIONS USING INTERNAL RATING-BASED APPROACH

Exposure at default of securitisation transactions by role

Underlyings (in millions of euros)	Securitised EAD at 31/12/2015						
	Standard			Synthetic			
	Investor	*Originator*	*Sponsor*	*Investor*	*Originator*	*Sponsor*	TOTAL
Residential real estate loans	187	1,514	94	5	7		**1,807**
Commercial real estate loans	9	-	56	2	-		**67**
Credit card loans	0	-	-	-	-		**0**
Leasing	20	-	2,826	-	-		**2,846**
Loans to corporates and SMEs	461	216	-	2,009	2,470		**5,156**
Personal loans	55	153	2,990	-	-		**3,198**
Trade receivables	89	9,295	6,295	-	-		**15,679**
Other assets	3	378	4,956	-	-		**5,337**
TOTAL	**824**	**11,556**	**17,217**	**2,016**	**2,477**	**-**	**34,090**

For clarity, the tables breaking down **exposure at default of securitisation transactions by weighting approach and accounting classification** are presented in the consolidated report on Risk factors and Pillar 3 available on the website: www.credit-agricole.com/en/Investor-and-shareholder/Financial-reporting/Pillar-3-and-other-regulatory-information.

Securitisation position held or acquired in the banking portfolio by approach and weighting

Weighting (in millions of euros)	31/12/2015					
	Exposure at default (EAD)			Capital requirements		
	Securitisation + Secondary securitisation	*Securitisation*	*Secondary securitisation*	*Securitisation + Secondary securitisation*	*Securitisation*	*Secondary securitisation*
External ratings based approach	**6,446**	**4,701**	**1,745**	**164**	**141**	**23**
6-10% Weighting	1,420	1,420	0	9	9	0
12-35% Weighting	2,855	2,639	216	33	29	4
40-75% Weighting	48	48	0	3	3	0
100-650% Weighting	574	560	14	68	66	2
Weighting = 1,250%	1,549	34	1,515	51	34	17
Internal Assessment Approach	**21,332**	**21,332**	**0**	**171**	**171**	**0**
Average weighting (%)	10.04%	-	-	10.04%	-	-
Supervisory Formula Approach	**6,378**	**6,378**	**0**	**73**	**73**	**0**
Average weighting (%)	14.27%	-	-	14.27%	-	-
BANKING PORTFOLIO TOTAL	**34,156**	**32,411**	**1,745**	**408**	**385**	**23**

Weighting *(in millions of euros)*	31/12/2014 Exposure at default (EAD) *Securitisation + Secondary securitisation*	*Securitisation*	*Secondary securitisation*	Capital requirements *Securitisation + Secondary securitisation*	*Securitisation*	*Secondary securitisation*
External ratings based approach	**5,807**	**4,004**	**1,803**	**244**	**223**	**21**
6-10% Weighting	0	1,494	-	10	10	-
12-35% Weighting	2,129	1,748	381	21	19	2
40-75% Weighting	73	73	-	5	5	-
100-650% Weighting	689	660	28	164	160	4
Weighting = 1,250%	1,422	30	1,393	45	30	16
Internal Assessment Approach	**18,881**	**18,881**	**-**	**169**	**169**	**-**
Average weighting (%)	11.19%	-	-	11.19%	-	-
Supervisory Formula Approach	**11,652**	**11,652**	**-**	**88**	**88**	**-**
Average weighting (%)	9.41%	-	-	9.41%	-	-
BANKING PORTFOLIO TOTAL	**36,340**	**34,537**	**1,803**	**501**	**480**	**21**

Exposure at default to securitisation transaction risks on own account and on behalf of third parties

The value at risk of securitisation transactions amounted to €6,448 million on own account and €27,708 million on behalf of third parties at 31 December 2015.

1.2 SECURITISATION TRANSACTIONS USING THE STANDARDISED APPROACH

TOTAL SECURITISATION EXPOSURES

(in millions of euros)	31/12/2015	31/12/2014
TOTAL SECURITISATION EXPOSURES	**455.0**	**781.7**
Standard securitisations	455.0	781.7
Synthetic securitisations	-	-

AGGREGATE SECURITISATION EXPOSURES HELD OR ACQUIRED (EXPOSURES AT DEFAULT)

(in millions of euros)	31/12/2015	31/12/2014
AGGREGATE SECURITISATION EXPOSURES HELD OR ACQUIRED	**271.7**	**632.8**
With external credit rating	**259.0**	**604.6**
20% Weighting	27.5	75.9
40% Weighting	-	-
50% Weighting	183.4	518.6
100% Weighting	42.4	7.6
225% Weighting	-	-
350% Weighting	5.6	2.5
650% Weighting	-	-
Weighting = 1,250%	**6.9**	**11.4**
Transparency approach	**5.8**	**16.8**

2. Exposure at default to securitisation operation risks in the Trading Book generating risk weighted assets under the standardised approach

2.1 EXPOSURE AT DEFAULT OF SECURITISATION TRANSACTIONS BY ROLE USING THE STANDARDISED APPROACH

Underlyings *(in millions of euros)*	Securitised EAD at 31/12/2015						
	Standard			Synthetic			
	Investor	*Originator*	*Sponsor*	*Investor*	*Originator*	*Sponsor*	TOTAL
Residential real estate loans	45	-	-	-	-	-	**45**
Commercial real estate loans	-	-	-	-	-	-	**-**
Credit card loans	-	-	-	-	-	-	**-**
Leasing	-	-	-	-	-	-	**-**
Loans to corporates and SMEs	1	-	-	-	-	-	**1**
Personal loans	-	-	-	-	-	-	**-**
Trade receivables	-	-	-	-	-	-	**-**
Secondary securitisation	-	-	-	-	-	-	**-**
Other assets	157	2	-	-	-	-	**159**
TOTAL	**203**	**2**	**-**	**-**	**-**	**-**	**205**

Exposure at default only concerns Standard securitisation.

2.2 EXPOSURE AT DEFAULT OF SECURITISATION TRANSACTIONS BY APPROACH AND BY WEIGHTING

Risk weighting tranche *(in millions of euros)*	31/12/2015			31/12/2014		
	Long positions	Short positions	Capital requirements	Long positions	Short positions	Capital requirements
EAD subject to weighting						
7-10% Weightings	8.32		0.04	73.48		0.37
12-18% Weightings	0.49		0.00	9.80		0.12
20-35% Weightings	96.16		0.47	83.42		0.37
40-75% Weightings	1.66		0.09	2.08		0.03
100% Weightings	5.36		0.09	5.33		0.09
150% Weightings	0.00		0.00	165.00		0.00
200% Weightings	0.00		0.00	0.00		0.00
225% Weightings	0.00		0.00	0.00		0.00
250% Weightings	6.12		0.25	6.03		0.20
300% Weightings	0.00		0.00	36.33		0.00
350% Weightings	0.00		0.00	0.00		0.00
425% Weightings	11.16		0.69	12.00		0.78
500% Weightings	0.00		0.00	167.21		0.00
650% Weightings	0.00		0.00	0.00		0.00
750% Weightings	0.00		0.00	0.00		0.00
850% Weightings	0.00		0.00	0.00		0.00
1,250% Weightings	75.74		11.58	182.15		13.05
Internal Assessment Approach	**205.01**	**0**	**13.21**	**742.82**	**0.00**	**15.00**
Supervisory Formula Approach	-	-	-	-	-	-
Transparency Approach	-	-	-	-	-	-
NET TOTAL DEDUCTIONS FROM CAPITAL	**-**	**-**	**-**	**-**	**-**	**-**
1,250%/Positions deducted from capital						
TRADING BOOK TOTAL	**205.01**	**0**	**13.21**	**743**	**0**	**15**

2.3 CAPITAL REQUIREMENTS RELATING TO SECURITISATIONS HELD OR ACQUIRED

	31/12/2015				31/12/2014			
(in millions of euros)	Long positions	Short positions	Total weighted positions	Capital requirements	Long positions	Short positions	Total weighted positions	Capital requirements
EAD subject to weighting	205	0	84	13	743	0	292	15

MARKET RISK

I. Internal model market risk measurement and management methodology

Market risk measurement and management internal methods are described in the section entitled "Risk factors – Market risk – Market risk measurement and management methodology".

II. Rules and procedures for valuing the trading book

The rules for valuing the various items in the trading book are described in Note 1.3 to the financial statements, "Accounting policies and principles".

Measurement models are reviewed periodically as described in the section entitled "Risk factors – Market risk – Market risk measurement and management methodology".

III. Exposure to market risk of the trading book

1. Risk weighted exposures using the standardised approach

(in millions of euros)	**RWA**
Firm income	819.1
Interest rate risk (general and specific)	648.8
Equity risk (general and specific)	0.0
Foreign exchange risk	170.3
Commodities risk	0.0
Options	1.4
Simplified approach	0.0
Delta-plus method	0.2
Approach by scenario	1.2
Securitisation	165.1
TOTAL	**985.6**

2. Capital requirements of exposures using the internal method

(in millions of euros)		
VaR (10 days, 99%)		
1	Maximum value	54.9
2	Average value	41.1
3	Minimum value	28.7
4	Value at end of period	49.1
VaR during periods of stress (10 days, 99%)		
5	Maximum value	76.6
6	Average value	55.6
7	Minimum value	42.6
8	End of period	62.7
IRC capital requirement (99.9%)		
9	Maximum value	120.4
10	Average value	108.7
11	Minimum value	96.3
12	Value at end of period	103.2
Capital requirement in respect of CRM (99.9%)		
13	Maximum value	0
14	Average value	0
15	Minimum value	0
16	Value at end of period	0
17	Floor (standardised measurement method)	0

IV. Interest rate risk from transactions other than those included in the trading book – Global interest rate risk

The nature of interest rate risk, the main underlying assumptions retained and the frequency of interest rate risk measurements are described in the section entitled "Risk factors – Asset/Liability Management – Global interest rate risk".

OPERATIONAL RISK

I. Advanced measurement approach

The scope of application of the advanced measurement and standardised approaches and a description of the advanced measurement approach methodology are provided in the section entitled “Risk factors – Operational risk – Methodology”.

II. Insurance techniques for reducing operational risk

The insurance techniques used to reduce operational risk are described in the section entitled “Risk factors – Operational risk Insurance and coverage of operational risks”.

COMPENSATION POLICY

The information on the compensation policy required pursuant to EU Regulation 575-2013 (CRR) can be found in Chapter 3 of this registration document.

6 CONSOLIDATED FINANCIAL STATEMENTS

at 31 December 2015 approved by the Crédit Agricole S.A. Board of Directors on 16 February 2016 and subject to approval by the General Meeting of Shareholders on 19 May 2016

Crédit Agricole S.A.: Key figures

Net Income Group Share	**€3,516 m**
• Revenues	€17,194 m
Total assets	**€1,529,294 m**
• Total customer loans	€331,071 m
• Total customer deposits	€505,727 m
• Total equity	€59,435 m

GENERAL FRAMEWORK

LEGAL PRESENTATION OF THE ENTITY

Since the Extraordinary General Meeting of Shareholders of 29 November 2001, the Company's name has been: **Crédit Agricole S.A.**

Since 1 July 2012, the address of the Company's registered office has been: 12, place des États-Unis, 92127 Montrouge Cedex, France.

Registration number: 784 608 416, Nanterre Trade and Companies Register

NAF code: 6419Z

Crédit Agricole S.A. is a French Public Limited Company (*Société Anonyme*) with a Board of Directors governed by ordinary company law and more specifically by Book II of the French Commercial Code.

Crédit Agricole S.A. is also subject to the provisions of the French Monetary and Financial Code and more specifically Articles L. 512-47 *et seq.* thereof.

Crédit Agricole S.A. was licensed as an authorised lending institution in the mutual and cooperative banks category on 17 November 1984. As such, it is subject to oversight by the banking supervisory authorities, and more particularly by the French Regulatory and Resolution Supervisory Authority (ACPR), as well as the European Central Bank.

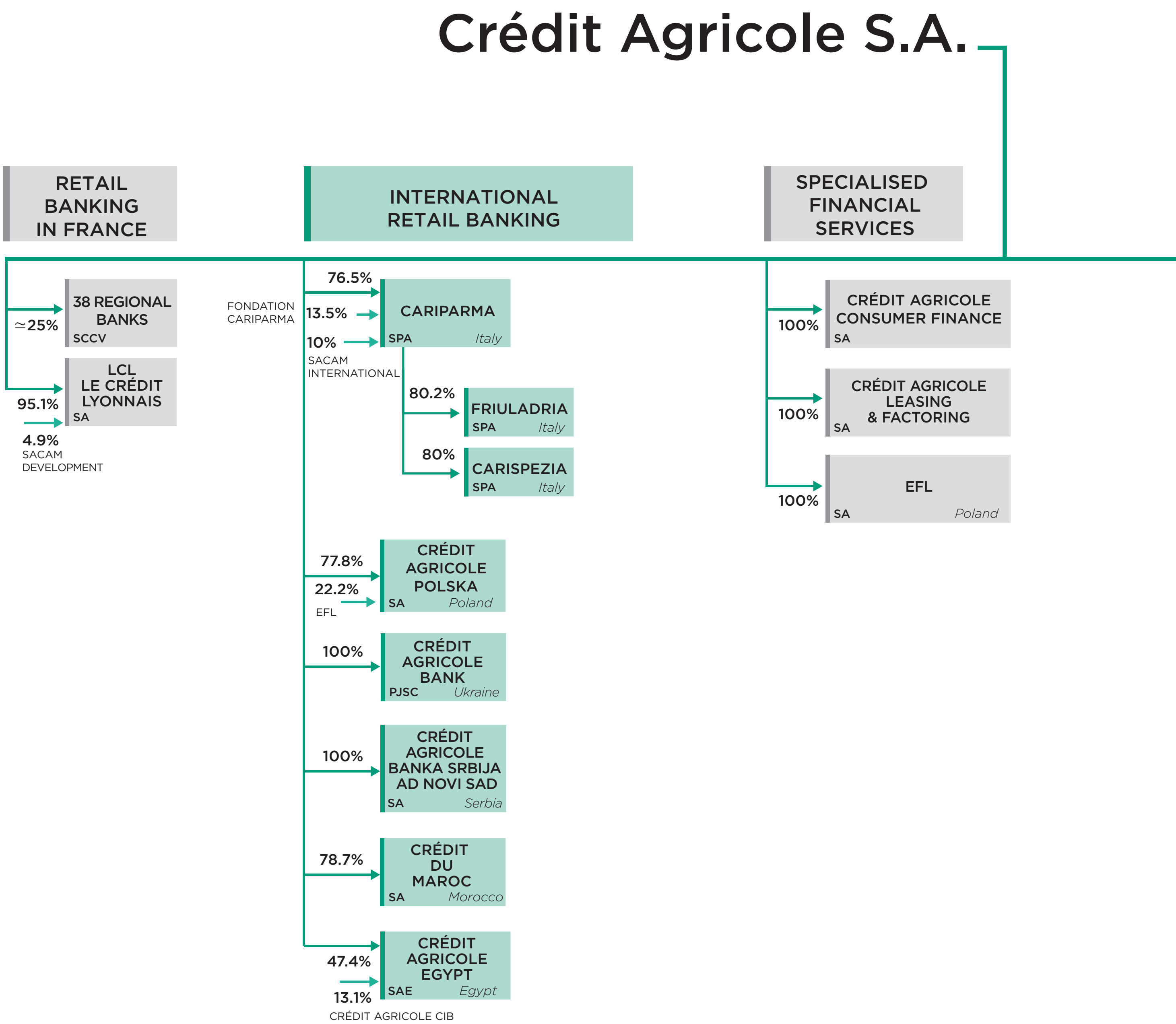
Crédit Agricole S.A. shares are admitted for trading on Euronext Paris. Crédit Agricole S.A. is subject to the prevailing stock market regulations particularly with respect to public disclosure obligations.

A bank with mutual roots

SAS Rue La Boétie, which is wholly owned by the Regional Banks, holds the majority of Crédit Agricole S.A.'s share capital. Shares in SAS Rue La Boétie may not be transferred outside the Regional Banks' network. Furthermore, any trading in these shares between Regional Banks is governed by a liquidity agreement that in particular sets out the procedures for determining the transaction price. This encompasses both disposals of shares between the Regional Banks and capital increases at SAS Rue La Boétie.

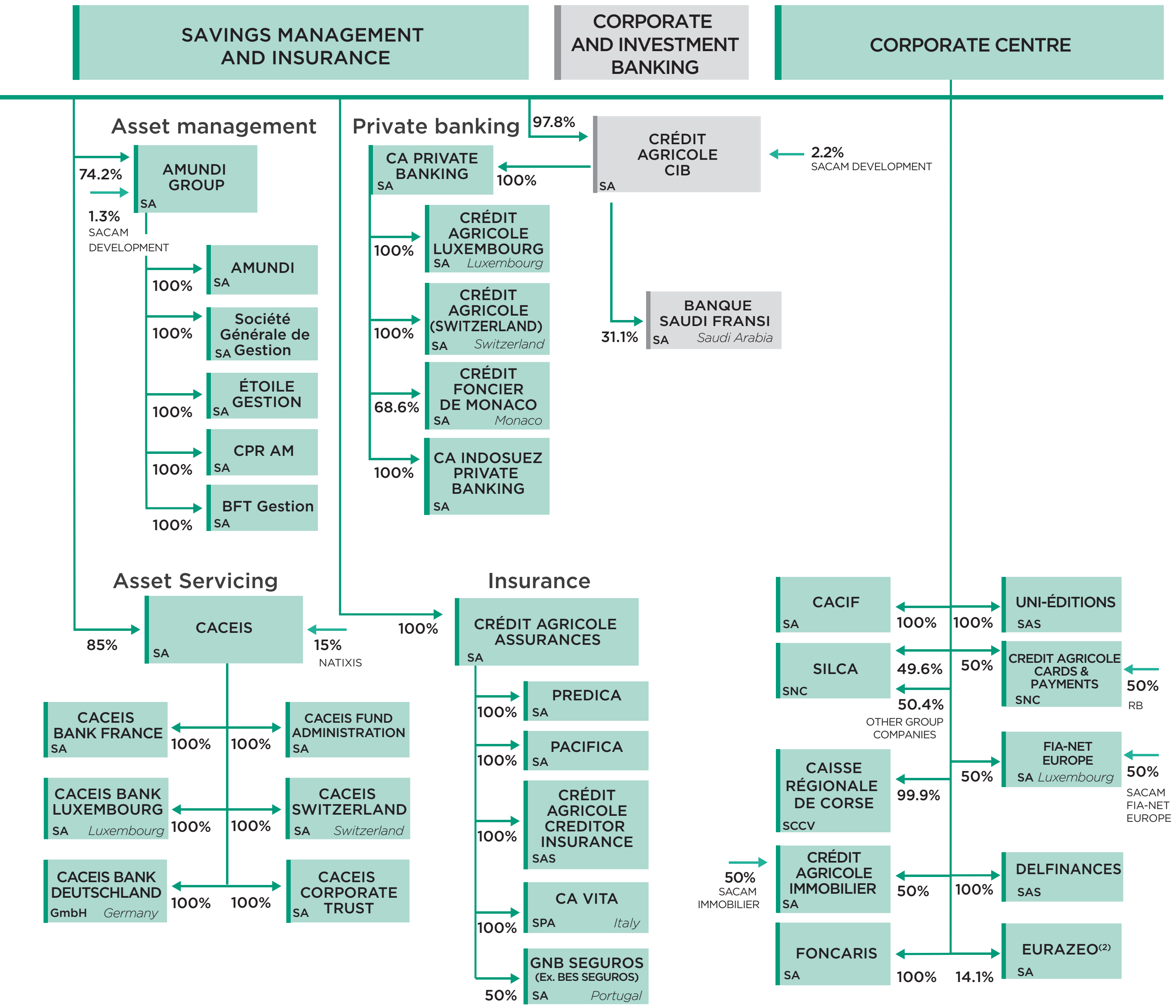
The *Fédération Nationale du Crédit Agricole* (FNCA) acts as a consultative and representative body, and as a communication forum for the Regional Banks.

In accordance with the provisions of the French Monetary and Financial Code (Articles L. 511-31 and L. 511-32), as the central body of the Crédit Agricole network, Crédit Agricole S.A. is responsible for exercising administrative, technical and financial control over the institutions affiliated to it in order to maintain a cohesive network (as defined in Article R. 512-18 of the French Monetary and Financial Code) and to ensure their proper functioning and compliance with all regulations and legislation governing them. In that regard, Crédit Agricole S.A. may take all necessary measures notably to ensure the liquidity and solvency of the network as a whole and of each of its affiliated institutions.



(1) Direct % interest held by Crédit Agricole S.A. and its subsidiaries.
(2) % interest of 15.1% excluding treasury shares.

at 31/12/2015 (% interest)[1]



CRÉDIT AGRICOLE INTERNAL RELATIONS

Internal financing mechanisms

Crédit Agricole has instituted a number of internal financing mechanisms specific to the Group.

Regional Banks' current accounts

Each Regional Bank holds a current account with Crédit Agricole S.A., which recognises the financial movements resulting from internal financial transactions within the Group. This account, which may be in credit or debit, is presented in the balance sheet under "Crédit Agricole internal transactions – Current Accounts" and integrated on a specific line item, either "Loans and receivables due from credit institutions" or "Due to credit institutions".

Special savings accounts

Funds held in special savings accounts (popular savings plans and accounts, sustainable development passbook accounts (*Livret de développement durable*), home purchase savings plans and accounts, youth passbook accounts and *Livret A* passbook savings accounts) are collected by the Regional Banks on behalf of Crédit Agricole S.A. These funds are required to be transferred to the latter. Crédit Agricole S.A. recognises them on its balance sheet as "Due to customers".

Term deposits and advances

The Regional Banks also collect savings funds (passbook accounts, bonds, warrants, certain term accounts and related accounts, etc.) on behalf of Crédit Agricole S.A. These funds are transferred to Crédit Agricole S.A. and are recognised as such on its balance sheet.

Special savings accounts and time deposits and advances are used by Crédit Agricole S.A. to make "advances" (loans) to the Regional Banks, with a view to funding their medium and long-term loans.

A series of four internal financial reforms has been implemented. These reforms have permitted the transfer back to the Regional Banks, in the form of mirror advances (with maturities and interest rates precisely matching those of the savings funds received) of first 15%, 25%, then 33% and, since 31 December 2001, 50% of the savings resources, which they are free to use at their discretion.

Since 1 January 2004, the financial margins generated by the centralised management of funds collected (and not transferred back *via* mirror advances) are shared by the Regional Banks and Crédit Agricole S.A. and are determined by using replacement models and applying market rates.

Furthermore, 50% of new loans written since 1 January 2004 and falling within the field of application of financial relations between Crédit Agricole S.A. and the Regional Banks may be refinanced in the form of advances negotiated at market rates with Crédit Agricole S.A.

Hence, there are currently two types of advances: advances governed by financial rules from before 1 January 2004 and those governed by the new rules.

Crédit Agricole S.A. may also make additional financing available to the Regional Banks at market rates.

Transfer of Regional Banks' liquidity surpluses

The Regional Banks may use their monetary deposits (demand deposits, non-centralised term deposits and negotiable certificates of deposit) to finance lending to their customers. Surpluses must be transferred to Crédit Agricole S.A. where they are booked as current or term accounts, under "Crédit Agricole internal transactions".

Investment of Regional Banks' surplus capital with Crédit Agricole S.A.

Regional Banks' available surplus capital may be invested with Crédit Agricole S.A. in the form of three to ten-year instruments with the same characteristics of interbank money market transactions in all respects.

Foreign currency transactions

Crédit Agricole S.A. represents the Regional Banks with respect to the Bank of France and centralises their foreign currency transactions.

Medium and long-term notes issued by Crédit Agricole S.A.

These are placed mainly on the market or by the Regional Banks with their customers. They are booked by Crédit Agricole S.A. under liabilities either as "Debt securities" or as "Subordinated debt", depending on the type of security issued.

Coverage of liquidity and solvency risks

European legislation relating to the resolution of banking crises adopted in 2014 (the BRRD directive and the regulation establishing a Single Resolution Mechanism, transposed into French law by Ordinance 2015-1024 of 20 August 2015) introduced a number of significant changes to the regulations applicable to credit institutions.

The new framework, which includes measures to prevent and to resolve banking crises, is intended to preserve financial stability, to ensure the continuity of activities, services and operations of institutions whose failure could significantly impact the economy, to protect depositors and to avoid or limit, as much as possible, the use of public financial support. In this context, the European resolution authorities, including the Single Resolution Board, were granted extensive powers to take all necessary measures in connection with the resolution of all or part of a credit institution or the group to which it belongs.

The resolution framework does not affect the legal internal financial solidarity mechanism enshrined in Article L. 511-31 of the French Monetary and Financial Code, which applies to the Crédit Agricole network, as defined in Article R. 512-18 of the same Code. Crédit Agricole S.A., considers that, in practice, this mechanism should be implemented prior to any resolution procedure, given that, as central body, Crédit Agricole must take all measures necessary to ensure the liquidity and solvency of each network member, as well as the network as a whole. As a result, each member of the network (including Crédit Agricole S.A.) benefits from this internal financial solidarity mechanism.

Besides, in connection with the institution of a resolution procedure, the Single Resolution Board (SRB) should respect the fundamental principle that no creditor must suffer losses in connection with a resolution procedure that are greater than those it would suffer if the entity had been liquidated in a normal insolvency procedure (the "No Creditor Worse Off than on Liquidation" – NCWOL – principle, set forth in Article L.613-57-I - of the French Monetary and Financial Code, and Article 73 of the BRRD directive). Because this principle must be respected, Crédit Agricole S.A. considers that the existence of the guarantee granted in 1988 by the Regional Banks in favour of the creditors of Crédit Agricole S.A., which may be called upon in the event when it is determinated that Credit Agricole S.A. has insufficient assets further to its judicial liquidation or its dissolution, will have to be taken into account by the SRB, although it is not possible to determine how this will be done. This guarantee of the obligations of Crédit Agricole S.A. to third party creditors was granted in 1988 by the Regional Banks on a joint and several basis, up to the aggregate amount of their own funds.

Lastly, in the context of IPO of Crédit Agricole S.A., CNCA (now Crédit Agricole S.A.) signed an agreement with the Regional Banks in 2001, establishing the rules governing internal relations within Crédit Agricole Group. The agreement notably provided for the creation of a Fund for Bank Liquidity and Solvency Risks (FRBLS) designed to enable Crédit Agricole S.A. to fulfil its role as central body by providing assistance to any affiliated members that may experience difficulties. The main provisions of this agreement are set out in Chapter III of the registration document filed by Crédit Agricole S.A. with the Commission des Opérations de Bourse on 22 October 2001 under number R. 01-453. The fund was originally endowed with €610 million in assets. At 31 December 2015 it totalled €1,040 million, having been allocated by €35 million for the year.

Specific guarantees provided by the Regional Banks to Crédit Agricole S.A. (Switch)

The "Switch" guarantee mechanism established on 23 December 2011 and supplemented by an addendum signed on 19 December 2013 forms part of the financial arrangements between Crédit Agricole S.A., as central body, and the mutual network of Crédit Agricole Regional Banks. The new guarantees took effect on 2 January 2014, replacing the previous guarantees, and expire on 1 March 2027, subject to early termination or extension in accordance with the terms of the contract.

With this mechanism, and subject to the upper limit specified in the agreement, the Regional Banks assume, on behalf of Crédit Agricole S.A., prudential requirements relating to the equity method of accounting for certain equity investments held by Crédit Agricole S.A. They also assume the associated economic risks in the form of compensation, where applicable.

The guarantees allow the transfer of prudential requirement both in relation to Crédit Agricole S.A.'s equity investments in the Regional Banks (CCI/CCAs), and in Crédit Agricole Assurances (CAA), the latter being equity-accounted for prudential reasons. They are subject to fixed compensation covering the present value of the risk and the cost of capital of the Regional Banks.

The effectiveness of the mechanism is secured by cash deposits paid by the Regional Banks to Crédit Agricole S.A. These security deposits are calibrated to show the capital savings generated by Crédit Agricole S.A., and are compensated at a fixed rate based on conditions prevailing for long-term liquidity.

The mechanism therefore protects Crédit Agricole S.A. from a decline in the overall equity-accounted value of these equity investments, subject to payment by the Regional Banks of compensation from the security deposit. Likewise, if the overall equity-accounted value later recovers, Crédit Agricole S.A. returns previously paid compensation in accordance with a clawback provision.

In regulatory terms:

- Crédit Agricole S.A. reduces its capital requirements in proportion to the amount of the guarantee provided by the Regional Banks;
- the Regional Banks symmetrically record capital requirements matching those offloaded by Crédit Agricole S.A.

This mechanism, which is neutral at Crédit Agricole Group level, enables the rebalancing of capital allocation between Crédit Agricole S.A. and the Regional Banks.

In accounting terms, the guarantees are essentially insurance contracts, due to the existence of a global insurance risk as defined by IFRS 4. For the insured, they are treated as a first demand guarantee received and their compensation is recognised in stages as a deduction from the interest margin under Revenues. In the event of a call on guarantees, or following an improvement in fortunes, where applicable, the compensation payment or redemption proceeds would be recognised under cost of risk.

Capital ties between Crédit Agricole S.A. and the Regional Banks

The capital ties between Crédit Agricole S.A. and the Regional Banks are governed by an agreement entered into by the parties prior to Crédit Agricole S.A.'s initial public offering.

Under the terms of this agreement, the Regional Banks exercise their control over Crédit Agricole S.A. through SAS Rue La Boétie, a holding company wholly-owned by them. The purpose of SAS Rue La Boétie is to hold enough shares to ensure that it always owns at least 50% of the share capital and voting rights of Crédit Agricole S.A.

In addition, under the agreement, Crédit Agricole S.A. directly owns approximately 25% of the share capital of each Regional Bank (except for the *Caisse Régionale de la Corse* which is owned at 100%).

Its holding is in the form of *Certificats coopératifs d'associés* and *Certificats coopératifs d'investissement*, both types of non-voting shares which are issued for a term equal to the Company's lifetime and which give the holders a right in the Company's net assets in proportion to the amount of share capital they represent.

Crédit Agricole S.A., the central body of the Crédit Agricole network, also holds one mutual share in each Regional Bank, which confers to it the status of member.

These arrangements enable Crédit Agricole S.A., as the central body of the Crédit Agricole network, to account for the Regional Banks using the equity method.

Given the Group's equity structure and the resulting break in the chain of control, the Regional Banks' interests in SAS Rue La Boétie are recovered in the consolidated financial statements of Crédit Agricole S.A. at its share in the Regional Banks.

However, dividends from SAS Rue La Boétie received by the Regional Banks are eliminated from income with a corresponding entry in reserves within each Regional Bank's contribution, given that these dividends represent a portion of the income already recognised in the consolidated financial statements of Crédit Agricole S.A.

In the consolidated financial statements of the Regional Banks, and consequently in their equity-accounted value in the consolidated financial statements of Crédit Agricole S.A., shares in SAS Rue La Boétie must be measured at fair value. These shares are not quoted in an active market and establishing a valuation that takes account of all the rights and obligations associated with owning shares in SAS Rue La Boétie is complicated by the difficulty to appraise the valuation of intangible and non-marketable items such as:

- the Group's stable capital structure, which gives the Regional Banks permanent collective control over Crédit Agricole S.A.;
- the coverage of the liquidity and solvency risks of the Regional Banks;
- Crédit Agricole Group's internal economic and financial relations;
- the pooling of resources; and
- the promotion, development and use of the Crédit Agricole brand.

As a result, and pursuant to IAS 39, where valuation models do not enable a reliable valuation, shares in SAS Rue La Boétie are valued at cost. Where there are objective indications of impairment, the shares are impaired when the share's carrying amount exceeds a reference value determined using a multi-criteria approach, which is designed to value the expected future cash flows discounted at a rate that would be applied in the market for a similar asset in accordance with paragraph 66 of IAS 39. This approach combines a valuation of the future expected cash flows from the various Group businesses discounted at a market rate, a valuation of the Group's net asset value, a valuation of the Group's businesses by reference to recently observed transaction prices for similar businesses, a valuation based on the Crédit Agricole S.A. stock price plus a control premium and, where necessary, a valuation by reference to internal transactions.

RELATED PARTIES

The related parties of Crédit Agricole S.A. Group are the consolidated companies, including companies accounted for using the equity method, and Senior Executives of the Group.

In accordance with the internal financial mechanisms at Crédit Agricole, transactions between Crédit Agricole S.A. and the Regional Banks[1] are presented on the balance sheet and income statement as Crédit Agricole internal transactions (Note 4.1 "Interest income and expenses", Note 4.2 "Net fees and commissions", Note 6.5 "Loans and receivables due from credit institutions and due from customers" and Note 6.10 "Due to credit institutions and to customers").

Other shareholders' agreements

Shareholder agreements signed during the year are detailed in Note 2 "Major structural transactions and material events during the period".

Relationships between controlled companies affecting the consolidated balance sheet

A list of Crédit Agricole S.A. Group companies can be found in Note 12 "Scope of consolidation at 31 December 2015". Since the transactions and outstandings at year-end between the Group's fully consolidated companies are eliminated on consolidation, only transactions with companies consolidated by the equity method affect the Group's consolidated financial statements.

The main corresponding outstandings and commitments in the consolidated balance sheet at 31 December 2015 relate to transactions with companies consolidated by the equity method (except Regional Banks) for the following amounts:

- loans and receivables due from credit institutions: €3,738 million;
- loans and receivables due from customers: €2,043 million;
- due to credit institutions: €1,703 million;
- due to customers: €167 million;
- commitments given on financial instruments: €3,480 million;
- commitments received on financial instruments: €2,694 million.

The transactions entered into with these entities did not have a material effect on the income statement for the period.

(1) *Except for the Caisse Régionale de la Corse, fully consolidated.*

Management of retirement, early retirement and end-of-career allowances: internal hedging contracts within the Group

As presented in Note 1.3 "Accounting policies and principles", employees are provided with various types of post-employment benefits. These include:

- end-of-career allowances;
- retirement plans, which may be either "defined-contribution" or "defined-benefit" plans.

The liability in this respect is partially funded by collective insurance contracts taken out with Predica, Crédit Agricole Group's life insurance company.

These contracts govern:

- the setting up by the insurance company of mutual funds for investing contributions made by the employer to build up sufficient funds to cover end-of-career allowances or retirement benefits;
- the management of the funds by the insurance company;
- the payment to the beneficiaries of the allowances and of the benefits due under the various plans.

Information on post-employment benefits is provided in Note 7 "Employee benefits and other compensation" in paragraphs 7.3 and 7.4.

Relations with senior management

Detailed information on senior management compensation is provided in Note 7 "Employee benefits and other compensation" in paragraph 7.7.

There exist no material transactions between Crédit Agricole S.A. and its senior management, their families or the companies they control and which are not included in the Group's scope of consolidation.

6

CONSOLIDATED FINANCIAL STATEMENTS

INCOME STATEMENT

(in millions of euros)	Notes	31/12/2015	31/12/2014 Restated
Interest and similar income	4.1	26,269	26,879
Interest and similar expenses	4.1	(14,711)	(15,532)
Fee and commission income	4.2	8,157	7,951
Fee and commission expenses	4.2	(5,238)	(5,145)
Net gains (losses) on financial instruments at fair value through profit or loss	4.3	3,757	5,932
Net gains (losses) on available-for-sale financial assets	4.4-6.4	2,602	2,810
Income on other activities	4.5	35,029	36,484
Expenses on other activities	4.5	(38,671)	(43,530)
Revenues		**17,194**	**15,849**
Operating expenses	4.6	(10,931)	(10,457)
Depreciation, amortisation and impairment of property, plant & equipment and intangible assets	4.7	(652)	(631)
Gross operating income		**5,611**	**4,761**
Cost of risk	4.8	(2,293)	(2,204)
Operating income		**3,318**	**2,557**
Share of net income of equity-accounted entities	6.15	1,534	647
Net gains (losses) on other assets	4.9	38	53
Change in value of goodwill	6.18	-	(22)
Pre-tax income		**4,890**	**3,235**
Income tax charge	4.10	(898)	(470)
Net income from discontinued or held-for-sale operations		(21)	(5)
Net income		**3,971**	**2,760**
Non-controlling interests		455	416
NET INCOME GROUP SHARE		**3,516**	**2,344**
Earnings per share (in euros)[1]	6.21	**1.212**	**0.836**
Diluted earnings per share (in euros)[1]	6.21	**1.220**	**0.836**

(1) *Corresponds to income including net income from discontinued or held-for-sale operations.*

The information at 31 December 2014 has been restated following the application of IFRIC 21. The impacts are presented in Note 11 "Impact of accounting changes and other events".

NET INCOME AND OTHER COMPREHENSIVE INCOME

(in millions of euros)	Notes	31/12/2015	31/12/2014 Restated
Net income		**3,971**	**2,760**
Actuarial gains and losses on post-employment benefits	4.11	(38)	(300)
Gains and losses on non current assets held for sale	4.11	-	-
Pre-tax other comprehensive income on items that will not be reclassified to profit and loss excluding equity-accounted entities		**(38)**	**(300)**
Pre-tax other comprehensive income on items that will not be reclassified to profit and loss on equity-accounted entities	**4.11**	**5**	**135**
Income tax related to items that will not be reclassified to profit and loss excluding equity-accounted entities	**4.11**	**3**	**97**
Income tax related to items that will not be reclassified to profit and loss on equity-accounted entities	**4.11**	**(4)**	**12**
Other comprehensive income on items that will not be reclassified subsequently to profit and loss net of income tax	4.11	**(34)**	**(56)**
Gains and losses on translation adjustements	4.11	455	442
Gains and losses on available-for-sale financial assets	4.11	21	1,905
Gains and losses on hedging derivative instruments	4.11	(206)	699
Gains and losses on non current assets held for sale	4.11	14	41
Pre-tax other comprehensive income on items that may be reclassified to profit and loss excluding equity-accounted entities		**284**	**3,087**
Pre-tax other comprehensive income on items that may be reclassified to profit and loss on equity-accounted entities, Group Share	**4.11**	**177**	**266**
Income tax related to items that may be reclassified to profit and loss excluding equity-accounted entities	**4.11**	**73**	**(856)**
Income tax related to items that may be reclassified to profit and loss on equity-accounted entities	**4.11**	**15**	**-**
Other comprehensive income on items that may be reclassified subsequently to profit and loss net of income tax	4.11	**549**	**2,497**
OTHER COMPREHENSIVE INCOME NET OF INCOME TAX	4.11	**515**	**2,441**
NET INCOME AND OTHER COMPREHENSIVE INCOME		**4,486**	**5,201**
Of which Group share		4,055	4,521
Of which non-controlling interests		431	680

The information at 31 December 2014 has been restated following the application of IFRIC 21. The impacts are presented in Note 11 “Impact of accounting changes and other events”.

BALANCE SHEET – ASSETS

(in millions of euros)	Notes	31/12/2015	31/12/2014 Restated
Cash, central banks	6.1	36,176	55,036
Financial assets at fair value through profit or loss	6.2-6.9	348,320	405,572
Hedging derivative instruments	3.2-3.4	24,806	30,423
Available-for-sale financial assets	6.4-6.7-6.8-6.9	298,122	283,376
Loans and receivables due from credit institutions	3.1-3.3-6.5-6.8-6.9	367,122	368,209
Loans and receivables due from customers	3.1-3.3-6.5-6.8-6.9	331,071	314,379
Revaluation adjustment on interest rate hedged portfolios		13,684	16,740
Held-to-maturity financial assets	6.6-6.7-6.8	16,201	15,961
Current and deferred tax assets	6.13	4,311	3,941
Accruals, prepayments and sundry assets	6.14	40,005	51,085
Non-current assets held for sale and discontinued operations		441	94
Investments in equity-accounted entities	6.15	24,589	21,248
Investment property	6.16	5,390	4,141
Property, plant and equipment	6.17	3,932	3,961
Intangible assets	6.17	1,575	1,544
Goodwill	6.18	13,549	13,334
TOTAL ASSETS		**1,529,294**	**1,589,044**

The information at 31 December 2014 has been restated following the application of IFRIC 21. The impacts are presented in Note 11 “Impact of accounting changes and other events”.

BALANCE SHEET – LIABILITIES

(in millions of euros)	Notes	31/12/2015	31/12/2014 Restated
Central banks	6.1	3,660	4,411
Financial liabilities at fair value through profit or loss	6.2	254,515	321,254
Hedging derivative instruments	3.2-3.4	23,707	27,685
Due to credit institutions	3.3-6.10	139,445	141,176
Due to customers	3.1-3.3-6.10	505,727	473,984
Debt securities	3.2-3.3-6.11	158,541	172,921
Revaluation adjustment on interest rate hedged portfolios		13,153	16,338
Current and deferred tax liabilities	6.13	2,640	3,114
Accruals, deferred income and sundry liabilities	6.14	41,028	57,286
Liabilities associated with non-current assets held for sale		385	-
Insurance company technical reserves	6.19	293,543	284,061
Provisions	6.20	4,091	4,716
Subordinated debt	3.2-3.3-6.11	29,424	25,937
Total liabilities		**1,469,859**	**1,532,883**
Equity		**59,435**	**56,161**
Equity - Group share		**53,813**	**50,107**
Share capital and reserves		23,922	33,563
Consolidated reserves		21,702	10,066
Other comprehensive income		4,663	4,134
Other comprehensive income on non-current assets held for sale and discontinued operations		10	-
Net income/(loss) for the year		3,516	2,344
Non-controlling interests		**5,622**	**6,054**
TOTAL EQUITY AND LIABILITIES		**1,529,294**	**1,589,044**

The information at 31 December 2014 has been restated following the application of IFRIC 21. The impacts are presented in Note 11 “Impact of accounting changes and other events”.

STATEMENT OF CHANGES IN EQUITY

	Group				
	Share capital and reserves				
(in millions of euros)	*Share capital*	*Share premium and consolidated reserves*[2]	*Elimination of treasury shares*	*Other equity instruments*	**Total capital and consolidated reserves**
Equity at 1 January 2014	**7,505**	**32,986**	**(160)**	**-**	**40,331**
IFRIC 21 impacts[1]	-	40	-	-	**40**
Equity at 1 January 2014 restated	**7,505**	**33,026**	**(160)**	**-**	**40,371**
Capital increase	224	520	-	-	**744**
Changes in treasury shares held	-	-	7	-	**7**
Issuance of equity instruments[2]	-	(27)	-	3,861	**3,834**
Remuneration of undated deeply subordinated notes[2]	-	(194)	-	-	**(194)**
Dividends paid in 2014	-	(879)	-	-	**(879)**
Dividends received from Regional Banks and subsidiaries	-	124	-	-	**124**
Impact of acquisitions/disposals on non-controlling interests[3]	-	(199)	-	-	**(199)**
Changes due to share-based payments	-	1	-	-	**1**
Changes due to transactions with shareholders	**224**	**(654)**	**7**	**3,861**	**3,438**
Changes in other comprehensive income	**-**	**-**	**-**	**-**	**-**
Share of changes in equity of equity-accounted entities	-	(180)	-	-	**(180)**
Net income for 2014[1]	-	-	-	-	**-**
Other changes	-	-	-	-	**-**
Equity at 31 December 2014 restated	**7,729**	**32,192**	**(153)**	**3,861**	**43,629**
Appropriation of 2014 net income	-	2,344	-	-	**2,344**
Equity at 1 January 2015 restated	**7,729**	**34,536**	**(153)**	**3,861**	**45,973**
Capital increase	189	569	-	-	**758**
Changes in treasury shares held	-	-	6	-	**6**
Issuance of equity instruments[2]	-	(3)	-	-	**(3)**
Remuneration of undated deeply subordinated notes	-	(350)	-	-	**(350)**
Dividends paid in 2015	-	(906)	-	-	**(906)**
Dividends received from Regional Banks and subsidiaries	-	127	-	-	**127**
Impact of acquisitions/disposals on non-controlling interests[3]	-	56	-	-	**56**
Changes due to share-based payments	-	1	-	-	**1**
Changes related to transactions with shareholders	**189**	**(506)**	**6**	**-**	**(311)**
Changes in other comprehensive income	**-**	**-**	**-**	**-**	**-**
Share of changes in equity-accounted entities	-	(53)	-	-	**(53)**
Net income for 2015	-	-	-	-	**-**
Other changes	-	15	-	-	**15**
EQUITY AT 31 DECEMBER 2015	**7,918**	**33,992**	**(147)**	**3,861**	**45,624**

(1) The information at 1 January 2014 and 31 December 2014 has been restated following the application of IFRIC 21. The impacts are presented in Note 11 "Impact of accounting changes and other events".

(2) As part of efforts to increase the Group's regulatory capital, on 23 January, 8 April and 18 September 2014, Crédit Agricole S.A. issued Additional Tier 1 deeply subordinated undated bonds (in USD, GBP and euros). The balance of these issues represents €3,326 million, net of issuance costs and accrued interest at end-December 2015 (see Note 6.21 Equity).
On 14 October 2014 and 13 January 2015, Crédit Agricole Assurances issued euro-denominated Additional Tier 1 subordinated undated bonds for €745 million and €1 billion, respectively. These issues were subscribed by non-Group entities and are recognised in shareholders' Equity – Non-controlling interests. The proceeds from these issues are recognised in Shareholders' equity Group share and amounted to -€34 million at 31 December 2015.

share					Non-controlling interests					
Other comprehensive income						Other comprehensive income				
Other comprehensive income on items that may be reclassified to profit and loss	*Other comprehensive income on items that will not be reclassified to profit and loss*	Total other comprehensive income	Net income	Total equity	Capital, associated reserves and income	*Other comprehensive income on items that may be reclassified to profit and loss*	*Other comprehensive income on items that will not be reclassified to profit and loss*	Total other comprehensive income	Total equity	Total consolidated equity
2,355	**(398)**	**1,957**	**-**	**42,288**	**5,760**	**(153)**	**(13)**	**(166)**	**5,595**	**47,883**
-	-	-	-	40	1	-	-	-	1	41
2,355	**(398)**	**1,957**	**-**	**42,328**	**5,761**	**(153)**	**(13)**	**(166)**	**5,596**	**47,924**
-	-	-	-	744	-	-	-	-	-	744
-	-	-	-	7	-	-	-	-	-	7
-	-	-	-	3,834	745	-	-	-	745	4,579
-	-	-	-	(194)	-	-	-	-	-	(194)
-	-	-	-	(879)	(310)	-	-	-	(310)	(1,189)
-	-	-	-	124	-	-	-	-	-	124
-	-	-	-	(199)	(658)	-	-	-	(658)	(857)
-	-	-	-	1	-	-	-	-	-	1
-	**-**	**-**	**-**	**3,438**	**(223)**	**-**	**-**	**-**	**(223)**	**3,215**
1,963	**(193)**	**1,770**	**-**	**1,770**	**-**	**266**	**(10)**	**256**	**256**	**2,026**
260	147	407	-	227	(1)	8	-	8	7	234
-	-	-	2,344	2,344	416	-	-	-	416	2,760
-	-	-	-	-	3	-	-	-	3	3
4,578	**(444)**	**4,134**	**2,344**	**50,107**	**5,956**	**121**	**(23)**	**98**	**6,054**	**56,161**
-	-	-	(2,344)	-	-	-	-	-	-	-
4,578	**(444)**	**4,134**	**-**	**50,107**	**5,956**	**121**	**(23)**	**98**	**6,054**	**56,161**
-	-	-	-	758	-	-	-	-	-	758
-	-	-	-	6	-	-	-	-	-	6
-	-	-	-	(3)	1,000	-	-	-	1,000	997
-	-	-	-	(350)	-	-	-	-	-	(350)
-	-	-	-	(906)	(251)	-	-	-	(251)	(1,157)
-	-	-	-	127	-	-	-	-	-	127
-	-	-	-	56	(1,606)	-	-	-	(1,606)	(1,550)
-	-	-	-	1	-	-	-	-	-	1
-	**-**	**-**	**-**	**(311)**	**(857)**	**-**	**-**	**-**	**(857)**	**(1,168)**
383	**(35)**	**348**	**-**	**348**	**-**	**(26)**	**-**	**(26)**	**(26)**	**322**
190	1	191	-	138	4	2	-	2	6	144
-	-	-	3,516	3,516	455	-	-	-	455	3,971
-	-	-	-	15	(10)	-	-	-	(10)	5
5,151	**(478)**	**4,673**	**3,516**	**53,813**	**5,548**	**97**	**(23)**	**74**	**5,622**	**59,435**

(3) The impact of acquisitions and disposals on non-controlling interests at 31 December 2014 mainly corresponds to the liquidation of CA Preferred Funding Trust 2 for -€404 million, the acquisition of 5% of Amundi Group by Crédit Agricole S.A. for -€155 million, and the acquisition of 1.5% of Cariparma for -€72 million.
In 2015, the disposal of Amundi shares as part of its initial public offering on 12 November 2015 has effect on Shareholders' equity Group share for +€55 million and on Equity – Non-controlling interests for +€256 million.
The impact of acquisitions and disposals on non-controlling interests at 31 December 2015 includes the effects of the liquidation of CA Preferred Funding Trusts 1 and 3 for -€1,861 million.

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CASH FLOW STATEMENT

The cash flow statement is presented using the indirect method.

Operating activities show the impact of cash inflows and outflows arising from Crédit Agricole S.A. Group's income-generating activities, including those associated with assets classified as held-to-maturity financial assets.

Tax inflows and outflows are included in full within operating activities.

Investment activities show the impact of cash inflows and outflows associated with purchases and sales of investments in consolidated and non-consolidated companies, property, plant and equipment and intangible assets. This section includes strategic equity investments classified as available-for-sale financial assets.

Financing activities show the impact of cash inflows and outflows associated with equity and long-term borrowing.

The **net cash flows** attributable to the operating, investment and financing activities **of discontinued operations** are presented on separate lines in the cash flow statement.

Net cash and cash equivalents include cash, debit and credit balances with central banks and debit and credit demand balances with credit institutions.

(in millions of euros)	Notes	31/12/2015	31/12/2014 Restated
Pre-tax income		**4,890**	**3,235**
Net depreciation and impairment of property, plant & equipment and intangible assets		667	646
Impairment of goodwill and other fixed assets	6.18	-	22
Net depreciation charges to provisions		17,017	17,950
Share of net income (loss) of equity-accounted entities		(1,658)	(647)
Net income (loss) from investment activities		(38)	149
Net income (loss) from financing activities		3,765	3,835
Other movements		(6,087)	(1,351)
Total non-cash and other adjustment items included in pre-tax income		**13,666**	**20,604**
Change in interbank items		7,619	(10,082)
Change in customer items		10,422	(16,573)
Change in financial assets and liabilities		(38,643)	(24,151)
Change in non-financial assets and liabilities		(3,359)	9,069
Dividends received from equity-accounted entities(1)		530	364
Tax paid		(1,615)	521
Net change in assets and liabilities used in operating activities		**(25,046)**	**(40,852)**
Cash provided (used) by discontinued operations		**4**	**6**
Total net cash flows from (used by) operating activities (A)		**(6,486)**	**(17,007)**
Change in equity investments(2)		**(442)**	**(992)**
Change in property, plant & equipment and intangible assets		**(868)**	**(742)**
Cash provided (used) by discontinued operations		**-**	**(113)**
Total net cash flows from (used by) investment activities (B)		**(1,310)**	**(1,847)**
Cash received from (paid to) shareholders(3)		**(1,614)**	**3,546**
Other cash provided (used) by financing activities(4)		**(6,475)**	**(2,114)**
Cash provided (used) by discontinued operations		-	**(8)**
Total net cash flows from (used by) financing activities (C)		**(8,089)**	**1,424**
Impact of exchange rate changes on cash and cash equivalent (D)		**3,919**	**2,765**
NET INCREASE/(DECREASE) IN CASH & CASH EQUIVALENT (A + B + C + D)		**(11,966)**	**(14,665)**
Cash and cash equivalents at beginning of period		**41,299**	**55,964**
Net cash accounts and accounts with central banks *		50,619	65,385
Net demand loans and deposits with credit institutions **		(9,320)	(9,421)
Cash and cash equivalents at end of period		**29,333**	**41,299**
Net cash accounts and accounts with central banks *		32,546	50,619
Net demand loans and deposits with credit institutions **		(3,213)	(9,320)
NET CHANGE IN CASH AND CASH EQUIVALENTS		**(11,966)**	**(14,665)**

* *Consisting of the net balance of the Cash and central banks item, excluding accrued interest and including cash of entities reclassified as held-for-sale operations.*

** *Consisting of the balance of Performing current accounts in debit and Performing overnight accounts and advances as detailed in Note 6.5 and Current accounts in credit and overnight accounts and advances as detailed in Note 6.10 (excluding accrued interest).*

(1) *Dividends received from equity-accounted entities:*

At 31 December 2015, this amount mainly includes the payment of dividends from the Regional Banks for €290 million and from equity-accounted Insurance entities for €107 million, as well as the payment of dividends from FCA Bank for €46 million, Banque Saudi Fransi for €41 million and Eurazeo for €12 million.

(2) *Change in equity investments:*

This line shows the net effects on cash of acquisitions and disposals of equity investments. These external operations are described in Note 2. The net impact on Group cash of acquisitions and disposals of consolidated equity investments (subsidiaries and equity-accounted entities) at 31 December 2015 is €345 million. The main transactions relate in particular to the acquisition of BAWAG P.S.K Invest for €97 million (net of cash acquired) less the disposal by Crédit Agricole S.A of part of the equity investments (disposal of 4.2% of the capital of Amundi) in the framework of Amundi's initial public offering for €311 million, the disposal by Crédit Agricole S.A of 50% of D2CAM to Delta for €62 million, the sale of cooperative associate certificates (Certificats coopératifs d'associés or CCA) to the Caisse Régionale Nord Est for €39 million, as well as the disposal of Banco Crédito Consumo securities for €27 million.

In the same period, the net impact on Group cash of acquisitions and disposals of non-consolidated equity investments came to -€787 million, primarily related to acquisitions and disposals carried out as part of insurance company investments for -€879 million, less the disposal of Indosuez Beteiligungs- und Verwaltungs securities for €21 million, Rayne Vigneau securities for €12 million and the capital repayment of the SIS (Société Immobilière de la Seine) subsidiaries for €56 million.

(3) *Cash received from (paid to) shareholders:*

This line includes €995 million from the issue of capital instruments and the liquidation of all compartments of CA Preferred LLC for -€1,861 million. In addition, -€749 million in dividends, excluding dividends paid in shares, were paid by the subsidiaries of Crédit Agricole S.A. to their non-controlling interests.

(4) *Other net cash flows from financing activities:*

At 31 December 2015, bond issues totalled €14,516 million and redemptions -€20,654 million. Subordinated debt issues totalled €7,217 million and redemptions -€4,023 million.

This line also includes cash flows from interest payments on subordinated debt and bonds.

The effects of the change in accounting policy linked to the new consolidation standards are presented in Note 11 "Impact of accounting changes and other events".

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

Detailed summary of the notes

NOTE 1 Group accounting policies and principles, assessments and estimates

1.1 Applicable standards and comparability

Pursuant to EC Regulation no. 1606/2002, the consolidated financial statements have been prepared in accordance with IAS/IFRS and IFRIC applicable at 31 December 2015 and as adopted by the European Union (carve-out version), thus using certain exceptions in the application of IAS 39 on macro-hedge accounting.

These standards and interpretations are available on the European Commission website at: http://ec.europa.eu/internal_market/accounting/ias/index_en.htm.

The standards and interpretations are the same as those applied and described in the Group's financial statements for the year ended 31 December 2014.

They have been supplemented by the IFRS as adopted by the European Union at 31 December 2014 and that must be applied for the first time in the 2015 financial year. These cover the following:

Standards, amendments or interpretations	Date published by the European Union	Date of first-time mandatory application: financial years from	Applicable in the Group
IFRIC 21 interpretation: Levies	13 June 2014 (EU no. 634/2014)	1 January 2015	Yes
IFRS improvements, 2011-2013 cycle:	18 December 2014 (EU no. 1361/2014)		
• IFRS 3 Exemption of partnerships formed from field of application (*i.e.*, joint ventures already exempted and, for the first time, joint operations)		1 January 2015	Yes
• IFRS 13 Extension to certain financial instruments of the exception allowing fair value measurement on a net basis		1 January 2015	Yes
• IAS 40 Judgment required to determine whether acquiring an investment property constitutes the acquisition of an asset or a group of assets (IAS 40) or of a business combination (IFRS 3)		1 January 2015	Yes

IFRIC 21 interpretation gives details on the accounting of levies, taxes and other government charges that fall under IAS 37 Provisions, Contingent Liabilities and Contingent Assets (excluding fines and penalties and excluding corporate income tax governed by IAS 12). In particular, it clarifies:

- the timing for recognising taxes and levies;
- and whether they can be recognised progressively over the financial year.

With respect to these clarifications, the application of IFRIC 21 may result in a change in the obligating event triggering the recognition of certain levies and taxes (deferment of the date of recognition from one year to another and/or end of spread over the duration of the financial year).

The application of IFRIC 21 is retrospective, restating prior years and adjusting opening full-year 2014 equity for comparative financial statements.

The principal numerical effects of this change are presented in Note 11 "Impact of accounting changes and other events".

The application of the other texts did not have a material impact on earnings or equity.

Moreover, where the early application of standards and interpretations adopted by the European Union is optional for a period, this option is not selected by the Group, unless otherwise stated.

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This in particular applies to:

Standards, amendments or interpretations	Date published by the European Union	Date of first-time mandatory application: financial years from	Applicable in the Group
IFRS improvements, 2010-2012 cycle:	17 December 2014 (EU no. 2015/28)		
● IFRS 2 Vesting, market, performance and service conditions		1 February 2015[1]	Yes
● IFRS 3 Recognition of a possible purchase price adjustment		1 February 2015[1]	Yes
● IFRS 8 Combination of operating segments and reconciliation of segment assets with total assets		1 February 2015[1]	Yes
● IAS 16 and IAS 38 Remeasurement and proportional adjustment of accumulated depreciation and amortisation		1 February 2015[1]	Yes
● IAS 24 The concept of key management personnel services		1 February 2015[1]	Yes
Amendment to IAS 19, Defined-benefit plans: contributions from employees	17 December 2014 (EU no. 2015/29)	1 February 2015[1]	Yes
IFRS improvements, 2012-2014 cycle:	15 December 2015 (EU no. 2015/2343)		
● IFRS 5 Non current assets held for sale and discontinued operations: changes in conditions of considered disposals		1 January 2016	Yes
● IFRS 7 Financial instruments: ● Disclosure of information ● Servicing contracts ● Applicability of IFRS 7 to condensed interim financial statements		1 January 2016	Yes
● IAS 19 Employee benefits: actualization rate of post- employment benefits		1 January 2016	Yes
● IAS 34 Interim financial reporting: adding point to the formulation of “elsewhere in the interim financial report”		1 January 2016	Yes
Amendment to IAS 1: Presentation of financial statements, Disclosure initiative	18 December 2015 (EU 2015/2406)	1 January 2016	Yes
Amendment to IAS 27 Use of equity method in separate financial statements	18 December 2015 (EU 2015/2441)	1 January 2016	No

(1) That is, in the Group as of 1 January 2016 .

Furthermore, standards and interpretations that have been published by the IASB, but not yet been adopted by the European Union are not applied in the Group. They will become mandatory only as from the date planned by the European Union and have not been applied by the Group at 31 December 2015.

This concerns in particular IFRS 9 and IFRS 15 standards.

IFRS 9 Financial Instruments issued by the IASB is intended to replace IAS 39 Financial Instruments. It sets new principles governing the classification and measurement of financial instruments, impairment of credit risk and hedge accounting, excluding macro-hedging transactions.

IFRS 9 is expected to come into force on a mandatory basis for fiscal years beginning on or after 1 January 2018, subject to its adoption by the European Union.

The Group has taken action to adopt this standard on time, combining its accounting, finance and risk functions in addition to all of the entities concerned. In early 2015, the Group launched works aimed at assessing the main challenges set by IFRS 9. Analyses were primarily focused on the changes brought about by:

- the new criteria for classifying and measuring financial assets;
- the overhaul of the credit risk impairment model allowing a shift from one in which provisions are set aside for incurred credit losses to one in which provisions can be set aside for expected credit losses (ECL). The aim of the new ECL approach is to allow credit losses to be recognised at the earliest possible time, removing the need to wait for an objective incurred loss event. It calls on a wide range of information, including historical data on observed losses, cyclical and structural adjustments, and loss projections based on reasonable scenarios.

At this stage of the project, the Group is entirely focused on defining the structural options related to the interpretation of the standard. At the same time, the Group has begun an operational implementation phase for the deployment of the first modifications to the architecture of information systems.

IFRS 15 Revenue from Contracts with Customers will become effective for fiscal years beginning on or after 1 January 2018. It will replace IAS 11 Construction Contracts and IAS 18 Revenue, as well as IFRIC 13 Customer loyalty programmes, IFRIC 15 Agreements for the Construction of real estate, IFRIC 18 Transfers of assets from customers and SIC 31 Revenue – barter transactions involving advertising services.

IFRS 15 provides a single revenue recognition model for long-term sales contracts, sales of goods and the provision of services that do not fall within the scope of standards related to financial instruments (IAS 39), insurance contracts (IFRS 4) or leases (IAS 17). It introduces new concepts that may affect the accounting treatment of certain components of revenues.

An impact study of the implementation of the standard in the Crédit Agricole S.A. Group will be undertaken in 2016. However, based on an initial analysis, the Group does not foresee a material impact on its results.

1.2 Presentation of financial statements

In the absence of a required presentation format under IFRS, Crédit Agricole S.A. Group's complete set of financial statements (balance sheet, income statement, statement of comprehensive income, statement of changes in equity and cash flow statement) has been presented in the format set out in ANC Recommendation 2013-04 of 7 November 2013.

1.3 Accounting policies and principles

USE OF ASSESSMENTS AND ESTIMATES TO PREPARE THE FINANCIAL STATEMENTS

Estimates made to draw up the financial statements are by their nature based on certain assumptions and involve risks and uncertainties as to whether they will be achieved in the future.

Future results may be influenced by many factors, including:

- activity in domestic and international markets;
- fluctuations in interest and exchange rates;
- the economic and political climate in certain industries or countries;
- changes in regulations or legislation.

This list is not exhaustive.

Accounting estimates based on assumptions are principally used in the following assessments:

- financial instruments measured at fair value;
- investments in non-consolidated companies;
- retirement plans and other post-employment benefits;
- stock option plans;
- long-term depreciation of available-for-sale financial assets and held-to-maturity investments;
- impairment of loans;
- provisions;
- impairment of goodwill;
- deferred tax assets;
- valuation of equity-accounted entities;
- deferred participation benefits.

The procedures for the use of assessments or estimates are described in the relevant sections below.

FINANCIAL INSTRUMENTS (IAS 32 AND 39)

Financial assets and liabilities are treated in the financial statements in accordance with IAS 39 as endorsed by the European Commission.

At the time of initial recognition, financial assets and financial liabilities are measured at fair value including trading costs (with the exception of financial instruments recognised at fair value through profit or loss). Subsequently, financial assets and financial liabilities are measured according to their classification, either at fair value or at amortised cost based on the effective interest rate method.

IFRS 13 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an ordinary transaction between market participants, on the principal or the most advantageous market, at the measurement date.

The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument or, when appropriate, a shorter period, to obtain the net carrying amount of the financial asset or financial liability.

Securities

Classification of financial assets

Under IAS 39, securities are divided into four categories:

- financial assets held for trading or financial assets designated at fair value through profit or loss;
- held-to-maturity financial assets;
- loans and receivables;
- available-for-sale financial assets.

Financial assets at fair value through profit or loss classified as held-for-trading or designated at fair value through profit or loss

According to IAS 39, this portfolio comprises securities that are classified under financial assets at fair value through profit or loss either as a result of a genuine intention to trade them (financial assets held for trading) or of being designated at fair value by Crédit Agricole S.A. Group.

Financial assets at fair value through profit or loss are assets acquired or generated by the enterprise primarily with the aim of disposal in the short term or which are included in a portfolio of financial instruments managed as a unit and with the purpose of making a profit from short term price fluctuations or an arbitrage margin.

Financial assets, provided they meet the conditions specified in the standard, can be designated as at fair value through profit or loss in the following three cases: for hybrid instruments comprising one or more embedded derivatives, where the fair value option would reduce an accounting mismatch or for a group of financial assets under management whose performance is measured at fair value. This method is generally used so that derivatives embedded in hybrid instruments do not have to be recognised and measured separately.

To this end, Crédit Agricole S.A. Group has designated the following assets at fair value through profit or loss:

- assets backing unit-linked contracts;
- private equity business portfolio.

Securities that are classified under financial assets at fair value through profit or loss are recognised at fair value at inception, excluding transaction costs attributable directly to their acquisition (which are taken directly to profit or loss) and including accrued interest.

They are subsequently carried at fair value and changes in fair value are taken to profit or loss.

No impairment losses are booked for this category of securities.

Outstanding syndication securities held for sale are recognised as financial assets at fair value through profit or loss and are marked to market.

Total held-to-maturity financial assets

The category Held-to-maturity financial assets (applicable to securities with fixed maturities) includes securities with fixed or determinable payments that Crédit Agricole S.A. Group has the intention and ability to hold until maturity, other than:

- securities that are initially designated as financial assets at fair value through profit or loss at the time of initial recognition by Crédit Agricole S.A. Group;
- securities that fall into the "Loans and receivables" category. Hence, debt securities that are not traded in an active market cannot be included in the "Held-to-maturity financial assets" category.

Classification as held-to-maturity means that the entity must abide by the prohibition on the sale of securities prior to maturity, except where allowed under IAS 39.

Hedging of interest rate risk for this category of securities is not allowed for hedge accounting under IAS 39.

Held-to-maturity financial assets are initially recognised at acquisition cost, including transaction costs that are directly attributable to the acquisition and including accrued interest.

They are subsequently measured at amortised cost with amortisation of any premium or discount and transaction costs using the effective interest method.

Impairment rules for this financial asset category are disclosed in the section on "Impairment of securities" for securities measured at amortised cost.

Loans and receivables

Loans and receivables comprise unlisted financial assets that generate fixed or determinable payments.

Securities of the Loans and receivables portfolio are initially recognised at acquisition cost, including transaction costs that are directly attributable to the acquisition and including accrued interest.

They are subsequently measured at amortised cost with amortisation of any premium or discount and transaction costs using the corrected effective interest method.

Impairment rules for this financial asset category are disclosed in the section on "Impairment of securities" for securities measured at amortised cost.

Available-for-sale financial assets

IAS 39 defines available-for-sale financial assets as assets that are other designated as available-for-sale or as the default category.

Available-for-sale financial assets are initially recognised at fair value, including transaction costs that are directly attributable to the acquisition and including accrued interest.

Available-for-sale financial assets are later measured at fair value and subsequent changes in fair value are recorded in other comprehensive income.

If the securities are sold, these changes are transferred to the income statement.

Amortisation of any premiums or discounts and transaction costs on fixed-income securities is recognised in the income statement using the effective interest rate method.

Impairment rules for this financial asset category are disclosed in the section on "Impairment of securities".

Impairment of securities

Impairment shall be booked when there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the securities, other than assets measured as at fair value through profit or loss.

Objective evidence of loss corresponds to a prolonged or significant decline in the value of the security for equity securities or the appearance of significant deterioration in credit risk evidenced by a risk of non-recovery for debt securities.

For equity securities, Crédit Agricole S.A. Group uses quantitative criteria as indicators of potential impairment. These quantitative criteria are mainly based on a loss of 30% or more of the value of the equity instrument over a period of six consecutive months. Crédit Agricole S.A. Group may also take account of other factors such as financial difficulties of the issuer, or short term prospects, etc.

Notwithstanding the above-mentioned criteria, Crédit Agricole S.A. Group recognises an impairment loss when there is a decline in the value of the equity instrument higher than 50% or prolonged over three years.

For debt securities, impairment criteria are the same as for loans and receivables.

Such impairment is only recognised when it translates into a probable loss of all or part of the amount invested:

- for securities measured at amortised cost through the use of an impairment account, the amount of the loss is recognised in the income statement, and may be reversed in case of subsequent improvements;
- for available-for-sale securities, the amount of the aggregate loss is transferred from other comprehensive income to the income statement; in the event of subsequent recovery in the price of the securities, the loss previously transferred to the income statement may be reversed when justified by circumstances for debt instruments.

Recognition date of securities

As from 2015 period, securities classified as financial assets and liabilities at fair value through profit and loss are recognised at their settlement date, as market practices. This change of presentation reduces the size of the consolidated balance sheet but has no impact on either the consolidated income statement or consolidated equity. Without this change of the recognition date, the total would have been bigger of approximately €15 billion in assets and €18 billion in liabilities at 31 December 2015.

Reclassification of financial assets

IAS 39 allows "available-for-sale financial assets" to be reclassified as "held-to-maturity financial assets" where there is a change in management intention and if the criteria for reclassification as held-to-maturity are respected.

In accordance with the amendment to IAS 39 as published and adopted by the European Union in October 2008, the following reclassifications are also allowed:

- from the financial assets held-for-trading and available-for-sale financial assets categories to the Loans and receivables category, if the entity now has the intention and ability to hold the financial asset for the foreseeable future or until maturity and if the classification criteria for this category are met upon the transfer date (in particular, financial asset not quoted in an active market);

- in rare documented circumstances, from financial assets held-for-trading to available-for-sale financial assets or held-to-maturity financial assets if the eligibility criteria are met upon the transfer date for each category.

The fair value on the date of reclassification becomes the new cost or amortised cost, as applicable, of the reclassified financial asset.

Information on reclassifications made by Crédit Agricole S.A. Group under the terms of the amendment to IAS 39 is provided in Note 9 "Reclassification of financial instruments".

Temporary investments in/disposals of securities

Within the meaning of IAS 39, temporary sales of securities (securities lending/borrowing, repurchase agreements) do not fulfil the derecognition conditions of IAS 39 and are regarded as collateralised financing.

Securities lent or sold under repurchase agreements remain on the balance sheet. If applicable, the amounts received, representing the liability to the transferee, are recognised on the liability side of balance sheet by the transferor.

Items borrowed or bought under repurchase agreements are not recognised on the balance sheet of the transferee. A receivable is recognised for the amount paid. If the security is subsequently resold, however, the transferee records a liability equivalent to the fair value of fulfilling their obligation to return the security received under the agreement.

Revenue and expenses relating to such transactions are posted to profit and loss on a *prorata temporis* basis, except in the case of assets and liabilities recognised at fair value through profit or loss.

Lending operations

Loans are principally allocated to the Loans and receivables category. In accordance with IAS 39, they are initially valued at fair value and subsequently valued at amortised cost using the effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash payments to the original net loan amount. This rate includes the discounts and any transaction income or transaction costs that are an integral part of the effective interest rate.

Syndication loans held for trading are classified as financial assets held for trading and are marked to market.

Subordinated loans and repurchase agreements (represented by certificates or securities) are included under the various categories of loans and receivables according to counterparty type.

Income calculated based on the effective interest rate is recognised in the balance sheet under accrued interests in the income statement.

Advances made by Crédit Agricole S.A. to the Regional Banks do not represent a direct risk for Crédit Agricole S.A. with respect to the corresponding customer loans made by the Regional Banks. They do, however, represent a potential indirect risk with respect to the financial strength of the Regional Banks. Crédit Agricole S.A. has not made any provisions for such advances to the Regional Banks.

Impairment of loans

In accordance with IAS 39, loans classified under Loans and receivables are impaired whenever there is objective indication of impairment as a result of one or more loss events occurring after the initial recognition of these loans, such as:

- borrower in serious financial difficulties;
- a breach of contract such as a default on the payment of interest or principal;
- the granting by the lender to the borrower, for economic or legal reasons connected with the borrower's financial difficulties, of a facility that the lender would not have envisaged under other circumstances (loan restructuring);
- increasing probability of bankruptcy or other financial restructuring of the borrower.

Impairment may be individual or collective, or in the form of discounts on loans that have been restructured due to customer default.

Impairment charges and reversals of impairment losses for non-recovery risk are recognised in cost of risk and any increase in the carrying amount of the loan arising from the accretion of the impairment or amortisation of the restructured loan discount is recognised in interest margin.

Impairment losses are discounted and estimated on the basis of several factors, notably business- or sector-related. It is possible that future assessments of the credit risk may differ significantly from current estimates, which may lead to an increase or decrease in the amount of the impairment.

Probable losses in respect of off-balance sheet commitments are covered by provisions recognised as liabilities.

Loans individually assessed for impairment

Each loan is first individually assessed for known risk of loss. Projected losses are thus measured by means of individual impairment losses for all types of loans, including guaranteed, where there is objective indication of impairment. The amount of impairment losses is the difference between the carrying amount of loans (amortised cost) and the sum of estimated future flows, discounted at the original effective interest rate.

Possible losses in respect of portfolios of small loans with similar characteristics may be estimated on a statistical basis rather than individually assessed.

Loans collectively assessed for impairment

Statistical and historical customer default experience shows that there is an identified risk of partial uncollectibility of loans not individually impaired. To cover these risks, which cannot by nature be allocated to individual loans, Crédit Agricole S.A. Group takes various collective impairment charges, calculated using models developed on the basis of these statistical data, by way of deduction from asset values. These are determined for each homogenous class of loans displaying similar credit risk characteristics.

- Calculation of impairment losses using Basel models:

  Under Basel regulations, each Crédit Agricole S.A. Group's entity calculates the amount of losses anticipated within one year, using statistical tools and databases, based on a variety of observation criteria that meet the definition of a "loss event" within the meaning of IAS 39.

  The amount of impairment is based on the probability of default in each rating class assigned to borrowers, and also on management's experienced judgement.

  The amount of this impairment is obtained by applying to the amount of anticipated losses calculated using the Basel models a maturity correction factor designed to take account of the need to record impairment charges for the anticipated losses up to maturity.

- Other loans collectively assessed for impairment:

  Crédit Agricole S.A. Group also sets aside collective impairment charges to cover customer risks that are not allocated to individual loans, such as sector or country impairment losses. These provisions are intended to cover estimated risks based on a sector or geographical analysis for which there is statistical or historical risk of partial non-recovery.

Loan restructuring

Loans restructured due to financial difficulties are loans for which the entity changed the initial financial terms (interest rate, term) for economic or legal reasons connected with the borrower's financial difficulties, in a manner that would not have been considered under other circumstances. They therefore consist of loans that are classified as in default and, since 1 January 2014, performing loans at the date they are restructured.

The reduction of future flows granted to a counterparty, which may notably stem from these flows being postponed as part of the restructuring, results in the recognition of a discount. It represents future loss of cash flow discounted at the original effective interest rate.

It is equal to the difference between:

- the carrying amount of the loan;
- and the sum of theoretical future cash flows from the restructured loan, discounted at the original effective interest rate (defined at the date of the financing commitment).

The loss recognised when a loan is restructured is recorded under cost of risk. Its amortisation then affects the interest margin.

Restructured loans are monitored based on ratings in accordance with Basel rules and are impaired on the basis of the estimated credit risk. They are individually impaired within 30 days of a missed payment.

Restructured loans remain in this category for two years (three years if they were in default when restructured).

Watch list loans

Watch list loans consist of loans for which payment arrears have been recorded but for which no individual impairment has been set aside.

Commercial renegotiations

Renegotiated loans for commercial reasons without financial difficulties of the counterpart with the aim of developing or keeping a commercial relation are derecognised at the date of the renegotiation. The new loans accorded to customers are initially recognised at the same date at fair value and subsequently at the same date at amortized cost using the effective interest method according to the conditions of the new contract.

Subsidised loans (IAS 20)

Under French Government measures to support the agricultural and rural sector and to help home buyers, certain Crédit Agricole S.A. Group entities grant subsidised loans at rates fixed by the Government. Consequently, the Government pays these entities the difference between the subsidised lending rate and a predetermined benchmark rate. Accordingly, no discounts are recognised against subsidised loans.

The subsidy system is periodically reviewed by the Government.

In accordance with IAS 20, subsidies received from the Government are recorded under Interest and similar income and spread over the life of the corresponding loans.

Financial liabilities

IAS 39 as endorsed by the European Union recognises three categories of financial liabilities:

- financial liabilities at fair value through profit or loss. Fair value changes on this portfolio are recognised in profit or loss at accounting end-periods;
- financial liabilities designated at fair value through profit or loss. Financial liabilities, provided they meet the conditions specified in the standard, can be designated as at fair value through profit or loss in the following three cases: for hybrid instruments comprising one or more embedded derivatives, where the fair value option would reduce an accounting mismatch or for a group of financial liabilities under management whose performance is measured at fair value. This method is generally used so that derivatives embedded in hybrid instruments do not have to be recognised and measured separately;
- other financial liabilities: this includes all types of other financial liabilities. These liabilities are initially measured at fair value (including transaction income and costs) and subsequently at amortised cost using the effective interest method.

The valuation of issues recorded at fair value includes the change in own credit risk of the Group.

Securities classified as financial liabilities or equity

Distinction between liabilities and equity

Securities are classed as debt instruments or equity instruments based on the economic substance of the contractual terms.

A debt instrument is a contractual obligation to:

- deliver cash or another financial asset; or
- exchange instruments under potentially unfavourable conditions.

An equity instrument is a contract that offers a discretionary return, represents a residual interest in a company's net assets after deducting liabilities and is not qualified as a debt instrument.

Treasury shares buy-back

Treasury shares (or equivalent derivative instruments, such as stock options) bought back by Crédit Agricole S.A. Group, including shares held to cover stock option plans, do not meet the definition of a financial asset and are deducted from equity. They do not generate any impact on the income statement.

Deposits

All deposits are recorded under the category "Due to customers" in spite of the characteristics of the collection system within Crédit Agricole Group, with deposits originating from the Regional Banks centralised at Crédit Agricole S.A. For the Group, the ultimate counterparty for these deposits is the end customer.

The deposits are initially measured at fair value and subsequently at amortised cost.

Regulated savings products are by nature deemed to be at market rates.

Provisions are taken where necessary against home purchase savings plans and accounts as set out in Note 6.20 "Provisions".

Derivative instruments

Derivative instruments are financial assets or liabilities and are recognised on the balance sheet at fair value at inception of the transaction. At the end of each reporting period, derivatives are measured at fair value, whether they are held for trading purposes or used for hedging.

Any change in the value of derivatives on the balance sheet is recorded in the income statement (except in the special case of a cash flow hedging relationship).

Hedge accounting

Fair value hedges are intended to provide protection from exposure to a change in the fair value of an asset or of a liability that has been recognised, or of a firm commitment that has not been recognised.

Cash flow hedges are intended to provide protection from a change in future cash flows from financial instruments associated with a recognised asset or liability (for example, with all or part of future interest payments on a floating-rate debt) or a projected transaction that is considered to be highly probable.

Hedges of net investments in a foreign operation are intended to provide protection from the risk of an adverse movement in fair value arising from the foreign exchange risks associated with a foreign investment in a currency other than the euro.

Hedges must meet the following criteria in order to be eligible for hedge accounting:

- the hedging instrument and the instrument hedged must be eligible;
- there must be formal documentation from inception, primarily including the individual identification and characteristics of the hedged item, the hedging instrument, the nature of the hedging relationship and the nature of the hedged risk;
- the effectiveness of the hedge must be demonstrated, at inception and retrospectively, by testing at each reporting date.

For interest rate hedges for a portfolio of financial assets or financial liabilities, Crédit Agricole S.A. Group documents the hedging relationship for fair value hedges in accordance with the carve-out version of IAS 39 as endorsed by the European Union.

The Group also documents these hedging relationships based on its gross position in derivative instruments and hedged items.

The effectiveness of the hedging relationships is measured by maturity schedules.

The change in value of the derivative is recorded in the financial statements as follows:

- fair value hedges: the change in value of the derivative is recognised in the income statement symmetrically with the change in value of the hedged item in the amount of the hedged risk. Only the net amount of any ineffective portion of the hedge is recognised in the income statement;
- cash flow hedges: the change in value of the derivative is recognised in the balance sheet through a specific account in other comprehensive income for the efficient portion and any inefficient portion of the hedge is recognised in the income statement. Any profits or losses on the derivative accrued through other comprehensive income are then reclassified in the income statement when the hedged cash flows occur;
- hedges of net investment in a foreign operation; the change in value of the derivative is recognised in the balance sheet in the translation adjustment equity account and any ineffective portion of the hedge is recognised in the income statement.

Where the conditions for benefiting from hedge accounting are no longer met, the following accounting treatment must be applied prospectively:

- fair value hedges: only the hedging instrument continues to be revalued through profit or loss. The hedged item is wholly accounted for according to its classification. For available-for-sale securities, changes in fair value subsequent to the ending of the hedging relationship are recorded in other comprehensive income. For hedged items valued at amortised cost, which were interest rate hedged, the revaluation adjustment is amortised over the remaining life of those hedged items;
- cash flow hedges: the hedging instrument is valued at fair value through profit or loss. The amounts accumulated in other comprehensive income under the effective portion of the hedging remain in other comprehensive income until the hedged element affects profit or loss. For interest rate hedged instruments, profit or loss is affected according to the payment of interest. The revaluation adjustment is therefore amortised over the remaining life of those hedged items;
- hedges of net investment in a foreign operation: the amounts accumulated in other comprehensive income under the effective portion of the hedging remain in other comprehensive income while the net investment is held. The income is recorded once the net investment in a foreign operation exits the scope of consolidation.

Embedded derivatives

An embedded derivative is a component of a hybrid contract that meets the definition of a derivative product. Embedded derivatives must be accounted for separately from the host contract if the following three conditions are met:

- the hybrid contract is not measured at fair value through profit or loss;
- the embedded component taken separately from the host contract has the characteristics of a derivative;
- the characteristics of the derivative are not closely related to those of the host contract.

Determination of the fair value of financial instruments

When determining the fair value of financial instruments observable inputs must be prioritised. It is presented using the hierarchy defined in IFRS 13.

IFRS 13 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an ordinary transaction between market participants, on the principal or the most advantageous market, at the measurement date.

Fair value applies individually to each financial asset or financial liability. A portfolio exemption may be used where the management and risk monitoring strategy so allow and are appropriately documented. Thus, certain fair value parameters are calculated on a net basis when a group of financial assets and financial liabilities is managed on the basis of its net exposure to market or credit risks. This is notably true of the CVA/DVA calculation.

The Group considers that the best evidence of fair value is reference to quoted prices published in an active market.

When such quoted prices are not available, fair value is established by using valuation techniques based on observable data or unobservable inputs.

Fair value of structured issues

In accordance with IFRS 13, the Group values its structured issues, recognised at fair value, by taking as a reference the issuer spread that specialist participants agree to receive to acquire new Group issues.

Counterparty risk on derivative instruments

Crédit Agricole S.A. Group incorporates into fair value the assessment of counterparty risk for derivative assets (Credit Valuation Adjustment or CVA) and, using a symmetrical treatment, the non-performance risk for derivative liabilities (Debit Valuation Adjustment or DVA or own credit risk).

The CVA makes it possible to determine the expected losses due to the counterparty from the perspective of Crédit Agricole Group, and DVA, the expected losses due to Crédit Agricole Group from the perspective of the counterparty.

The CVA/DVA is calculated on the basis of an estimate of expected losses based on the probability of default and loss given default. The methodology used maximises the use of observable market inputs. It is primarily based on market data such as registered and listed CDS (or Single Name CDS) or index CDS in the absence of registered CDS on the counterparty. In certain circumstances, historical default data may also be used.

Fair value hierarchy

The standard classifies fair value into three levels based on the observability of inputs used in valuation techniques.

Level 1: fair value corresponding to quoted prices (unadjusted) in active markets

Level 1 is composed of financial instruments that are directly quoted in active markets for identical assets and liabilities that the entity can access at the measurement date. These are stocks and bonds quoted in active markets (such as the Paris Stock Exchange, the London Stock Exchange or the New York Stock Exchange, etc.) and also fund securities quoted in an active market and derivatives traded on an organised market, in particular futures.

A market is regarded as being active if quoted prices are readily and regularly available from an exchange, broker, dealer, pricing service or regulatory agency, and those prices represent actual and regularly occurring market transactions on an arm's length basis.

For financial assets and liabilities with offsetting market risks, Crédit Agricole S.A. Group uses mid-prices as a basis for establishing fair values for the offsetting risk positions. The Group applies the current bid price to asset held or liability to be issued (open long position) and the current asking price to asset to be acquired or liability held (open short position).

Level 2: fair value measured using directly or indirectly observable inputs other than those in Level 1

The inputs used are observable either directly (*i.e.* prices) or indirectly (derived from prices) and generally consist of: data from outside the company, which are publicly available or accessible and based on a market consensus.

Level 2 is composed of:

- stocks and bonds quoted in an inactive market or non quoted in an active market but for which fair value is established using a valuation methodology usually used by market participants (such as discounted cash flow techniques or the Black & Scholes model) and based on observable market data;
- instruments that are traded over the counter, the fair value of which is measured with models using observable market data, *i.e.* derived from various and independent available external sources which can be obtained on a regular basis. For example, the fair value of interest rate swaps is generally derived from the yield curves of market interest rates as observed at the reporting date.

When the models are consistent notably with standard models based on observable market data (such as interest rate yield curves or implied volatility surfaces), the day one gain or loss resulting from the initial fair value measurement of the related instruments is recognised in profit or loss at inception.

Level 3: fair value that is measured using significant unobservable inputs

For some complex instruments that are not traded in an active market, fair value measurement is based on valuation techniques using assumptions *i.e.* that cannot be observed on the market for an identical instrument. These instruments are disclosed within Level 3.

This mainly concerns complex interest rate instruments, equity derivatives, structured credit instruments which fair value measurement includes for instance correlation or volatility inputs that are not directly benchmarkable.

Since the transaction price is deemed to reflect the fair value at initial recognition, any day one gain or loss recognition is deferred.

The day one gain or loss relating to these structured financial instruments is generally recognised through profit or loss over the period during which inputs are deemed unobservable. When market data become "observable", the remaining margin to be deferred is immediately recognised in profit or loss.

Valuation methodologies and models used for financial instruments that are disclosed within Levels 2 and 3 incorporate all factors that market participants would consider in setting a price. They shall be beforehand validated by an independent control. Fair value measurement notably includes both liquidity risk and counterparty risk.

Absence of accepted valuation method to determine equity instruments' fair value

In accordance with IAS 39 principles, if there is no satisfactory method or if the estimates obtained using the various methods differ excessively, the security is valued at cost and stays recorded under available-for-sale financial Assets because its fair value cannot be reliably measured. In this case, the Group does not report a fair value, in accordance with the applicable recommendations of IFRS 7. These primarily include equity investments in companies that are not quoted in an active market and whose fair value is difficult to measure reliably.

Net gains (losses) on financial instruments

Net gains (losses) on financial instruments at fair value through profit or loss

For financial instruments designated at fair value through profit or loss and financial assets and liabilities held-for-trading, this heading mainly includes the following income statement items:

- dividends and other revenues from equities and other variable-income securities which are classified under financial assets at fair value through profit or loss;
- changes in fair value of financial assets or liabilities at fair value through profit or loss;
- gains and losses on disposal of financial assets at fair value through profit or loss;
- changes in fair value and gains and losses on disposal or termination of derivative instruments not included in a fair value hedging relationship or cash flow hedge.

This heading also includes the inefficient portion of hedges.

Net Gains (Losses) on available-for-sale financial assets

For available-for-sale financial assets, this heading mainly includes the following income statement items:

- dividends and other revenues from equities and other variable-income securities which are classified as available-for-sale financial assets;
- gains and losses on disposal of fixed-income and variable-income securities which are classified as available-for-sale financial assets;
- losses in value of variable-income securities;
- net income on disposal or termination of instruments used for fair value hedges of available-for-sale financial assets when the hedged item is sold;
- gains and losses on disposal or termination of loans and receivables and held-to-maturity securities in those cases provided for by IAS 39.

Offsetting of financial assets and financial liabilities

In accordance with IAS 32, Crédit Agricole S.A. Group nets a financial asset and a financial liability and reports the net amount when, and only when, it has a legally enforceable right to offset the amounts reported and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

The derivative instruments and the repurchase agreements handled with clearing houses that meet the two criteria required by IAS 32 have been offset on the balance sheet.

The effect of this offsetting is presented in the table in Note 6.12 on the amendment to IFRS 7 on disclosures regarding the offsetting of financial assets and financial liabilities.

Financial guarantees given

A financial guarantee contract is a contract that calls for specific payments to be made by the issuer to reimburse the holder for a loss incurred due to a specified debtor's failure to make a payment when due under the initial or amended terms of a debt instrument.

Financial guarantee contracts are recognised at fair value initially then subsequently at the higher of:

- the amount calculated in accordance with IAS 37 "Provisions, Contingent Liabilities and Contingent Assets"; or
- the amount initially recognised, less any depreciation recognised in accordance with IAS 18 "Income on ordinary activities".

Financing commitments that are not designated as fair value through profit or loss or not treated as derivative instruments within the meaning of IAS 39 are not recognised on the balance sheet. They are, however, covered by provisions in accordance with IAS 37.

Derecognition of financial instruments

A financial asset (or group of financial assets) is fully or partially derecognised if:

- the contractual rights to the cash flows from the financial asset expire;
- or are transferred or are deemed to have expired or been transferred because they belong de facto to one or more beneficiaries; and substantially all the risks and rewards of ownership in the financial asset are transferred.

In this case, any rights or obligations created or retained at the time of transfer are recognised separately as assets and liabilities.

If the contractual rights to the cash flows are transferred but some of the risks and rewards of ownership as well as control are retained, the financial assets continue to be recognised to the extent of the Group's continuing involvement in the asset.

A financial liability is derecognised in full or in part:

- when it is extinguished; or
- when quantitative and qualitative analyses suggest it has undergone a substantial change following restructuring.

PROVISIONS (IAS 37 AND 19)

Crédit Agricole S.A. Group has identified all obligations (legal or constructive) resulting from a past event for which it is probable that an outflow of resources will be required to settle the obligation, and for which the due date or amount of the settlement is uncertain but can be reliably estimated. These estimates are discounted where applicable whenever there is a material impact.

For obligations other than those related to credit risk, Crédit Agricole S.A. Group has set aside general provisions to cover:

- operational risks;
- employee benefits;
- financing commitment execution risks;
- claims and liability guarantees;
- tax risks;
- risks related to home purchase savings plans.

The latter provision is designed to cover the Group's obligations in the event of unfavourable movements in home purchase savings schemes. These obligations are: i) to pay a fixed rate of interest on the savings contract from inception for an undefined period of time; and ii) to grant a loan to home purchase savings plan savers at a rate fixed at inception of the contract. The provision is calculated for each generation of a home purchase savings plan and for all home purchase savings accounts, with no netting of obligations between generations.

The amount of these obligations is calculated taking account notably of:

- saver behaviour models, based on assumptions regarding customer behaviour drawn from historical experience, which may not necessarily reflect actual trends in future behaviour;
- an estimate of the amount and term of the loans that will be granted in the future, based on historical experience over an extended period of time;
- the yield curve for market rates and reasonably foreseeable trends.

Certain estimates may be made to determine the amount of the following provisions:

- the reserve for operational risks, which although subject to examination for identified risks, requires Management to make assessments with regard to incident frequency and the potential financial impact;
- the reserve for legal risks, which is based on Management's best estimate in light of the information in its possession at the end of the reporting period.

Detailed information is provided in Note 6.20 "Provisions".

EMPLOYEE BENEFITS (IAS 19)

In accordance with IAS 19, employee benefits are recorded in four categories:

- short-term employee benefits, including salaries, social security contributions, annual leave, profit-sharing and incentive plans and premiums, are defined as those which are expected to be settled within twelve months of the period in which the related services have been rendered;
- long-term employee benefits (long-service awards, variable compensation and compensation payable 12 months or more after the end of the period);
- termination benefits;
- post-employment benefits fall into two categories: defined-benefit plans and defined contribution plans.

Long-term employee benefits

Long-term employee benefits are employee benefits other than post-employment benefits or termination benefits but not fully due to employees within twelve months after the end of the period in which the related services have been rendered.

These include, in particular, bonuses and other deferred compensation payable twelve or more months after the end of the period in which they were earned, but which are not share-based.

The measurement method is similar to the one used by the Group for post-employment benefits with defined-benefit plans.

Post-employment benefits

Defined-benefit plans

At each reporting date, Crédit Agricole S.A. Group sets aside reserves to cover its liabilities for retirement and similar benefits and all other employee benefits falling in the category of defined-benefit plans.

In keeping with IAS 19, these commitments are stated based on a set of actuarial, financial and demographic assumptions, and in accordance with the projected Unit Credit Method. Under this method, for each year of service, a charge is booked in an amount corresponding to the employee's vested benefits for the period. The charge is calculated based on the discounted future benefit.

Liabilities for retirement and other employee benefits are based on assumptions made by Management with respect to the discount rate, staff turnover rate and probable increases in salary and social security costs. If the actual figures differ from the assumptions made, the retirement liability may increase or decrease in future years (see Note 7.4 "Post-employment benefits, defined-benefit plans").

Discount rates are determined based on the average term of the commitment, that is, the arithmetical average of the terms calculated between the valuation date and the payment date weighted by employee turnover assumptions.

The anticipated return on plan assets is also estimated by Management. Returns are estimated on the basis of expected returns on fixed income securities, and notably bonds.

The expected return on plan assets is determined using discount rates applied to measure the defined benefit obligation.

In accordance with IAS 19 revised, all actuarial gains or losses are recognised in other comprehensive income.

The amount of the provision is equal to:

- the present value of the obligation to provide the defined-benefits at the end of the reporting period, calculated in accordance with the actuarial method recommended by IAS 19;
- if necessary, reduced by the fair value of the assets allocated to covering these commitments. These may be represented by an eligible insurance policy. In the event that 100% of the obligation is covered by a policy that meets exactly the expense amount payable over the period for all or part of a defined-benefit plan, the fair value of the policy is deemed to be the value of the corresponding obligation, *i.e.* the amount of the corresponding actuarial liability.

For such obligations that are not covered, a provision for retirement benefits is recognised under Provisions on the liabilities side of the balance sheet. This provision is equal to Crédit Agricole S.A. Group's liabilities towards employees in service at year-end, governed by the Crédit Agricole Group collective agreement that came into effect on 1 January 2005.

A provision to cover the cost of early retirement commitments is also listed under Provisions. This provision covers the additional discounted cost of the various early retirement agreements signed by Crédit Agricole Group entities under which employees of eligible age may take early retirement.

Lastly, certain Group companies are liable to pay supplementary retirement benefits. A provision is calculated on the basis of the Company's actuarial liability for these benefits. These provisions are also shown on the liabilities side of the balance sheet under Provisions.

Defined contribution plans

Employers contribute to a variety of compulsory pension schemes. Plan assets are managed by independent organisations and the contributing companies have no legal or implied obligation to pay additional contributions if the funds do not have sufficient assets to cover all benefits corresponding to services rendered by employees during the year and during prior years. Consequently, Crédit Agricole S.A. Group has no liabilities in this respect other than their on-going contributions.

SHARE-BASED PAYMENTS (IFRS 2)

IFRS 2 on Share-based payment requires valuation 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:

- share-based payment transactions settled in equity instruments;
- share-based payment transactions settled in cash.

Share-based payment plans initiated by Crédit Agricole S.A. Group that are eligible for IFRS 2, are mainly transactions settled in equity instruments (stock options, free share allocation plans, variable compensation settled in cash indexed or in shares, etc.).

Options granted are measured at their fair value on the date of grant primarily using the Black & Scholes model. These options are recognised as a charge under Employee expenses, with a corresponding adjustment to equity, spread over the vesting period (four years for existing plans).

Employee share issues offered to employees as part of the Employee Saving Plan are also subject to the IFRS 2 standard. Shares may be offered to employees with a discount of no more than 20%. These plans have no vesting period but the shares are subject to a lock-up period of five years. The benefit granted to employees is measured as the difference between the fair value per share acquired taking account of the lock-up period and the purchase price paid by the employee on the issue date multiplied by the number of shares issued.

A more detailed description of the method, existing plans and valuation methods is provided in Note 7.6 "Share-based payment".

The cost of stock options settled in Crédit Agricole S.A. equity instruments and the cost of share subscriptions are now recognised in the financial statements of the entities that employ the plan beneficiaries. The impact is recorded under Employee expenses, with a corresponding increase in consolidated reserves Group share.

CURRENT AND DEFERRED TAXES

In accordance with IAS 12, the income tax charge includes all income taxes, whether current or deferred.

IAS 12 defines current tax liability as "the amount of income tax payable (recoverable) in respect of the taxable profit (tax loss) for a reporting period". Taxable income is the profit (or loss) for a given accounting period measured in accordance with the rules determined by the taxation authorities.

The applicable rates and rules used to measure the current tax liability are those in effect in each country where the Group's companies are established.

The current tax liability relates to any income due or that will become due, for which payment is not subordinated to the completion of future transactions, even if payment is spread over several years.

The current tax liability must be recognised as a liability until it is paid. If the amount that has already been paid for the current year and previous years exceeds the amount due for these years, the surplus must be recognised under assets.

Moreover, certain transactions carried out by the entity may have tax consequences that are not taken into account in measuring the current tax liability. IAS 12 defines a difference between the carrying amount of an asset or liability and its tax basis as a temporary difference.

This standard requires that deferred taxes be recognised in the following cases:

- a deferred tax liability should be recognised for any taxable temporary differences between the carrying amount of an asset or liability on the balance sheet and its tax base, unless the deferred tax liability arises from:
  - initial recognition of goodwill,
  - the initial recognition of an asset or a liability in a transaction that is not a business combination and that does not affect either the accounting or the taxable profit (taxable loss) at the transaction date;
- a deferred tax asset should be recognised for any deductible temporary differences between the carrying amount of an asset or liability on the balance sheet and its tax base, insofar as it is deemed probable that a future taxable profit will be available against which such deductible temporary differences can be allocated;
- a deferred tax asset should also be recognised for carrying forward unused tax losses and tax credits insofar as it is probable that a future taxable profit will be available against which the unused tax losses and tax credits can be allocated.

The tax rates applicable in each country are used.

Deferred taxes are not discounted.

Taxable unrealised gains on securities do not generate any taxable temporary differences between the carrying amount of the asset and the tax base. As a result, deferred tax is not recognised on these gains. When the relevant securities are classified as available-for-sale securities, unrealised gains and losses are recognised directly through other comprehensive income. The tax charge or saving effectively borne by the entity arising from these unrealised gains or losses is reclassified as a deduction from these gains.

In France, all but 12% of long-term capital gains on the sale of equity investments, as defined by the General Tax Code, are exempt from tax as from the tax year commencing on 1 January 2007; the 12% of long term capital gains are taxed at the normally applicable rate. Accordingly, unrealised gains recognised at the end of the year generate a temporary difference requiring the recognition of deferred tax on this share.

Current and deferred tax is recognised in net income for the year, unless the tax arises from:

- either a transaction or event that is recognised directly through other comprehensive income, during the same year or during another year, in which case it is directly debited or credited to other comprehensive income;
- or a business combination.

Deferred tax assets and liabilities are offset against each other if, and only if:

- the entity has a legally enforceable right to offset current tax assets against current tax liabilities; and
- the deferred tax assets and liabilities apply to income taxes assessed by the same tax authority:
  - either for the same taxable entity, or
  - for different taxable entities that intend either to settle current tax assets and liabilities on a net basis, or to settle their tax assets and liabilities at the same time during each future financial year in which it is expected that substantial deferred tax assets or liabilities will be paid or recovered.

When tax credits on income from securities portfolios and amounts receivable are effectively used to pay income tax due for the year, they are recognised under the same heading as the income with which they are associated. The corresponding tax charge continues to be recognised under the Income tax charge heading in the income statement.

However, given that the legislative intent when introducing the tax credit for competitiveness and employment (*Crédit d'Impôt pour la Compétitivité et l'Emploi* – CICE) was to reduce employee expenses, Crédit Agricole S.A. Group chose to recognise the CICE (Article 244 *quater* C of the French General Tax Code – CGI) as a reduction in employee expenses.

TREATMENT OF FIXED ASSETS (IAS 16, 36, 38 AND 40)

Crédit Agricole S.A. Group applies component accounting for all of its property, plant and equipment. In accordance with the provisions of IAS 16, the depreciable amount takes account of the potential residual value of property, plant and equipment.

Land is measured at cost less any impairment losses.

Property used in operations, investment property and equipment are measured at cost less accumulated depreciation and impairment losses since the time they were placed in service.

Purchased software is measured at purchase price less accumulated depreciation and impairment losses since acquisition.

Proprietary software is measured at cost less accumulated depreciation and impairment losses since completion.

Apart from software, intangible assets are mainly assets acquired during a business combination resulting from contract law (*e.g.* distribution agreement). These were valued on the basis of corresponding future economic benefits or expected service potential.

Fixed assets are depreciated over their estimated useful lives.

The following components and depreciation periods have been adopted by Crédit Agricole S.A. Group following the application of the measures on component accounting for property, plant and equipment. These depreciation periods are adjusted according to the type of asset and its location:

Component	Depreciation period
Land	Not depreciable
Structural works	30 to 80 years
Non-structural works	8 to 40 years
Plant and equipment	5 to 25 years
Fixtures and fittings	5 to 15 years
Computer equipment	4 to 7 years
Special equipment	4 to 5 years

Exceptional depreciation charges corresponding to tax-related depreciation and not to any real impairment in the value of the asset are eliminated in the consolidated financial statements.

Based on available information, Crédit Agricole S.A. Group has concluded that impairment testing would not lead to any change in the existing amount of its fixed assets at the end of the reporting period.

FOREIGN CURRENCY TRANSACTIONS (IAS 21)

In accordance with IAS 21, a distinction is made between monetary and non-monetary items.

On the reporting date, foreign-currency denominated monetary assets and liabilities are translated into Crédit Agricole S.A. Group's functional currency on the closing date. The resulting translation adjustments are recorded in the income statement. There are two exceptions to this rule:

- for available-for-sale financial assets, only the translation adjustments calculated on amortised cost is taken to the income statement; the balance is recorded in equity;
- translation adjustments on elements designated as cash flow hedges or forming part of a net investment in a foreign entity are recognised in other comprehensive income.

Non-monetary items are treated differently depending on the type of items:

- items at historical cost are measured at the exchange rate on the transaction date;
- items at fair value are measured at the exchange rate at the end of the reporting period.

Translation adjustments on non-monetary items are recognised:

- in the income statement if the gain or loss on the non-monetary item is recorded in the income statement;
- in other comprehensive income if the gain or loss on the non-monetary item is recorded in other comprehensive income.

FEES AND COMMISSIONS (IAS 18)

Fee and commission income and expenses are recognised in income based on the nature of services with which they are associated:

- fees and commissions that are an integral part of the effective yield on a financial instrument are recognised as an adjustment to the yield on the instrument and included in its effective interest rate;

- when the result from a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction is recognised in Fees and commissions by reference to the stage of completion of the transaction at the end of the reporting period:
  - fees and commissions paid or received in consideration for non-recurring services are fully recognised in the income statement. Fees and commissions payable or receivable that are contingent upon meeting a performance target are recognised only if all the following conditions are met:
    - the amount of fees and commissions can be reliably estimated,
    - it is probable that the future economic benefits from the services rendered will flow to the Company,
    - the stage of completion of the service can be reliably estimated, and the costs incurred for the service and the costs to complete it can be reliably estimated;
  - fees and commissions in consideration for on-going services, such as fees and commissions on payment instruments, are recognised in the income statement and spread over the duration of the service rendered.

INSURANCE BUSINESSES (IFRS 4)

Liabilities remain partially valued under French GAAP, as permitted by IAS and IFRS regulations, pending further amendments to the existing standards. Financial assets held by Crédit Agricole S.A. Group's insurance companies have been reclassified into the financial assets categories set out in IAS 39.

Contracts containing discretionary participation features are collectively classified as a liability under insurance company's technical reserves. They are recognised in the same way as insurance contracts. Premiums on these contracts are recognised as income and the increase in obligations to policyholders is recognised as an expense.

Life insurance technical reserves are conservatively estimated based on the technical rates defined in the contracts. Liabilities associated with contracts with or without discretionary participation features or guaranteed elements, are measured based on the fair value of the underlying assets or its equivalent at the end of the reporting period and are recorded under financial liabilities.

The financial margin on these policies is taken to profit or loss, after reversing out the technical items (premiums, benefits, etc.), according to deposit accounting principles.

Property and casualty insurance policy liabilities are estimated at the end of the reporting period, without applying any discount. Claims management costs associated with technical reserves are charged to a provision in the financial statements at the reporting date.

For non-life insurance contracts, acquisition costs are recognised as and when the premium is earned. For life insurance contracts, directly identifiable acquisition costs are deferred over the profit generation period.

Total expenses related to the insurance business are presented in Note 4.5 "Net income (expenses) on other activities".

As permitted by the extension of local GAAP specified by IFRS 4 and CRC Regulation 2000-05 pertaining to consolidated financial statements for insurance companies, "shadow accounting" is used to account for insurance liabilities for contracts with discretionary participation features. Under this practice, positive or negative valuation differences in the corresponding financial assets that will potentially revert to policyholders are recognised in a "Deferred profit sharing" account.

The deferred profit sharing is recognised on the liabilities side of the balance sheet under Insurance company's technical reserves or on the asset side with an offsetting entry in the income statement or in the valuation reserve, in the same way as unrealised gains and losses on the underlying assets.

The method used for valuation of deferred policyholders' profit-sharing, resulting from the application of shadow accounting, was changed in 2015.

The rate of deferred policyholders' profit-sharing, previously based on historically observed data, is now valued prospectively on the basis of analysis scenarios consistent with the Company's management policies. It is only updated if it changes significantly.

To determine whether the deferred profit-sharing asset is recoverable, tests are carried out to determine whether any unrealised losses can be applied to future surpluses before testing for liability shortfall in accordance with the CNC recommendation of 19 December 2008.

These tests are based:

- first, on liquidity analyses of the Company, which show the enterprise's capacity to access funding sources to meet its obligations and its ability to hold assets with unrealised losses even if new production declines. The tests were performed with and without new production;
- second, on a comparison between the average value of future services measured by the internal model replicating the Company's management decisions and the value of the assets representing the obligations at fair value. This shows the enterprise's ability to meet its obligations.

Lastly, sensitivity tests on the ability to activate the deferred profit sharing are also carried out:

- in the event of a uniform 15% increase in redemptions applied to redemption rates drawn from scenarios similar to those used by the French Prudential and Resolution Supervisory Authority;
- in the event of an additional 10% decline in the equity markets.

In accordance with IFRS 4, at each reporting date, the Group also ascertains that insurance liabilities (net of deferred acquisition costs and associated intangible assets) are adequate to meet estimated future cash flows.

The liability adequacy test used to verify this must meet the following minimum requirements, as defined in paragraph 16 of the standard:

- it must consider current estimates of all future contractual cash flows, including associated management costs, fees and commissions as well as options and guarantees implicit in these contracts;
- if the test shows that the liability is inadequate, it is wholly recognised in profit or loss.

LEASES (IAS 17)

As required by IAS 17, leases are analysed in accordance with their substance and financial reality. They are classified as operating leases or finance leases.

Finance lease transactions are treated as an acquisition of a fixed asset by the lessee financed by a loan from the lessor.

In the lessor's financial statements, analysis of the economic substance of the transactions results in the following:

- recognition of a financial receivable from the customer, which is amortised by the lease payments received;
- lease payments are broken down into interest and principal, known as financial amortisation;
- recognition of a net lease reserve. This is equal to the difference between:
  - the net lease receivable: amount owed by the lessee, comprising outstanding finance lease receivable and accrued interest at the reporting date,
  - the net carrying amount of the leased fixed assets,
  - the provision for deferred taxes.

In the lessee's financial statements, finance leases are restated such that they are recognised in the same way as if the asset had been purchased on credit, by recognising a financial liability, recording the purchased asset under assets and depreciating the asset.

In the income statement, the theoretical depreciation charge (the charge that would have been recognised if the asset had been purchased) and the finance expenses (incurred in connection with the financing) are recorded in the place of the lease payments.

For operating leases, the lessee recognises payments as expenses and the lessor records the corresponding income under rents, and the leased assets on its balance sheet.

NON-CURRENT ASSETS HELD FOR SALE AND DISCONTINUED OPERATIONS (IFRS 5)

A non-current asset (or a disposal group) is classified as held-for-sale if its carrying amount will be recovered principally through a sale transaction rather than through continuing use.

For this to be the case, the asset (or disposal group) must be available for immediate sale in its present condition and its sale must be highly probable.

The relevant assets and liabilities are shown separately on the balance sheet under Non-current assets held-for-sale and Liabilities associated with non-current assets held-for-sale.

A non-current asset (or disposal group) classified as held-for-sale is measured at the lower of its carrying amount and fair value less costs of sale. A charge for impairment of unrealised gains is recognised in the income statement. Unrealised gains are no longer amortised when they are reclassified.

If the fair value of a disposal group less selling costs is under its carrying amount after impairment of non-current assets, the difference is allocated to other disposal group assets including the financial assets and is recognised under net income of held-for-sale operations.

A discontinued operation is a component that the Group has either disposed of, or is classified as held-for-sale, according to the following situations:

- it represents a separate major business line or geographical area of operations;
- it is part of a single coordinated plan to dispose of a separate major business line or geographical area of operations;
- or is a subsidiary acquired exclusively with a view to resale.

The following are disclosed on a separate line of the income statement:

- the profit or loss from discontinued operations until the date of disposal, net of tax;
- the gain or loss recognised on the disposal or on measurement to fair value less costs of sale of the assets and liabilities constituting the discontinued operations, net of tax.

1.4 Consolidation principles and methods (IFRS 10, IFRS 11 and IAS 28)

SCOPE OF CONSOLIDATION

The consolidated financial statements include the financial statements of Crédit Agricole S.A. and those of all companies over which, in compliance with IFRS 10, IFRS 11 and IAS 28, Crédit Agricole S.A. exercises control, joint control or significant influence.

Definitions of control

In compliance with international standards, all entities under control, under joint control or under significant influence are consolidated, provided that they are not covered by the exclusions below.

Exclusive control over an entity is deemed to exist if Crédit Agricole S.A. is exposed to or entitled to receive variable returns as a result of its involvement with the entity and if the power it holds over this entity allows it to influence these returns. Power in this context means substantive (voting or contractual) rights. Rights are considered substantive if the holder of the rights can in practice exercise them when decisions about the company's relevant activities are made.

Crédit Agricole S.A. is deemed to control a subsidiary through voting rights when its rights give it the practical ability to direct the subsidiary's relevant activities. Crédit Agricole S.A. is generally considered to control a subsidiary when it holds more than half the existing or potential voting rights in an entity, whether directly or indirectly through subsidiaries, except when it can be clearly demonstrated that such ownership does not give it the power to direct its relevant activities. Control is also deemed to exist where Crédit Agricole S.A. holds half or less than half of the voting rights, including potential rights, in an entity but is able in practice to direct its relevant activities at its sole discretion, notably because of the existence of contractual arrangements, the size of its stake in the voting rights compared to those of other investors, or other reasons.

Control of a structured entity is not assessed on the basis of voting rights as these have no effect on the entity's returns. When assessing control, consideration is given not only to contractual arrangements in force but also to whether Crédit Agricole S.A. was involved in creating the entity and what decisions it made at the time, what agreements were made at its inception and what risks are borne by Crédit Agricole S.A., any rights under agreements that give the investor the power to direct relevant activities in specific circumstances only and any other facts or circumstances that indicate the investor can direct the entity's relevant activities. Where there is a management agreement, the extent of decision-making powers granted to the delegated manager and the remuneration accorded by such contractual agreements are examined to establish whether the manager is in practice acting as an agent (with delegated powers) or as a principal (on their own account).

Furthermore, when decisions on the entity's relevant activities are taken, the indicators used to assess whether an entity is acting as agent or principal are as follows: the extent of the decision-making powers compared to the powers over the entity delegated to the manager, the remuneration provided for under the contractual agreements, any substantive rights that may affect the decision-making capacity of other parties involved in the entity and the exposure to variable returns of other interests in the entity.

Joint control is deemed to exist when there is a contractual division of control over an economic activity. Decisions affecting the entity's relevant activities require unanimous agreement of the joint controllers.

In traditional entities, significant influence is defined as the power to influence but not control a company's financial and operational policies. Crédit Agricole S.A. is presumed to have significant influence if it owns 20% or more of the voting rights in an entity, whether directly or indirectly through subsidiaries.

Exclusions from the scope of consolidation

In accordance with IAS 28 §18, minority interests held by venture capital entities are excluded from the scope of consolidation insofar as they are classified under financial assets at fair value through profit or loss (including financial assets held for trading and financial assets designated at fair value through profit or loss).

CONSOLIDATION METHODS

The methods of consolidation are respectively defined by IFRS 10 and IAS 28 revised. They depend on the type of control exercised by Crédit Agricole S.A. over the entities that can be consolidated, regardless of activity or whether or not they have legal entity status:

- full consolidation, for controlled entities, including entities with different financial statement structures, even if their business is not an extension of that of Crédit Agricole S.A.;
- the equity method, for the entities over which Crédit Agricole S.A. exercises significant influence or joint control.

Full consolidation consists in substituting for the value of the shares each of the assets and liabilities carried by each subsidiary. The equity and income attributable to non-controlling interests is presented separately in the consolidated balance sheet and income statement.

Non-controlling interests are as defined by IFRS 10 and incorporate instruments representing present ownership interests and that give right to a proportional share of the net assets in the event of liquidation and the other equity instruments issued by the subsidiary and not held by the Group.

The equity method consists in substituting for the value of shares the Group's proportional share of the equity and income of the companies concerned.

The change in the carrying amount of these shares includes changes in goodwill.

In the event of incremental share purchases or partial disposals with continued joint control or significant influence, Crédit Agricole S.A. Group recognises:

- in the case of an increase in the percentage of interest, additional goodwill;
- in the case of a reduction in the percentage of interest, a gain or loss on disposal/dilution in profit or loss.

RESTATEMENTS AND ELIMINATIONS

Where necessary, financial statements are restated to harmonise the valuation methods applied by consolidated companies.

The impact of Group internal transactions on the consolidated balance sheet and income statement is eliminated for fully consolidated entities.

Capital gains or losses arising from intra-Group asset transfers are eliminated; any potential lasting impairment measured at the time of disposal in an internal transaction is recognised.

TRANSLATION OF FOREIGN SUBSIDIARIES' FINANCIAL STATEMENTS (IAS 21)

Financial statements of subsidiaries denominated in foreign currencies are translated into euros in two stages:

- if applicable, the local currency in which the financial statements are prepared is translated into the functional currency (currency of the main business environment of the entity). The translation is made as if the information had been recognised initially in the functional currency (same translation principles as for foreign currency transactions);
- the functional currency is translated into euros, the currency in which the Group's consolidated financial statements are presented. Assets and liabilities are translated at the closing rate. Income and expenses included in the income statement are translated at the average exchange rate for the period. Translation adjustments for assets, liabilities and income statement items are recorded under a specific item in equity. These translation differences are recognised as income during the total or partial transfer of the entity. In the event of the sale of a subsidiary (exclusive control), the reclassification of equity as income takes place only in the event of a loss of control.

BUSINESS COMBINATIONS - GOODWILL

Business combinations are accounted for using the acquisition method in accordance with IFRS 3, except for business combinations under common control (in particular mergers of Regional Banks), which are excluded from the field of application of IFRS 3. Pursuant to IAS 8, these transactions are entered at carrying amount using the pooling of interests method, with reference to US standard ASU805-50 which seems to comply with the IFRS general principles.

On the date of acquisition, the identifiable assets, liabilities and contingent liabilities of the acquired entity which satisfy the conditions for recognition set out in IFRS 3 are recognised at their fair value.

Notably, restructuring liabilities are only recognised as a liability of the acquired entity if, at the date of acquisition, the acquiree is under an obligation to complete the restructuring.

Price adjustment clauses are recognised at fair value even if their application is not probable. Subsequent changes in the fair value of clauses if they are financial liabilities are recognised in the income statement. Only price adjustment clauses relating to transactions where control was obtained at the latest by 31 December 2009 may still be recorded against goodwill, because these transactions were accounted for under IFRS 3 pre revision (2004).

The non-controlling interests that are shares of current interests giving rights to a share of the net assets in the event of liquidation may be measured, at acquirer's choice, in two ways:

- at fair value on the date of acquisition;
- the share of the identifiable assets and liabilities of the acquired company revalued at fair value.

The option may be exercised at each acquisition.

The balance of interests not allowing control (equity instruments issued by the subsidiary and not held by the Group) should be recognised for its fair value on the date of acquisition.

The initial assessment of assets, liabilities and contingent liabilities may be revised within a maximum period of twelve months after the date of acquisition.

Some transactions relating to the acquired entity are recognised separately from the business combination. This applies primarily to:

- transactions that end an existing relationship between the acquired company and the acquiring company;
- transactions that compensate employees or shareholders of the acquired company for future services;
- transactions whose aim is to have the acquired company or its former shareholders repay expenses borne by the acquirer.

These separate transactions are generally recognised in the income statement at the acquisition date.

The transferred consideration at the time of a business combination (the acquisition cost) is measured as the total of fair values transferred by the acquirer, on the date of acquisition in exchange for control of the acquired entity (for example: cash, equity instruments, etc.).

The costs directly attributable to the business combination shall be recognised as expenses, separately from the business combination. If the transaction has very strong possibilities of occurring, they are recognised under the heading Net gains (losses) on other assets, otherwise they are recognised under the heading General operating expenses.

The difference between the cost of acquisition and non-controlling interests and the net balance on the date of acquisition of acquired identifiable assets and liabilities taken over, valued at their fair value is recognised, when it is positive, in the assets side of the consolidated balance sheet, under the heading Goodwill when the acquired entity is fully consolidated and in the heading Investments in equity-accounted entities when the acquired company is consolidated using the equity method of accounting. Any negative change in value of goodwill is recognised immediately through profit or loss.

Goodwill is carried in the balance sheet at its initial amount in the currency of the acquired entity and translated at the closing rate at the end of the reporting period.

When control is taken by stages, the interest held before taking control is revalued at fair value through profit or loss at the date of acquisition and the goodwill is calculated once, using the fair value at the date of acquisition of acquired assets and liabilities taken over.

Goodwill is tested for impairment whenever there is objective evidence of a loss of value and at least once a year.

The choices and assumptions used in assessing the holdings that do not allow control at the date of acquisition may influence the amount of initial goodwill and any impairment resulting from a loss of value.

For the purpose of impairment testing, goodwill is allocated to the Group Cash Generating Units (CGUs) that are expected to benefit from the business combination. The CGUs have been defined within the Group's business lines as the smallest identifiable group of assets and liabilities functioning in a single business model. Impairment testing consists of comparing the carrying amount of each CGU, including any goodwill allocated to it, with its recoverable amount.

The recoverable amount of the CGU is defined as the higher of fair value diminished of selling costs and value in use. The value in use is the present value of the future cash flows of the CGU, as set out in medium term business plans prepared by the Group for management purposes.

When the recoverable amount is lower than the carrying amount, a corresponding impairment loss is recognised for the goodwill allocated to the CGU. This impairment is irreversible.

In the case of an increase in the percentage of interest of the Group in an entity that is already exclusively controlled, the difference between the acquisition cost and the share of net assets acquired is recognised under the item Consolidated reserves, Group share; in the event that the Group's percentage of ownership interest in an entity that remains under its exclusive control declines, the difference between the selling price and the carrying amount of the share of net assets sold is also recognised directly under Consolidated reserves, Group share. The expenses arising from these transactions are recognised in equity.

The accounting treatment of sale options granted to minority shareholders is as follows:

- when a sale option is granted to the minority shareholders of a fully consolidated subsidiary, a liability is recognised in the balance sheet; on initial recognition, the liability is measured at the estimated present value of the exercise price of the options granted. Against this liability, the share of net assets belonging to the minority shareholders concerned is reduced to zero and the remainder is deducted from equity;
- subsequent changes in the estimated value of the exercise price will affect the amount of the liability, offset by an equity adjustment. Symmetrically, subsequent changes in the share of net assets due to minority shareholders are cancelled, offset in equity.

When there is a loss of control, the proceeds from the disposal are calculated on the entirety of the entity sold and any investment share kept is recognised in the balance sheet at its fair value on the date control was lost.

In all the notes below, prior year data in tables have been restated further to the application of IFRIC 21 in 2015.

The impact of the change of accounting method is shown in Note 11 "Impact of accounting changes and other events".

NOTE 2 Major structural transactions and material events during the period

The scope of consolidation and changes to it are shown in detail at the end of the notes in Note 12 "Scope of consolidation at 31 December 2015".

2.1 Amundi IPO

On 12 November 2015, Crédit Agricole S.A. and Société Générale proceeded with the initial public offering (IPO) of Amundi, their asset management joint venture created in 2010, on Compartment A of Euronext Paris. The price of the Global Offer and Open Price Offer was set at €45.00 per share, representing a total amount of €1,671 million. In accordance with the shareholders' agreement signed when Amundi was created, Société Générale sold its entire 20% stake in Amundi as part of the IPO.

Crédit Agricole S.A. meanwhile sold 2% of the capital of Amundi to a subsidiary of Agricultural Bank of China at the IPO price, and granted an overallotment option at the same price to the banks coordinating the operation for 3% of Amundi's capital. This option was eventually partially exercised for 75% of the maximum number of shares covered by the overallotment option, representing around 2.3% of the share capital.

Under IFRS 10, the impacts on the consolidated financial statements of Crédit Agricole S.A. Group at 31 December 2015 were as follows:

- Increase of consolidated reserves for €55 million;
- Increase of non-controlling interests for €256 million. A part of the CGU Asset management's goodwill has been transferred to non-controlling interests for €116 million.

Lastly, a capital increase reserved for Amundi employees diluted Crédit Agricole S.A.'s proportionate interest by 0.2% to 74.2% at 31 December 2015.

2.2 Alpha Bank

At the completion date of the Emporiki Bank sale, given the lack of visibility over the Bank of Greece's requirements in terms of Core Tier 1 ratio, the recapitalisation amount of Emporiki Bank by Crédit Agricole S.A. was calculated assuming a ratio of 10%.

Under the terms of the contract for the sale of Emporiki Bank to Alpha Bank, approved by local and European supervisors, if the minimum Core Tier 1 ratio required by the Bank of Greece for Greek banks was less than 10% on or before 30 June 2013, Alpha Bank would compensate Crédit Agricole S.A. for the difference between the recapitalisation rate used, *i.e.* 10%, and the rate required by the Bank of Greece.

Since the Bank of Greece set the minimum Core Tier 1 ratio for Greek banks at 9% in the first half of 2013, the indemnity clause came into effect.

Following a legal action won by Crédit Agricole S.A., on 23 December 2015 Alpha Bank paid €164 million corresponding to the compensation and default interest due and the reimbursement of legal costs.

The amount of compensation received was recognised in Revenues under Net gains (losses) on financial instruments at fair value through profit or loss.

2.3 Office of Foreign Assets Control (OFAC)

Following discussions with the US authorities, on 20 October 2015 Crédit Agricole S.A. and its subsidiary Crédit Agricole Corporate and Investment Bank (Crédit Agricole CIB) reached agreements with the US federal authorities and the State of New York in connection with the investigation of a series of dollar-denominated transactions with countries under US economic sanctions and subject to certain laws of the State of New York. The events covered by this agreement took place between 2003 and 2008.

Crédit Agricole CIB and Crédit Agricole S.A., which cooperated with the US federal authorities and the State of New York during the investigation, agreed to pay a fine of US$787 million (€691 million). The payment of this fine was charged against provisions recorded in 2015 for €350 million, and against provisions recorded during previous years.

Crédit Agricole S.A. and Crédit Agricole CIB also reached agreements with the Board of Governors of the US Federal Reserve (FED) and the Department of Financial Services of the State of New York (NYDFS). Crédit Agricole CIB reached an agreement with the Office of Foreign Assets Control of the US Department of the Treasury. It also signed three-year deferred prosecution agreements with the US Attorney's Office of the District of Columbia (USAO) and the District Attorney of New York (DANY). The USAO and DANY agreed to drop the charges resulting from the investigation against Crédit Agricole CIB, Crédit Agricole S.A. and Crédit Agricole CIB's subsidiaries and affiliates, provided that Crédit Agricole CIB complies with the obligations imposed upon it under the agreements.

Crédit Agricole S.A. Group has agreed to tighten its internal procedures and policies on regulatory compliance with international sanctions. It will continue to cooperate fully with the US federal authorities and the State of New York in connection with the case, and with the European Central Bank, the French Regulatory and Resolution Supervisory Authority (ACPR) and regulators throughout its global network.

2.4 US Program with Switzerland

The agreement signed between Switzerland and the USA in August 2013 has given the American authorities the right to inspect the commercial policies followed by Swiss banks towards American taxpayers. Crédit Agricole Switzerland, which had voluntarily agreed in December 2013 to be involved in the American tax program, signed with the American Department of Justice on the 15 December 2015 a Non Prosecution Agreement.

Following this agreement, Crédit Agricole Switzerland paid a penalty, which has been completely provisioned, for $99 million.

Crédit Agricole Switzerland has also taken the commitment to respect several obligations and to cooperate with the American authorities.

2.5 Cheque Image Exchange litigation

In a ruling of 20 September 2010, 11 French banks including Crédit Agricole S.A. Group were convicted by the Competition Authority of illegal collusion on the fees for processing cheques. The expense recognised for this fine was €103 million, of which €21 million was for LCL and €82 million for Crédit Agricole Group, split equally among the Regional Banks and Crédit Agricole S.A.

On 23 February 2012, the Paris Court of Appeals struck down the Competition Authority ruling of 20 September 2010, finding that collusion had not been proved.

On 23 March 2012, the Competition Authority filed a further appeal against this decision by the Paris Court of Appeal. Since the Court of Appeal's decision is final and the further appeal did not stay the decision, the fines previously paid by the credit institutions in 2010 were refunded on 11 April 2012. In light of the estimated likelihood of legal risk and of the decision by the other banks party to the litigation, the Group decided not to provision for a liability.

Since the decision by the Paris Court of Appeals was overturned by the Court of Cassation on 14 April 2015 on procedural grounds and since the matter has been sent back before the same Court of Appeals, the Group gave back the amount received in 2012 and has decided to pursue the matter in the court to which it has been referred and not to provision for a liability.

2.6 Impairment of 100% of Crédit Agricole CIB's stake in UBAF

Crédit Agricole CIB holds a stake of 47.0% in UBAF, valued €156 million at 31 December 2014.

During 2015, this stake was totally impaired in order to take into account UBAF's negative financial forecasts due to recurrent difficulties (geopolitical crises, oil price) affecting its main regions of activity (Middle East and North Africa).

2.7 Eurazeo contribution to Group results

Eurazeo is an investment company listed on NYSE Euronext, in which Crédit Agricole S.A. holds 20.9% of the voting rights and 14.1% of interest prior to the exclusion of treasury shares (15.1% excluding treasury shares).

The Group is now the second largest shareholder by capital and the largest by voting rights. This investment is consolidated by the equity method in the Group's consolidated financial statements (significant influence).

In its interim financial report, Eurazeo reported Net income Group share of +€1,272 million for the first half of 2015.

This reflects the exceptional gains on disposals during the period (€1,725 million). Two IPOs took place in the first half, namely Elis on 11 February and Europcar on 26 June. Eurazeo also proceeded with two partial divestments of Accor and Moncler shares during the first half. In addition, Eurazeo PME fully disposed of its stakes in Gault & Frémont and Cap Vert Finance.

The share of net income of equity-accounted entities, which totalled +€203 million at 31 December 2015 compared with +€22 million at 31 December 2014, includes these non-recurring items. The equity-accounted value of Eurazeo rose from €470 million at 31 December 2014 to €666 million at 31 December 2015.

2.8 Other structural transactions during the period

ACQUISITION OF BAWAG P.S.K. INVEST

Amundi Group acquired 100% of the asset management company Bawag P.S.K. Invest from the Austrian bank Bawag P.S.K. on 9 February 2015. This company manages about €5 billion of outstandings through 78 funds for individuals and institutional investors.

Amundi and Bawag P.S.K. also signed a long-term distribution agreement: Amundi will continue to develop business for Bawag P.S.K. Invest in Austria using the existing franchise. Bawag P.S.K. will distribute Amundi products in Austria through its branch network and digital channels.

This distribution agreement, recognised and measured in Intangible Assets, is amortised over a duration of ten years. The goodwill relating to this transaction is €78 million and is included in the goodwill of the CGU Savings Management and Insurance - Asset Management.

SALE OF CRÉDIT AGRICOLE ALBANIA

Crédit Agricole Albania, acquired in 2012 from Emporiki Bank, was 100% owned by IUB Holding, a wholly owned subsidiary of Crédit Agricole S.A.

On 12 May 2015, IUB Holding signed an agreement with Tranzit Sh.p.k. for the disposal of 100% of Crédit Agricole Albania's capital. Settlement/delivery of the shares took place on 12 October 2015 after the transaction was approved by the Bank of Albania.

At 31 December 2015, the impact of the disposal of Crédit Agricole Albania on the net income Group share of Crédit Agricole S.A. amounted to a loss of €2 million, net of reversal of the provision for risks and expenses.

MERGER OF THE CHARTRES AND GRADIGNAN SITES

During the fourth quarter of 2015, in the aim of supporting the Group's new shared IT-hosting policy, the Chartres and Gradignan sites (initially held by Crédit Agricole S.A. for the first and by two Regional Banks for the second) have been pooled between Crédit Agricole S.A. on one hand and the Regional Banks through their subsidiary Delta on the other hand.

At 31 December 2015, the impact on the financial statements of Crédit Agricole S.A. amounted to a gain of €38 million, including €20 million from the revaluation of D2CAM shares held by Crédit Agricole S.A.

PROPOSED SALE OF CRÉDIT AGRICOLE LIFE

A contract to sell the life insurance company Crédit Agricole Life, a wholly owned subsidiary of Crédit Agricole Assurances located in Greece, was signed on 12 June 2015.

Pursuant to IFRS 5, the assets and liabilities of Crédit Agricole Life were reclassified on the balance sheet as at 31 December 2015 under Non-current assets held for sale, in the amount of €400 million and in Liabilities associated with non-current assets held for sale in the amount of €359 million, and the net income under Net income from discontinued or held-for-sale operations, in an amount that was non significant.

The capital gain on disposal will be consolidated when the contract is finalised, after obtaining the relevant authorisations from the Greek supervision bodies.

PROPOSED SALE OF CRÉDIT AGRICOLE SECURITIES TAIWAN

On 31 July 2013, Crédit Agricole CIB withdrew from the brokerage business, with notably the disposal of the CLSA BV Group to CITICS (Citics International).

Since Taiwanese law prohibits ownership of more than 30% of a Taiwanese company by Chinese (PRC) interests, CLSA's operations in Taiwan were spun off and sold to Crédit Agricole Securities Asia BV.

In the CLSA BV sale contract, Crédit Agricole Securities Asia BV agreed to maintain brokerage operations in Taiwan for two years. A contract to sell the shares was signed during the second quarter of 2015 with a new counterpart. The structure of the contract was amended during the third quarter of 2015 to comply with the recommendation of the Taiwanese regulator.

Since the criteria for applying IFRS 5 have been fulfilled, the entity has been recognised in discontinued operations. The disposal will take place at the net carrying amount of the asset. There is no accounting impact on the 2015 financial statements.

2.9 New contributions in 2015

SINGLE RESOLUTION FUND

The Single Resolution Fund (SRF) was established by Regulation (EU) no. 806/2014 as a single funding mechanism for all Member States participating in the Single Supervisory Mechanism (SSM) established by the European Union's Council (Regulation (EU) no. 1024/2013) and in the Single Resolution Mechanism (SRM). The SRF is financed by the banking sector. The target level of the Fund is 1% of the amount of deposits covered by the Deposit Guarantee Fund and must be reached by 31 December 2023.

70% of the (non-deductible) contribution to the resolution fund is payable in cash, in the form of an annual contribution. The remaining 30% is the subject of an irrevocable payment commitment, collateralised by a cash security deposit held by the Fund. The deposit will be held for the duration of the commitment. It is repayable at maturity.

Thus, for 2015, Crédit Agricole S.A. Group paid:

- €138 million in respect of the annual contribution, recognised in the income statement in taxes other than on income or payroll-related;
- €54 million recognised in balance sheet assets under irrevocable collateralised payment commitments.

ECB REGULATORY SUPERVISION FEE

This fee, calculated on the basis of the Central bank's annual costs, is broken down among European banking groups according to the total amount of their assets and the total amount of risk exposure. For 2015, Crédit Agricole S.A. Group paid a fee of €17 million, recognised in taxes other than on income or payroll-related.

DEPOSIT AND RESOLUTION GUARANTEE FUND (DRGF)

The 2014 European directive on deposit guarantee schemes was transposed in France by Order No. 2015-1024 of 20 August 2015. This scheme is designed to strengthen and harmonise depositor protection in the European Union and involves the ex-ante financing of a deposit guarantee fund by banks in each member state. The fund is expected to reach a target funding level of 0.8% of covered deposits over ten years; this may be reduced to 0.5% with the approval of the European Commission.

In 2015, contributions were called up entirely in the form of associate certificates and recognised in balance sheet assets under available-for-sale securities because in case of an approval withdrawal, the amounts would have to be reimbursed. In addition, financial institutions have had to pay a contribution towards the DRGF's operating costs, recognised in taxes.

Crédit Agricole Group thus contributed €34 million in respect of 2015, including €33 million in associate certificates and €1 million in contributions towards operating costs.

NOTE 3 Financial management, risk exposure and hedging policy

Crédit Agricole S.A.'s Financial Management department is responsible for organising financial flows within Crédit Agricole S.A. Group, defining and implementing refinancing rules, asset and liability management, and managing regulatory ratios. It sets out the principles and ensures a cohesive financial management system throughout the Group.

The Group's management of banking risks is handled by the Group Risk Management and Permanent Controls department.

This department reports to the Chief Executive Officer of Crédit Agricole S.A. and its task is to control credit, financial and operational risks.

A description of these processes and commentary now appear in the chapter on "Risk factors" in the management report, as allowed by IFRS 7 standard. Nonetheless, the accounting breakdowns are still presented in the financial statements.

3.1 Credit risk

(See chapter on "Risk factors – Credit Risk")

MAXIMUM EXPOSURE TO CREDIT RISK

An entity's maximum exposure to credit risk is the gross carrying amount, net of any offset amount and any recognised loss of value.

(in millions of euros)	31/12/2015	31/12/2014 Restated
Financial assets at fair value through profit or loss (excluding equity securities and assets backing unit-linked contracts)	289,191	351,231
Hedging derivative instruments	24,806	30,423
Available-for-sale financial assets (excluding equity securities)	271,148	255,950
Loans, receivables and security deposits due from credit institutions (excluding Crédit Agricole internal transactions)	108,729	118,983
Loans, receivables and security deposits due from customers	340,310	321,387
Held-to-maturity financial assets	16,201	15,961
Exposure to on-balance sheet commitments (net of impairment losses)	**1,050,385**	**1,093,935**
Financing commitments given (excluding Crédit Agricole internal operations)	147,086	129,114
Financial guarantee commitments given (excluding Crédit Agricole internal operations)	80,860	80,427
Provisions - Financing commitments	(215)	(238)
Exposure to off-balance sheet financing commitments (net of provisions)	**227,731**	**209,303**
MAXIMUM EXPOSURE TO CREDIT RISK	**1,278,116**	**1,303,238**

Guarantees and other credit enhancements amount to:

(in millions of euros)	31/12/2015	31/12/2014 Restated
Loans and receivables due from credit institutions (excluding Crédit Agricole internal transactions)	1,697	2,204
Loans and receivables due from customers	159,779	138,294
Financing commitments given (excluding Crédit Agricole internal operations)	12,969	12,563
Guarantee commitments given (excluding Crédit Agricole internal operations)	5,671	5,135

The amounts presented represent the amounts of guarantees and collateral used in the calculation of capital requirements for the purposes of the solvency ratio. They are valued by the Risk department on the basis of rules drawn up by the Standards and Methodology Committee of Crédit Agricole S.A. Group.

The method used to update this valuation and the frequency at which it is done depends on the nature of the collateral, and is done at least once a year. The amount declared with respect to guarantees received shall be no greater than the amount of assets covered.

BREAKDOWN OF LOAN ACTIVITY BY CUSTOMER TYPE

LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS BY CUSTOMER TYPE (EXCLUDING CRÉDIT AGRICOLE INTERNAL TRANSACTIONS)

	31/12/2015				
(in millions of euros)	Gross outstanding	o/w gross loans and receivables individually impaired	Individual impairment	Collective impairment	Total
General administration	4,061	36	21	45	**3,995**
Central banks	12,457	-	-	-	**12,457**
Credit institutions	80,261	513	468	-	**79,793**
Large corporates	198,575	9,433	4,800	1,768	**192,007**
Retail customers	139,177	6,035	3,313	794	**135,070**
TOTAL LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS[1]	**434,531**	**16,017**	**8,602**	**2,607**	**423,322**

(1) *Of which €12,166 million in restructured loans.*

	31/12/2014 Restated				
(in millions of euros)	Gross outstanding	o/w gross loans and receivables individually impaired	Individual impairment	Collective impairment	Total
General administration	5,152	34	17	-	**5,135**
Central banks	13,000	-	-	-	**13,000**
Credit institutions	90,315	498	430	-	**89,885**
Large corporates	187,718	9,212	4,724	1,787	**181,207**
Retail customers	132,534	6,578	3,631	866	**128,037**
TOTAL LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS[1]	**428,719**	**16,322**	**8,802**	**2,653**	**417,264**

(1) *Of which €11,075 million in restructured loans.*

COMMITMENTS GIVEN TO CUSTOMERS BY CUSTOMER TYPE

(in millions of euros)	31/12/2015	31/12/2014 Restated
Financing commitments given to customers		
General administration	1,605	1,050
Large corporates	103,645	96,267
Retail customers	17,270	18,535
TOTAL LOAN COMMITMENTS	**122,520**	**115,852**
Guarantee commitments given to customers		
General administration	529	573
Large corporates	71,581	70,153
Retail customers	1,233	1,257
TOTAL GUARANTEE COMMITMENTS	**73,343**	**71,983**

DUE TO CUSTOMERS BY CUSTOMER TYPE

(in millions of euros)	31/12/2015	31/12/2014 Restated
General administration	8,671	7,699
Large corporates	170,937	150,516
Retail customers	326,119	315,769
TOTAL AMOUNT DUE TO CUSTOMERS	**505,727**	**473,984**

BREAKDOWN OF LOAN ACTIVITY BY GEOGRAPHICAL AREA

LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS BY GEOGRAPHICAL AREA (EXCLUDING CRÉDIT AGRICOLE INTERNAL TRANSACTIONS)

	31/12/2015				
(in millions of euros)	Gross outstanding	o/w gross loans and receivables individually impaired	Individual impairment	Collective impairment	Total
France (including overseas departments and territories)	207,860	4,693	2,589	749	**204,522**
Other European Union countries	114,821	8,546	4,073	938	**109,810**
Other European countries	15,721	321	187	291	**15,243**
North America	26,523	227	89	183	**26,251**
Central and South America	15,585	622	537	162	**14,886**
Africa and Middle East	17,595	1,222	997	212	**16,386**
Asia-Pacific (ex. Japan)	25,770	386	130	69	**25,571**
Japan	10,562	-	-	3	**10,559**
Supranational organisations	94	-	-	-	**94**
TOTAL LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS[(1)]	**434,531**	**16,017**	**8,602**	**2,607**	**423,322**

(1) *Of which €12,166 million in restructured loans.*

	31/12/2014 Restated				
(in millions of euros)	Gross outstanding	o/w gross loans and receivables individually impaired	Individual impairment	Collective impairment	Total
France (including overseas departments and territories)	200,530	5,090	2,829	791	**196,910**
Other European Union countries	111,923	8,700	4,280	977	**106,666**
Other European countries	14,338	340	156	361	**13,821**
North America	24,636	175	62	106	**24,468**
Central and South America	13,933	653	589	159	**13,185**
Africa and Middle East	18,067	1,053	806	176	**17,085**
Asia-Pacific (ex. Japan)	26,529	311	80	79	**26,370**
Japan	18,703	-	-	4	**18,699**
Supranational organisations	60	-	-	-	**60**
TOTAL LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS[(1)]	**428,719**	**16,322**	**8,802**	**2,653**	**417,264**

(1) *Of which €11,075 million in restructured loans.*

COMMITMENTS GIVEN TO CUSTOMERS: GEOGRAPHICAL ANALYSIS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Financing commitments given to customers		
France (including overseas departments and territories)	45,539	45,428
Other European Union countries	36,578	29,204
Other European countries	4,539	4,139
North America	23,004	22,775
Central and South America	4,144	5,655
Africa and Middle East	2,937	2,066
Asia-Pacific (ex. Japan)	4,668	5,547
Japan	1,111	1,038
TOTAL LOAN COMMITMENTS	**122,520**	**115,852**
Guarantee commitments given to customers		
France (including overseas departments and territories)	43,552	45,549
Other European Union countries	13,602	11,595
Other European countries	3,251	3,022
North America	5,833	4,873
Central and South America	928	741
Africa and Middle East	1,696	1,719
Asia-Pacific (ex. Japan)	2,849	2,925
Japan	1,632	1,559
TOTAL GUARANTEE COMMITMENTS	**73,343**	**71,983**

DUE TO CUSTOMERS: GEOGRAPHICAL ANALYSIS

(in millions of euros)	31/12/2015	31/12/2014 Restated
France (including overseas departments and territories)	351,457	342,315
Other European Union countries	79,807	74,622
Other European countries	12,436	10,881
North America	21,169	12,985
Central and South America	6,474	4,753
Africa and Middle East	16,258	16,129
Asia-Pacific (ex. Japan)	9,282	6,139
Japan	8,623	4,846
Supranational organisations	221	1,314
TOTAL AMOUNT DUE TO CUSTOMERS	**505,727**	**473,984**

INFORMATION ON WATCH LIST OR INDIVIDUALLY IMPAIRED FINANCIAL ASSETS

ANALYSIS OF WATCH LIST OR INDIVIDUALLY IMPAIRED FINANCIAL ASSETS BY CUSTOMER TYPE

	31/12/2015						
	Payments arrears on watch list loans					Net carrying amount of individually impaired financial assets	Impairment of individually and collectively tested financial assets
(in millions of euros)	*≤ 90 days*	*> 90 days ≤ 180 days*	*> 180 days ≤ 1 year*	*> 1 year*	*Net carrying amount of watch list financial assets*		
Equity instruments	**-**	**-**	**-**	**-**	**-**	**2,158**	**1,337**
Debt instruments	**-**	**-**	**-**	**-**	**-**	**55**	**611**
General administration	-	-	-	-	-	-	-
Central banks	-	-	-	-	-	-	-
Credit institutions	-	-	-	-	-	8	151
Large corporates	-	-	-	-	-	47	460
Retail customers	-	-	-	-	-	-	-
Loans and advances	**5,345**	**230**	**156**	**98**	**5,829**	**7,416**	**11,211**
General administration	72	1	-	-	73	15	66
Central banks	-	-	-	-	-	-	-
Credit institutions	239	1	19	2	261	46	468
Large corporates	2,566	120	92	58	2,836	4,633	6,569
Retail customers	2,468	108	45	38	2,659	2,722	4,108
TOTAL WATCH LIST OR INDIVIDUALLY IMPAIRED FINANCIAL ASSETS	**5,345**	**230**	**156**	**98**	**5,829**	**9,629**	**13,159**

	31/12/2014 Restated						
	Payments arrears on watch list loans					Net carrying amount of individually impaired financial assets	Impairment of individually and collectively tested financial assets
(in millions of euros)	*≤ 90 days*	*> 90 days ≤ 180 days*	*> 180 days ≤ 1 year*	*> 1 year*	*Net carrying amount of watch list financial assets*		
Equity instruments	**-**	**-**	**-**	**-**	**-**	**2,838**	**1,322**
Debt instruments	**-**	**-**	**-**	**-**	**-**	**178**	**379**
General administration	-	-	-	-	-	-	-
Central banks	-	-	-	-	-	-	-
Credit institutions	-	-	-	-	-	2	1
Large corporates	-	-	-	-	-	176	378
Retail customers	-	-	-	-	-	-	-
Loans and advances	**6,252**	**303**	**274**	**167**	**6,996**	**7,521**	**11,455**
General administration	82	3	-	-	84	17	17
Central banks	-	-	-	-	-	-	-
Credit institutions	20	2	-	37	58	68	430
Large corporates	2,614	106	135	26	2,882	4,489	6,511
Retail customers	3,536	193	138	104	3,972	2,947	4,497
TOTAL WATCH LIST OR INDIVIDUALLY IMPAIRED FINANCIAL ASSETS	**6,252**	**303**	**274**	**167**	**6,996**	**10,537**	**13,156**

3.2 Market risk

(See chapter on "Risk factors – Market risk")

DERIVATIVE INSTRUMENTS: ANALYSIS BY REMAINING MATURITY

The breakdown of market values of derivative instruments is shown by remaining contractual maturity.

HEDGING DERIVATIVE INSTRUMENTS – FAIR VALUE OF ASSETS

	31/12/2015							31/12/2014 Restated
	Exchange-traded			Over-the-counter				
(in millions of euros)	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	Total market value	Total market value
Interest rate instruments	**-**	**-**	**-**	**4,313**	**7,228**	**12,596**	**24,137**	**29,289**
Interest rate swaps	-	-	-	4,248	7,180	12,574	**24,002**	**28,876**
Interest rate options	-	-	-	-	-	-	**-**	**-**
Caps - floors - collars	-	-	-	65	48	22	**135**	**413**
Other options	-	-	-	-	-	-	**-**	**-**
Currency and gold	**-**	**-**	**-**	**168**	**2**	**10**	**180**	**134**
Currency futures	-	-	-	166	2	10	**178**	**132**
Currency options	-	-	-	2	-	-	**2**	**2**
Other instruments	**-**	**-**	**-**	**13**	**-**	**-**	**13**	**55**
Equity and index derivatives	-	-	-	13	-	-	**13**	**55**
Subtotal	**-**	**-**	**-**	**4,494**	**7,230**	**12,606**	**24,330**	**29,478**
Forward currency transactions	-	-	-	260	112	104	**476**	**945**
TOTAL FAIR VALUE OF HEDGING DERIVATIVES - ASSETS	**-**	**-**	**-**	**4,754**	**7,342**	**12,710**	**24,806**	**30,423**

HEDGING DERIVATIVE INSTRUMENTS – FAIR VALUE OF LIABILITIES

	31/12/2015							31/12/2014 Restated
	Exchange-traded			Over-the-counter				
(in millions of euros)	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	Total market value	Total market value
Interest rate instruments	**-**	**-**	**-**	**2,430**	**7,759**	**13,085**	**23,274**	**27,433**
Interest rate swaps	-	-	-	2,374	7,711	13,082	**23,167**	**27,068**
Interest rate options	-	-	-	-	-	-	**-**	**-**
Caps - floors - collars	-	-	-	56	48	3	**107**	**362**
Other options	-	-	-	-	-	-	**-**	**3**
Currency and gold	**-**	**-**	**-**	**221**	**10**	**1**	**232**	**103**
Currency futures	-	-	-	219	10	1	**230**	**101**
Currency options	-	-	-	2	-	-	**2**	**2**
Other instruments	**-**	**-**	**-**	**15**	**-**	**-**	**15**	**6**
Equity and index derivatives	-	-	-	15	-	-	**15**	**6**
Subtotal	**-**	**-**	**-**	**2,666**	**7,769**	**13,086**	**23,521**	**27,542**
Forward currency transactions	-	-	-	179	4	3	**186**	**143**
TOTAL FAIR VALUE OF HEDGING DERIVATIVES - LIABILITIES	**-**	**-**	**-**	**2,845**	**7,773**	**13,089**	**23,707**	**27,685**

DERIVATIVE INSTRUMENTS HELD FOR TRADING – FAIR VALUE OF ASSETS

	31/12/2015							31/12/2014 Restated
	Exchange-traded			Over-the-counter				
(in millions of euros)	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	Total market value	Total market value
Interest rate instruments	**38**	**706**	**1,693**	**9,453**	**28,797**	**79,281**	**119,968**	**143,188**
Futures	25	692	1,693	-	-	-	**2,410**	**1,485**
FRAs	-	-	-	308	102	-	**410**	**568**
Interest rate swaps	-	-	-	7,900	22,397	51,680	**81,977**	**96,361**
Interest rate options	-	-	-	118	2,596	24,513	**27,227**	**34,639**
Caps - floors - collars	-	-	-	1,127	3,702	3,088	**7,917**	**10,128**
Other options	13	14	-	-	-	-	**27**	**7**
Currency and gold	**-**	**-**	**-**	**5,538**	**4,652**	**2,728**	**12,918**	**13,059**
Currency futures	-	-	-	4,155	2,811	1,504	**8,470**	**7,095**
Currency options	-	-	-	1,383	1,841	1,224	**4,448**	**5,964**
Other instruments	**64**	**186**	**27**	**1,542**	**5,202**	**509**	**7,530**	**10,320**
Equity and index derivatives	64	186	27	1,219	3,225	407	**5,128**	**6,482**
Precious metal derivatives	-	-	-	-	-	-	**-**	**3**
Commodities derivatives	-	-	-	-	-	-	**-**	**-**
Credit derivatives	-	-	-	314	1,977	100	**2,391**	**3,829**
Other	-	-	-	9	-	2	**11**	**6**
Subtotal	**102**	**892**	**1,720**	**16,533**	**38,651**	**82,518**	**140,416**	**166,567**
Forward currency transactions	-	-	-	12,160	2,876	291	**15,327**	**15,873**
TOTAL FAIR VALUE OF TRANSACTION DERIVATIVES - ASSETS	**102**	**892**	**1,720**	**28,693**	**41,527**	**82,809**	**155,743**	**182,440**

DERIVATIVE INSTRUMENTS HELD FOR TRADING – FAIR VALUE OF LIABILITIES

	31/12/2015							31/12/2014 Restated
	Exchange-traded			Over-the-counter				
(in millions of euros)	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	*≤ 1 year*	*> 1 year ≤ 5 years*	*> 5 years*	Total market value	Total market value
Interest rate instruments	**89**	**627**	**1,358**	**11,092**	**28,326**	**78,661**	**120,153**	**144,789**
Futures	89	627	1,358	-	-	-	**2,074**	**1,147**
FRAs	-	-	-	303	94	-	**397**	**543**
Interest rate swaps	-	-	-	9,619	21,154	49,883	**80,656**	**94,941**
Interest rate options	-	-	-	124	3,244	24,549	**27,917**	**36,443**
Caps - floors - collars	-	-	-	1,037	3,809	4,169	**9,015**	**11,627**
Other options	-	-	-	9	25	60	**94**	**88**
Currency and gold	**9**	**-**	**-**	**5,288**	**4,327**	**2,451**	**12,075**	**10,732**
Currency futures	-	-	-	3,932	2,879	1,552	**8,363**	**5,437**
Currency options	9	-	-	1,356	1,448	899	**3,712**	**5,295**
Other instruments	**31**	**146**	**35**	**2,391**	**5,147**	**644**	**8,394**	**10,867**
Equity and index derivatives	31	146	35	1,901	2,878	526	**5,517**	**6,492**
Precious metal derivatives	-	-	-	1	-	-	**1**	**1**
Commodities derivatives	-	-	-	-	-	-	**-**	**-**
Credit derivatives	-	-	-	476	2,269	98	**2,843**	**4,329**
Other	-	-	-	13	-	20	**33**	**45**
Subtotal	**129**	**773**	**1,393**	**18,771**	**37,800**	**81,756**	**140,622**	**166,388**
Forward currency transactions	-	-	-	10,605	2,186	329	**13,120**	**14,474**
TOTAL FAIR VALUE OF TRANSACTION DERIVATIVES - LIABILITIES	**129**	**773**	**1,393**	**29,376**	**39,986**	**82,085**	**153,742**	**180,862**

DERIVATIVE INSTRUMENTS: TOTAL COMMITMENTS

(in millions of euros)	31/12/2015 Total notional amount outstanding	31/12/2014 Restated Total notional amount outstanding
Interest rate instruments	**12,258,163**	**11,323,287**
Futures	7,621,685	7,164,071
FRAs	40,395	70,976
Interest rate swaps	1,962,953	2,039,270
Interest rate options	971,881	1,155,609
Caps - floors - collars	763,180	847,300
Other options	898,069	46,061
Currency and gold	**4,047,074**	**3,172,143**
Currency futures	3,561,272	2,609,087
Currency options	485,802	563,056
Other instruments	**320,258**	**445,083**
Equity and index derivatives	60,144	63,305
Precious metal derivatives	308	222
Commodities derivatives	7	1
Credit derivatives	259,795	381,454
Other	4	101
Subtotal	**16,625,495**	**14,940,513**
Forward currency transactions	408,137	360,294
TOTAL NOTIONAL AMOUNT	**17,033,632**	**15,300,807**

FOREIGN EXCHANGE RISK

ANALYSIS OF THE CONSOLIDATED BALANCE SHEET BY CURRENCY

	31/12/2015		31/12/2014 Restated	
(in millions of euros)	Assets	Liabilities	Assets	Liabilities
EUR	1,237,339	1,239,600	1,257,221	1,280,671
Other European Union currencies	29,298	35,048	31,411	33,316
USD	187,463	190,731	218,654	212,395
JPY	31,917	28,676	36,826	28,786
Other currencies	43,277	35,239	44,932	33,876
TOTAL	**1,529,294**	**1,529,294**	**1,589,044**	**1,589,044**

BREAKDOWN OF BONDS AND SUBORDINATED DEBT BY CURRENCY

	31/12/2015			31/12/2014 Restated		
(in millions of euros)	Bonds	Dated subordinated debt	Undated subordinated debt	Bonds	Dated subordinated debt	Undated subordinated debt
EUR	61,033	18,022	3,014	66,205	15,633	4,349
Other European Union currencies	526	1,163	1,143	492	1,067	1,082
USD	9,558	2,702	2,220	8,320	1,197	1,990
JPY	4,297	358	-	3,694	-	-
Other currencies	3,005	329	198	2,228	146	204
TOTAL	**78,419**	**22,574**	**6,575**	**80,939**	**18,043**	**7,625**

3.3 Liquidity and financing risk

(See chapter on "Risk factors – Asset/Liability Management")

LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND DUE FROM CUSTOMERS BY RESIDUAL MATURITY

	31/12/2015					
(in millions of euros)	≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Loans and receivables due from credit institutions (including Crédit Agricole internal transactions)	86,988	92,814	123,514	63,466	807	**367,589**
Loans and receivables due from customers (o/w finance leases)	81,518	35,563	119,168	100,789	4,776	**341,814**
Total	**168,506**	**128,377**	**242,682**	**164,255**	**5,583**	**709,403**
Impairment						**(11,210)**
TOTAL LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND FROM CUSTOMERS						**698,193**

	31/12/2014 Restated					
(in millions of euros)	≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Loans and receivables due from credit institutions (including Crédit Agricole internal transactions)	99,842	79,632	126,394	62,178	593	**368,639**
Loans and receivables due from customers (o/w finance leases)	75,975	40,425	109,481	94,232	5,291	**325,404**
Total	**175,817**	**120,057**	**235,875**	**156,410**	**5,884**	**694,043**
Impairment						**(11,455)**
TOTAL LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS AND FROM CUSTOMERS						**682,588**

DUE TO CREDIT INSTITUTIONS AND TO CUSTOMERS BY RESIDUAL MATURITY

	31/12/2015					
(in millions of euros)	≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Due to credit institutions (including Crédit Agricole internal transactions)	62,090	19,175	35,131	22,651	398	**139,445**
Due to customers	427,662	32,127	38,747	5,907	1,284	**505,727**
TOTAL AMOUNT DUE TO CREDIT INSTITUTIONS AND TO CUSTOMERS	**489,752**	**51,302**	**73,878**	**28,558**	**1,682**	**645,172**

	31/12/2014 Restated					
(in millions of euros)	≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Due to credit institutions (including Crédit Agricole internal transactions)	77,641	10,274	29,464	22,536	1,261	**141,176**
Due to customers	398,575	32,619	35,037	6,354	1,399	**473,984**
TOTAL AMOUNT DUE TO CREDIT INSTITUTIONS AND TO CUSTOMERS	**476,216**	**42,893**	**64,501**	**28,890**	**2,660**	**615,160**

DEBT SECURITIES AND SUBORDINATED DEBT

(in millions of euros)	31/12/2015 ≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Debt securities						
Interest bearing notes	72	93	9	-	-	**174**
Money-market instruments	138	1,190	7,430	7,703	-	**16,461**
Negotiable debt instrument	42,119	16,569	1,261	146	-	**60,095**
Bonds	2,768	35,919	25,682	14,050	-	**78,419**
Other debt securities	1,092	1,295	996	9	-	**3,392**
TOTAL DEBT SECURITIES	**46,189**	**55,066**	**35,378**	**21,908**	**-**	**158,541**
Subordinated debt						
Dated subordinated debt	-	802	9,344	12,428	-	**22,574**
Undated subordinated debt	1	151	11	-	6,412	**6,575**
Mutual security deposits	-	-	-	-	154	**154**
Participating securities and loans	-	-	-	1	120	**121**
TOTAL SUBORDINATED DEBT	**1**	**953**	**9,355**	**12,429**	**6,686**	**29,424**

(in millions of euros)	31/12/2014 Restated ≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Debt securities						
Interest bearing notes	79	102	9	-	-	**190**
Money-market instruments	-	2,420	7,310	9,005	-	**18,735**
Negotiable debt instruments	30,467	26,115	12,282	167	-	**69,031**
Bonds	6,173	10,930	39,756	24,080	-	**80,939**
Other debt securities	928	1,867	1,082	149	-	**4,026**
TOTAL DEBT SECURITIES	**37,647**	**41,434**	**60,439**	**33,401**	**-**	**172,921**
Subordinated debt						
Dated subordinated debt	319	128	9,028	8,568	-	**18,043**
Undated subordinated debt	147	9	27	-	7,442	**7,625**
Mutual security deposits	-	-	-	-	148	**148**
Participating securities and loans	-	-	-	1	120	**121**
TOTAL SUBORDINATED DEBT	**466**	**137**	**9,055**	**8,569**	**7,710**	**25,937**

FINANCIAL GUARANTEES AT RISK GIVEN BY EXPECTED MATURITY

The amounts presented correspond to the expected amount of the call of financial guarantees at risk, *i.e.* guarantees that have been impaired or are on a watch-list.

(in millions of euros)	31/12/2015 ≤ 3 months	> 3 months to ≤ 1 year	> 1 year to ≤ 5 years	> 5 years	Indefinite	Total
Financial guarantees given	138	42	-	-	-	**180**

(in millions of euros)	31/12/2014 Restated ≤ 3 months	> 3 months to ≤ 1 year	> 1 year to ≤ 5 years	> 5 years	Indefinite	Total
Financial guarantees given	165	58	-	-	-	**223**

3.4 Cash flow and fair value interest rate and foreign exchange hedging

(See chapter on "Risk factors – Asset/Liability Management")

FAIR VALUE HEDGES

A fair value hedge modifies the risk caused by changes in the fair value of a fixed-rate financial instrument as a result of changes in interest rates. Fair value hedges transform fixed-rate assets or liabilities into floating-rate assets or liabilities.

Items hedged are principally fixed-rate loans, securities, deposits and subordinated debt.

FUTURE CASH FLOW HEDGES

A cash flow hedge modifies the risk related to variability in cash flows arising from floating-rate financial instruments.

Items hedged are principally floating-rate loans and deposits.

HEDGE OF NET INVESTMENT IN FOREIGN CURRENCY

A hedge of a net investment in foreign currency modifies the risk inherent in exchange rate fluctuations connected with foreign currency investments in subsidiaries.

HEDGING DERIVATIVE INSTRUMENTS

	31/12/2015			31/12/2014 Restated		
	Market value		Notional amount	Market value		Notional amount
(in millions of euros)	*positive*	*negative*		*positive*	*negative*	
Fair value hedges	**22,665**	**23,579**	**959,436**	**28,090**	**27,566**	**996,420**
Interest rate	22,099	23,251	898,121	27,050	27,418	920,428
Equity instruments	1	1	-	8	1	10
Foreign exchange	565	327	61,315	1,032	147	75,982
Credit	-	-	-	-	-	-
Commodities	-	-	-	-	-	-
Other	-	-	-	-	-	-
Cash flow hedges	**2,111**	**105**	**27,376**	**2,309**	**74**	**39,621**
Interest rate	2,039	22	21,824	2,238	15	20,242
Equity instruments	12	14	182	47	5	175
Foreign exchange	60	69	5,370	24	54	19,204
Credit	-	-	-	-	-	-
Commodities	-	-	-	-	-	-
Other	-	-	-	-	-	-
Hedges of net investments in foreign operations	**30**	**23**	**4,925**	**24**	**45**	**6,079**
TOTAL HEDGING DERIVATIVE INSTRUMENTS	**24,806**	**23,707**	**991,737**	**30,423**	**27,685**	**1,042,120**

3.5 Operational risks

(See chapter on "Risk factors – Operational risks")

3.6 Capital management and regulatory ratios

In accordance with regulatory regulations applicable to banks, which transpose into French law the European directives on "the capital adequacy of investment firms and credit institutions" and "financial conglomerates", Crédit Agricole S.A. Group must comply with the solvency ratio, with liquidity ratios and with rules on the division of risks and balance sheet management.

Crédit Agricole S.A. Group manages its capital so as to comply with regulatory capital requirements within the meaning of European directive 2013/36 and Regulation 575/2013 since 1 January 2014 and as required by the competent authorities, the European Central Bank and the French Regulatory and Resolution Supervisory Authority (ACPR) in order to cover risk weighted assets for credit risk, operational risk and market risk.

The regulatory framework was strengthened by the Basel 3 reform, which notably involves raising the quality and level of required regulatory capital, better assessing risks, building in capital buffers and additional requirements in terms of liquidity and leverage. Certain provisions are being phased in up to 31 December 2017, just like the capital buffer requirement.

However, the regulator maintained the capital requirements relating to floors (the Basel 3 requirement cannot be less than 80% of the Basel 1 requirement).

The floor was eliminated, however, disclosures on Basel 1 requirements remain mandatory and will continue up until the end of the transitional period.

Regulatory capital breaks down into three categories:

- Common Equity Tier 1 (CET1) capital, determined on the basis of the Group's equity and excluding certain equity instruments that are classified as Additional Tier 1 (AT1) and intangible assets;
- Tier 1 which is comprised of Common Equity Tier 1 and Additional Tier 1 capital;
- total capital, consisting of Tier 1 and Tier 2 capital comprising subordinated instruments with a minimum maturity of five years from the issue date.

Tier 1 and Tier 2 equity instruments must satisfy more demanding criteria before being recognised under Basel 3. If these instruments are not eligible under Basel 3, they can benefit from grandfathering rules for a period of ten years to end-2021 so as to progressively eliminate them from capital.

Deductions for equity investments in other credit institutions reduce the total of this capital and are respectively allocated, depending on the type of instrument, to the amount of CET1, Tier 1 (AT1) and Tier 2. They also apply to holdings in the insurance sector when the institution is exempt from the "Financial Conglomerate directive", otherwise the equity-accounted values of the insurance company securities held by the Group are risk weighted.

In 2015, as in 2014 and in accordance with current regulations, Crédit Agricole S.A. Group complied with regulatory requirements.

NOTE 4 Notes to the income statement and other comprehensive income

4.1 Interest income and expenses

(in millions of euros)	31/12/2015	31/12/2014 Restated
Interbank transactions	947	967
Crédit Agricole internal transactions	3,961	4,670
Customer transactions	10,973	11,456
Accrued interest receivable on available-for-sale financial assets	6,483	6,736
Accrued interest receivable on held-to-maturity financial assets	596	601
Accrued interest receivable on hedging instruments	2,516	1,642
Finance leases	745	788
Other interest income	48	19
INTEREST AND SIMILAR INCOME[(1)]	**26,269**	**26,879**
Interbank transactions	(850)	(793)
Crédit Agricole internal transactions	(1,533)	(1,684)
Customer transactions	(5,185)	(5,692)
Debt securities	(4,440)	(4,302)
Subordinated debt	(1,373)	(1,378)
Accrued interest receivable on hedging instruments	(1,156)	(1,502)
Finance leases	(174)	(178)
Other interest expense	-	(3)
INTEREST AND SIMILAR EXPENSES	**(14,711)**	**(15,532)**

(1) *Including €151 million on receivables impaired individually at 31 December 2015, compared with €159 million at 31 December 2014.*

4.2 Net fees and commissions

	31/12/2015			31/12/2014 Restated		
(in millions of euros)	Income	Expense	Net	Income	Expense	Net
Interbank transactions	161	(34)	**127**	311	(169)	**142**
Crédit Agricole internal transactions	794	(880)	**(86)**	652	(974)	**(322)**
Customer transactions	1,893	(194)	**1,699**	1,860	(197)	**1,663**
Securities transactions	56	(78)	**(22)**	58	(96)	**(38)**
Foreign exchange transactions	37	(38)	**(1)**	31	(14)	**17**
Derivative instruments and other off-balance sheet items	250	(151)	**99**	268	(137)	**131**
Payment instruments and other banking and financial services	2,093	(3,152)	**(1,059)**	2,017	(2,817)	**(800)**
Mutual funds management, fiduciary and similar operations	2,873	(711)	**2,162**	2,754	(741)	**2,013**
NET FEES AND COMMISSIONS	**8,157**	**(5,238)**	**2,919**	**7,951**	**(5,145)**	**2,806**

4.3 Net gains (losses) on financial instruments at fair value through profit or loss

(in millions of euros)	31/12/2015	31/12/2014 Restated
Dividends received	514	564
Unrealised or realised gains (losses) on assets/liabilities held for trading	1,232	1,344
Unrealised or realised gains (losses) on assets/liabilities designated at fair value through profit or loss[1]	2,322	4,225
Net gains (losses) on Foreign exchange transactions and similar financial instruments (excluding gains or losses on hedges of net investments in foreign operations)	(290)	(255)
Gains (losses) from hedge accounting	(21)	54
NET GAINS (LOSSES) ON FINANCIAL INSTRUMENTS AT FAIR VALUE THROUGH PROFIT OR LOSS	**3,757**	**5,932**

(1) *The fall in bond rates in 2014 led to a sharp increase in the fair value of the euro and unit-linked portfolios. The increase in these rates in 2015 led to a fall in the fair value of these portfolios, or a change of -€3.6 billion for the euro portfolio and -€0.9 billion for the unit-linked portfolio. The opposite movement was recorded in the change in technical reserves for these contracts in Note 4.5 "Net income (expenses) from other activities".*

The impact of Crédit Agricole CIB's issuer spread was €245 million on revenues at 31 December 2015 *versus* a negative effect of €47 million at 31 December 2014.

Analysis of net gains (losses) from hedge accounting:

	31/12/2015		
(in millions of euros)	Gains	Losses	Net
Fair value hedges	**3,799**	**(3,809)**	**(10)**
Change in fair value of hedged items attributable to hedged risks	2,207	(1,326)	**881**
Change in fair value of hedging derivatives (including termination of hedges)	1,592	(2,483)	**(891)**
Cash flow hedges	**-**	**-**	**-**
Change in fair value of hedging derivatives - ineffective portion	-	-	**-**
Hedges of net investments in foreign operations	**-**	**-**	**-**
Change in fair value of hedging derivatives - ineffective portion	-	-	**-**
Fair value hedge of the interest rate exposure of a portfolio of financial instruments	**10,820**	**(10,831)**	**(11)**
Change in fair value of hedged items	5,428	(5,378)	**50**
Change in fair value of hedging derivatives	5,392	(5,453)	**(61)**
Cash flow hedge of the interest rate exposure of a portfolio of financial instruments	**18**	**(18)**	**-**
Change in fair value of hedging instrument - ineffective portion	18	(18)	**-**
TOTAL GAINS (LOSSES) FROM HEDGE ACCOUNTING	**14,637**	**(14,658)**	**(21)**

	31/12/2014 Restated		
(in millions of euros)	Gains	Losses	Net
Fair value hedges	**6,048**	**(6,045)**	**3**
Change in fair value of hedged items attributable to hedged risks	2,367	(3,531)	**(1,164)**
Change in fair value of hedging derivatives (including termination of hedges)	3,681	(2,514)	**1,167**
Cash flow hedges	**-**	**-**	**-**
Change in fair value of hedging derivatives - ineffective portion	-	-	**-**
Hedges of net investments in foreign operations	**-**	**-**	**-**
Change in fair value of hedging derivatives - ineffective portion	-	-	**-**
Fair value hedge of the interest rate exposure of a portfolio of financial instruments	**29,872**	**(29,880)**	**(8)**
Change in fair value of hedged items	13,596	(16,279)	**(2,683)**
Change in fair value of hedging derivatives	16,276	(13,601)	**2,675**
Cash flow hedge of the interest rate exposure of a portfolio of financial instruments	**72**	**(13)**	**59**
Change in fair value of hedging instrument - ineffective portion	72	(13)	**59**
TOTAL GAINS (LOSSES) FROM HEDGE ACCOUNTING	**35,992**	**(35,938)**	**54**

4.4 Net gains (losses) on available-for-sale financial assets

(in millions of euros)	31/12/2015	31/12/2014 Restated
Dividends received	739	848
Realised gains (losses) on available-for-sale financial assets[1]	2,149	2,105
Permanent impairment losses on equity investments	(282)	(133)
Gains (losses) on disposal of held-to-maturity financial assets and on loans and receivables	(4)	(10)
NET GAINS (LOSSES) ON AVAILABLE-FOR-SALE FINANCIAL ASSETS	**2,602**	**2,810**

(1) *Excluding realised gains or losses on permanently impaired fixed income securities recognised as available-for-sale financial assets mentioned in Note 4.8 "Cost of risk".*

4.5 Net income (expenses) on other activities

(in millions of euros)	31/12/2015	31/12/2014 Restated
Gains (losses) on fixed assets not used in operations	(8)	(8)
Policyholder profit-sharing	-	-
Other net income from insurance activities[1]	9,458	10,258
Change in insurance technical reserves[2]	(13,545)	(17,691)
Net income from investment property	202	109
Other net income (expense)	251	286
INCOME (EXPENSE) RELATED TO OTHER ACTIVITIES	**(3,642)**	**(7,046)**

(1) *The €800 million decrease in other net income from insurance activities was mainly due to lower net inflows, primarily into euro policies.*

(2) *The €4,146 million decrease in insurance company technical reserves was mainly due to the net reversal of mathematical reserves for policies (including +€792 million related to unit-linked policies and +€1,981 million for euro policies), coupled with a €2,533 million fall in policyholder profit-sharing associated with unrealised gains on fixed income assets. These effects were offset by an increase of €1,340 million in the provision for sharing of net surplus.*

4.6 Operating expenses

(in millions of euros)	31/12/2015	31/12/2014 Restated
Employee expenses	(6,508)	(6,335)
Taxes other than on income or payroll-related	(737)	(505)
External services and other operating expenses	(3,686)	(3,617)
OPERATING EXPENSES	**(10,931)**	**(10,457)**

FEES PAID TO STATUTORY AUDITORS

The breakdown of fees paid to Statutory Auditors by firm and type of engagement by fully consolidated Crédit Agricole S.A. Group companies was as follows in 2015:

	31/12/2015							31/12/2014 Restated
(in thousands of euros excluding taxes)	EY	Pricewaterhouse Coopers	Mazars	KPMG	Deloitte	Autres	TOTAL	TOTAL
Independant audit, certification, review of parent company and consolidated financial statements	14,308	12,026	1,161	471	141	287	**28,394**	**27,070**
Ancillary assignements and services directly linked to the Statutory Auditor's mission	3,392	4,172	-	46	9	22	**7,641**	**11,949**
TOTAL STATUTORY AUDITORS' FEES	**17,700**	**16,198**	**1,161**	**517**	**150**	**309**	**36,035**	**39,019**

4.7 Depreciation, amortisation and impairment of property, plant & equipment and intangible assets

(in millions of euros)	31/12/2015	31/12/2014 Restated
Depreciation charges and amortisation	**(651)**	**(628)**
Property, plant and equipment	(363)	(362)
Intangible assets	(288)	(266)
Impairment losses (reversals)	**(1)**	**(3)**
Property, plant and equipment	8	(2)
Intangible assets	(9)	(1)
DEPRECIATION, AMORTISATION AND IMPAIRMENT OF PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS	**(652)**	**(631)**

4.8 Cost of risk

(in millions of euros)	31/12/2015	31/12/2014 Restated
Charge to provisions and impairment losses	**(4,081)**	**(3,992)**
Fixed income available-for-sale financial assets	(150)	(231)
Loans and receivables	(3,014)	(3,400)
Held-to-maturity financial assets	-	-
Other assets	(60)	(21)
Financing commitments	(100)	(130)
Risks and expenses(1)	(757)	(210)
Reversal of provisions and impairment losses	**1,884**	**1,884**
Fixed income available-for-sale financial assets	31	266
Loans and receivables	1,407	1,420
Held-to-maturity financial assets	-	-
Other assets	4	6
Financing commitments	104	36
Risks and expenses(1)	338	156
Net charge to reversal of impairment losses and provisions	**(2,197)**	**(2,108)**
Realised gains (losses) on impaired fixed income available-for-sale financial assets	(31)	(34)
Bad debts written off, not impaired	(208)	(240)
Recoveries on bad debts written off	230	257
Discounts on restructured loans	(41)	(35)
Losses on financing commitments	-	-
Other losses	(46)	(44)
Other gains	-	-
COST OF RISK	**(2,293)**	**(2,204)**

(1) OFAC Litigation (cf. Note 2.3 "Office of Foreign Assets Control"): signature of an agreement on the 20 October 2015. A complementary provision of €350 million was recorded at 30 June 2015.

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4.9 Net gains (losses) on other assets

(in millions of euros)	31/12/2015	31/12/2014 Restated
Property, plant & equipment and intangible assets used in operations	**1**	**42**
Gains on disposals	12	50
Losses on disposals	(11)	(8)
Consolidated equity investments	**8**	**11**
Gains on disposals	30	19
Losses on disposals	(22)	(8)
Net income (expense) on combinations	**29**	**-**
NET GAINS (LOSSES) ON OTHER ASSETS	**38**	**53**

4.10 Tax

INCOME TAX CHARGE

(in millions of euros)	31/12/2015	31/12/2014 Restated
Current tax charge	(1,083)	133
Deferred tax charge	185	(603)
TAX CHARGE DURING THE PERIOD	**(898)**	**(470)**

RECONCILIATION OF THEORETICAL TAX RATE AND EFFECTIVE TAX RATE

AT 31 DECEMBER 2015

(in millions of euros)	Base	Tax rate	Tax
Pre-tax income, goodwill impairment, discontinued operations and share of net income of equity-accounted entities	3,356	38.00%	(1,275)
Impact of permanent differences		(0.77%)	26
Impact of different tax rates on foreign subsidiaries		(7.48%)	251
Impact of losses for the year, utilisation of tax loss carryforwards and temporary differences		1.73%	(58)
Impact of reduced tax rate		(2.50%)	84
Impact of other items		(2.21%)	74
EFFECTIVE TAX RATE AND TAX CHARGE		**26.77%**	**(898)**

The theoretical tax rate is the tax rate applicable under ordinary law (including the additional social contribution and the exceptional contribution to corporate income tax) to taxable profits in France for the year ended 31 December 2015.

AT 31 DECEMBER 2014 RESTATED

(in millions of euros)	Base	Tax rate	Tax
Pre-tax income, goodwill impairment, discontinued operations and share of net income of equity-accounted entities	2,610	38.00%	(992)
Impact of permanent differences		(3.68%)	96
Impact of different tax rates on foreign subsidiaries		(6.82%)	178
Impact of losses for the year, utilisation of tax loss carryforwards and temporary differences		1.69%	(44)
Impact of reduced tax rate		(8.51%)	222
Impact of other items		(2.68%)	70
EFFECTIVE TAX RATE AND TAX CHARGE		**18.00%**	**(470)**

The theoretical tax rate is the tax rate applicable under ordinary law (including the additional social contribution and the exceptional contribution to corporate income tax) to taxable profits in France for the year ended 31 December 2014.

4.11 Changes in other comprehensive income

BREAKDOWN OF TOTAL OTHER COMPREHENSIVE INCOME

(in millions of euros)	31/12/2015	31/12/2014 Restated
Other comprehensive income on items that may be reclassified subsequently to profit and loss		
Gains and losses on translation adjustements	**455**	**442**
Revaluation adjustment of the period	-	-
Reclassified to profit and loss	-	-
Other reclassifications	455	442
Gains and losses on available-for-sale financial assets	**21**	**1,905**
Revaluation adjustment of the period	747	2,357
Reclassified to profit and loss	(420)	(753)
Other reclassifications	(306)	301
Gains and losses on hedging derivative instruments	**(206)**	**699**
Revaluation adjustment of the period	(124)	630
Reclassified to profit and loss	(2)	5
Other reclassifications	(80)	64
Gains and losses on non-current assets held for sale	**14**	**41**
Revaluation adjustment of the period	-	-
Reclassified to profit and loss	-	-
Other reclassifications	14	41
Pre-tax other comprehensive income on items that may be reclassified to profit and loss on equity-accounted entities	**177**	**266**
Income tax related to items that may be reclassified to profit and loss excluding equity-accounted entities	**73**	**(856)**
Income tax related to items that may be reclassified to profit and loss on equity-accounted entities	**15**	**-**
Other comprehensive income on items that may be reclassified subsequently to profit and loss, net of income tax	**549**	**2,497**
Other comprehensive income on items that will not be reclassified subsequently to profit and loss		
Actuarial gains and losses on post-employment benefits	(38)	(300)
Gains and losses on non-current assets held for sale	-	-
Other comprehensive income on items that will not be reclassified to profit and loss on equity-accounted entities	5	135
Income tax related to items that will not be reclassified excluding equity-accounted entities	3	97
Income tax related to items that will not be reclassified on equity-accounted entities	(4)	12
Other comprehensive income on items that will not be reclassified subsequently to profit and loss, net of income tax	**(34)**	**(56)**
OTHER COMPREHENSIVE INCOME NET OF INCOME TAX	**515**	**2,441**
Of which Group share	539	2,177
Of which non-controlling interests	(24)	264

BREAKDOWN OF TAX IMPACTS RELATED TO OTHER COMPREHENSIVE INCOME

	31/12/2014 Restated				Changes				31/12/2015			
(in millions of euros)	Gross	Income tax charges	Net of income tax	Net of income tax of which Group Share	Gross	Income tax charges	Net of income tax	Net of income tax of which Group Share	Gross	Income tax charges	Net of income tax	Net of income tax of which Group Share
Other comprehensive income on items that may be reclassified subsequently to profit and loss												
Gains and losses on translation adjustements	(25)	-	(25)	(65)	455	-	455	488	430	-	430	423
Gains and losses on available-for-sale financial assets	4,844	(1,346)	3,498	3,440	21	21	42	33	4,865	(1,325)	3,540	3,473
Gains and losses on hedging derivative instruments	1,250	(409)	841	823	(206)	56	(150)	(148)	1,044	(353)	691	675
Gains and losses on non-current assets held for sale	-	-	-	-	14	(4)	10	10	14	(4)	10	10
Other comprehensive income on items that may be reclassified to profit and loss excluding equity-accounted entities	**6,069**	**(1,755)**	**4,314**	**4,198**	**284**	**73**	**357**	**383**	**6,353**	**(1,682)**	**4,671**	**4,581**
Other comprehensive income on items that may be reclassified to profit and loss on equity-accounted entities	**453**	**(68)**	**385**	**380**	**177**	**15**	**192**	**190**	**630**	**(53)**	**577**	**570**
Other comprehensive income on items that may be reclassified subsequently to profit and loss	**6,522**	**(1,823)**	**4,699**	**4,578**	**461**	**88**	**549**	**573**	**6,983**	**(1,735)**	**5,248**	**5,151**
Other comprehensive income on items that will not be reclassified subsequently to profit and loss												
Actuarial gains and losses on post-employment benefits	(591)	183	(408)	(385)	(38)	3	(35)	(35)	(629)	186	(443)	(420)
Gains and losses on non-current assets held for sale	-	-	-	-	-	-	-	-	-	-	-	-
Other comprehensive income on items that will not be reclassified to profit and loss excluding equity-accounted entities	**(591)**	**183**	**(408)**	**(385)**	**(38)**	**3**	**(35)**	**(35)**	**(629)**	**186**	**(443)**	**(420)**
Other comprehensive income on items that will not be reclassified to profit and loss on equity-accounted entities	**(81)**	**22**	**(59)**	**(59)**	**5**	**(4)**	**1**	**1**	**(76)**	**18**	**(58)**	**(58)**
Other comprehensive income on items that will not be reclassified to profit and loss	**(672)**	**205**	**(467)**	**(444)**	**(33)**	**(1)**	**(34)**	**(34)**	**(705)**	**204**	**(501)**	**(478)**
OTHER COMPREHENSIVE INCOME	**5,850**	**(1,618)**	**4,232**	**4,134**	**428**	**87**	**515**	**539**	**6,278**	**(1,531)**	**4,747**	**4,673**

NOTE 5 Segment reporting

DEFINITION OF OPERATING SEGMENTS

According to IFRS 8, information disclosed is based on the internal reporting that is used by the Executive Committee to manage Crédit Agricole S.A. Group, to assess performance, and to make decisions about resources to be allocated to the identified operating segments.

Operating segments according to the internal reporting consist of the business lines of the Group.

Crédit Agricole S.A. Group's activities are organised into seven operating segments:

- **six business lines:**
  - French retail banking – Regional Banks,
  - French retail banking – LCL,
  - International retail banking,
  - Savings management and Insurance,
  - Specialised financial services,
  - Corporate and investment banking;
- as well as the "Corporate centre".

PRESENTATION OF BUSINESS LINES

1. French retail banking – Regional Banks

This business line comprises the Regional Banks and their subsidiaries.

The Regional Banks provide banking services for individual customers, farmers, small businesses, corporates and local authorities, with a very strong local presence.

Crédit Agricole Regional Banks provide a full range of banking and financial products and services: savings products (money market, bonds, securities), life insurance investment products, lending (namely home and consumer finance, loans to SMEs, small businesses and farmers), payment instruments, personal services, banking-related service, and wealth management. The Regional Banks also distribute a very large range of property & casualty and death & disability insurance products.

2. French retail banking – LCL

French retail banking network with a strong presence in urban areas. It is organised into four business lines: retail banking for individual customers, retail banking for small businesses, private banking and corporate banking.

LCL offers a full range of banking products and services, together with asset management, insurance and wealth management products.

Banque Française Commerciale des Antilles Guyane (BFC-AG), an LCL subsidiary since 2005 previously reported as part of the Corporate centre division, was consolidated in LCL by means of the universal transfer of its assets and liabilities as from 11 May 2015 with retrospective effect from 1 January 2015.

3. International retail banking

This business line encompasses foreign subsidiaries and investments that are mainly involved in retail banking.

These subsidiaries and equity investments are primarily located in Europe: in Italy with Cariparma group, in Poland Crédit Agricole Polska as well as in Ukraine and Serbia.

Other subsidiaries operate in the Mediterranean region through Crédit du Maroc and Crédit Agricole Egypt.

Finally, this division also includes banks that are not significant in size. Note that Crelan S.A. in Belgium was sold on 17 June 2015.

Foreign consumer finance, leasing and factoring subsidiaries (subsidiaries of Crédit Agricole Consumer Finance, Crédit Agricole Leasing & Factoring and EFL in Poland, etc.) are not included in this division, however, but in "Specialised financial services".

4. Savings management and Insurance

This business line encompasses:

- the asset management activities of the Amundi Group, offering savings solutions for individuals and investment solutions for institutions;
- asset servicing: CACEIS Bank for custody and CACEIS Fund Administration for fund administration;
- life insurance and personal insurance, conducted mainly by Predica in France and CA Vita in Italy;
- property & casualty insurance, conducted primarily by Pacifica;
- creditor insurance activities, conducted by Crédit Agricole Creditor Insurance;
- as well as wealth management activities conducted mainly by Crédit Agricole Private Banking subsidiaries (Crédit Agricole Suisse, Crédit Agricole Luxembourg, Crédit Foncier de Monaco, CA Indosuez Private Banking, etc.).

5. Specialised financial services

Specialised financial services comprises the Group subsidiaries that provide financial products and services to individual customers, small businesses, corporates and local authorities in France and abroad. These include:

- consumer finance companies around Crédit Agricole Consumer Finance in France and through its subsidiaries or partnerships outside France (Agos, Forso, Credit-Plus, Ribank, Credibom, Interbank Group and FCA Bank);
- specialised financial services for companies such as factoring and lease finance (Crédit Agricole Leasing & Factoring Group, EFL).

6. Corporate and investment banking

Corporate and investment banking breaks down into two major businesses, most of which are carried out by Crédit Agricole CIB:

- financing activities, which includes corporate banking in France and internationally and structured finance: project finance, aircraft finance, shipping finance, acquisition finance, property finance, international trade;
- capital markets and investment banking activities bring together capital market activities (treasury, foreign exchange, interest rate derivatives, debt markets), and investment banking activities (mergers and acquisitions consulting and primary equity advisory).

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7. Corporate centre

This segment mainly encompasses Crédit Agricole S.A.'s central body function, asset and liability management and management of debt connected with acquisitions of subsidiaries or equity investments.

It also includes the results of the private equity business and results of various other Crédit Agricole S.A. Group companies (Uni-Éditions, Foncaris, etc.).

This segment also includes the income from management companies, real-estate companies holding properties used in operations by several business lines and by activities undergoing reorganisation.

Lastly, it also incorporates the net impact of tax consolidation for Crédit Agricole S.A. as well as the revaluation of structured debt issued by Crédit Agricole CIB.

As a reminder, Banque Française Commerciale des Antilles Guyane (BFC-AG), an LCL subsidiary since 2005 previously reported as part of the Corporate centre division, was consolidated in LCL by means of the universal transfer of its assets and liabilities as from 11 May 2015 with retrospective effect from 1 January 2015.

5.1 Operating segment information

Transactions between operating segments are effected at arm's length.

	31/12/2015							
	French retail banking							
(in millions of euros)	*Regional Banks*	*LCL*	International retail banking	Savings management and Insurance	Specialised financial services	Corporate and investment banking	Corporate centre[1]	Total
Revenues		3,631	2,622	5,653	2,629	4,308	(1,649)	**17,194**
Operating expenses		(2,561)	(1,532)	(2,750)	(1,336)	(2,542)	(862)	**(11,583)**
Gross operating income		**1,070**	**1,090**	**2,903**	**1,293**	**1,766**	**(2,511)**	**5,611**
Cost of risk		(134)	(589)	(29)	(657)	(655)	(229)	**(2,293)**
Operating income		**936**	**501**	**2,874**	**636**	**1,111**	**(2,740)**	**3,318**
Share of net income of equity-accounted entities	1,072	-	7	25	164	60	206	**1,534**
Net gains (losses) on other assets		(2)	2	10	4	(7)	31	**38**
Change in value of goodwill		-	-	-	-	-	-	-
Pre-tax income	**1,072**	**934**	**510**	**2,909**	**804**	**1,164**	**(2,503)**	**4,890**
Income tax charge		(340)	(161)	(1,001)	(213)	(407)	1,224	**(898)**
Net gains (losses) on discontinued or held-for-sale operations		-	(21)	3	(1)	(2)	-	**(21)**
Net income	**1,072**	**594**	**328**	**1,911**	**590**	**755**	**(1,279)**	**3,971**
Non-controlling interests		29	102	152	106	16	50	**455**
Net income Group share	**1,072**	**565**	**226**	**1,759**	**484**	**739**	**(1,329)**	**3,516**
Segment assets								
of which investments in equity-accounted entities	17,738	-	195	1,970	1,777	2,048	861	**24,589**
of which goodwill		5,263	1,961	4,827	1,022	476	-	**13,549**
TOTAL ASSETS[1]	**11,254**	**129,129**	**62,737**	**465,276**	**80,295**	**634,256**	**146,347**	**1,529,294**

(1) *The Crédit Agricole CIB issuer spread is classified under the Corporate centre for +€245 million in Revenues, -€84 million in Income tax charge, +€161 million in Net income including +€5 million in Non-controlling interests.*

	31/12/2014 Restated							
	French retail banking							
(in millions of euros)	*Regional Banks*	*LCL*	International retail banking	Savings management and Insurance	Specialised financial services	Corporate and investment banking	Corporate centre[1]	Total
Revenues		3,677	2,646	5,109	2,639	3,816	(2,038)	**15,849**
Operating expenses		(2,533)	(1,469)	(2,558)	(1,351)	(2,292)	(885)	**(11,088)**
Gross operating income		**1,144**	**1,177**	**2,551**	**1,288**	**1,524**	**(2,923)**	**4,761**
Cost of risk		(183)	(749)	(63)	(1,044)	(252)	87	**(2,204)**
Operating income		**961**	**428**	**2,488**	**244**	**1,272**	**(2,836)**	**2,557**
Share of net income of equity-accounted entities	1,026	-	(717)	17	136	161	24	**647**
Net gains (losses) on other assets		(1)	(2)	50	-	4	2	**53**
Change in value of goodwill		-	-	(22)	-	-	-	(22)
Pre-tax income	**1,026**	**960**	**(291)**	**2,533**	**380**	**1,437**	**(2,810)**	**3,235**
Income tax charge		(347)	(140)	(835)	(36)	(385)	1,273	**(470)**
Net gains (losses) on discontinued or held-for-sale operations		-	14	-	(22)	3	-	**(5)**
Net income	**1,026**	**613**	**(417)**	**1,698**	**322**	**1,055**	**(1,537)**	**2,760**
Non-controlling interests	-	30	83	146	43	23	91	**416**
Net income Group share	**1,026**	**583**	**(500)**	**1,552**	**279**	**1,032**	**(1,628)**	**2,344**
Segment assets								
of which investments in equity-accounted entities	16,796	-	121	104	1,669	1,956	602	**21,248**
of which goodwill	-	5,263	2,018	4,555	1,022	476	-	**13,334**
TOTAL ASSETS[1]	**10,290**	**131,417**	**62,815**	**443,122**	**81,157**	**755,076**	**105,167**	**1,589,044**

(1) *The Crédit Agricole CIB issuer spread is classified under the Corporate centre for -€47 million in Revenues, +€16 million in Income tax charge, -€31 million in Net income including -€1 million in non-controlling interests.*

5.2 Segment information: geographical analysis

The geographical analysis of segment assets and results is based on the place where operations are booked for accounting purposes.

	31/12/2015				31/12/2014 Restated			
(in millions of euros)	Net income Group Share	Of which Revenues	Segment assets	Of which goodwill	Net income Group Share	Of which Revenues	Segment assets	Of which goodwill
France (including overseas departments and territories)	1,973	9,046	1,235,800	10,412	1,445	8,011	1,270,393	10,296
Other European Union countries	834	5,230	148,896	2,290	111	5,237	147,576	2,342
Other European countries	(360)	757	18,652	696	67	731	17,604	508
North America	459	920	67,834	37	315	780	84,728	63
Central and South America	10	47	1,623	-	(14)	47	2,904	-
Africa and Middle East	365	510	11,352	80	280	427	10,301	92
Asia-Pacific (ex. Japan)	168	462	21,036	12	192	456	22,096	14
Japan	67	222	24,101	22	(52)	160	33,442	19
TOTAL	**3,516**	**17,194**	**1,529,294**	**13,549**	**2,344**	**15,849**	**1,589,044**	**13,334**

5.3 Insurance specificities

GROSS INCOME FROM INSURANCE ACTIVITIES

(in millions of euros)	31/12/2015	31/12/2014 Restated
Premium written	30,369	29,377
Change in unearned premiums	(160)	(77)
Earned premiums	**30,209**	**29,300**
Other operating income	**137**	**78**
Investment income	8,404	8,165
Investment expenses	(315)	(628)
Gains (losses) on disposals of investments net of impairment and amortisation reversals	1,746	1,311
Change in fair value of investments at fair value through profit or loss	582	4,364
Change in impairment on investments	(243)	(228)
Investment income after expenses	**10,174**	**12,984**
Claims paid(1)	**(34,523)**	**(36,559)**
Income on business ceded to reinsurers	434	480
Expenses on business ceded to reinsurers	(528)	(522)
Net income (expense) on business ceded to reinsurers	**(94)**	**(42)**
Contract acquisition costs	(2,046)	(1,973)
Amortisation of investment securities and similar	(1)	(2)
Administration costs	(1,394)	(1,316)
Other current operating income (expense)	(243)	(546)
Other operating income (expense)	(5)	-
Operating income	**2,214**	**1,924**
Financing costs	(402)	(376)
Share of net income of associates	-	-
Income tax charge	(636)	(507)
Net income from discontinued of held-for-sale operations	3	-
Consolidated net income	**1,179**	**1,041**
Non-controlling interests	**4**	**4**
NET INCOME GROUP SHARE	**1,175**	**1,037**

(1) *Including -€21 billion of cost of claims at 31 December 2015 (-€19 billion at 31 December 2014), -€2 billion of changes in policyholder profit-sharing at 31 December 2015 (-€1 billion at 31 December 2014) and -€12 billion of changes in technical reserves at 31 December 2015 (-€17 billion at 31 December 2014).*

INSURANCE COMPANY INVESTMENTS

	31/12/2015			31/12/2014 Restated		
(in millions of euros)	Carrying amount	Unrealised gains	Unrealised losses	Carrying amount	Unrealised gains	Unrealised losses
Treasury bills and similar securities	26,589	2,351	(172)	17,995	2,313	-
Bonds and other fixed income securities	162,962	14,814	(685)	146,404	18,860	(1,590)
Equities and other variable income securities	18,262	2,172	(473)	19,249	2,476	(303)
Non-consolidated equity investments	5,798	1,467	(16)	5,445	948	(20)
Total available-for-sale financial assets	**213,611**	**20,804**	**(1,346)**	**189,093**	**24,597**	**(1,913)**
Income tax charge	(6,190)	(7,058)	604	(7,661)	(8,326)	665
GAINS AND LOSSES ON AVAILABLE-FOR-SALE FINANCIAL ASSETS RECOGNISED IN OTHER COMPREHENSIVE INCOME (NET OF INCOME TAX)	**207,421**	**13,746**	**(742)**	**181,432**	**16,271**	**(1,248)**

	31/12/2015		31/12/2014 Restated	
(in millions of euros)	Carrying amount	Fair value	Carrying amount	Fair value
Bonds and other fixed income securities	3,050	3,910	3,039	3,977
Treasury bills and similar securities	10,504	12,415	11,105	13,380
Impairment	-	-	-	-
Total held-to-maturity financial assets	**13,554**	**16,325**	**14,144**	**17,357**
Loans and receivables	**5,682**	**5,663**	**5,355**	**5,343**
Investment property	**5,299**	**7,394**	**4,084**	**6,158**

	31/12/2015	31/12/2014 Restated
(in millions of euros)	Carrying amount	Carrying amount
Financial assets at fair value through profit or loss classified as held-for-trading or designated at fair value through profit or loss	**94,000**	**86,057**
Assets backing unit-linked contracts	49,056	36,592
Securities bought under repurchase agreements	-	-
Treasury bills and similar securities	3,628	13,971
Bonds and other fixed income securities	23,200	20,913
Equities and other variable income securities	16,276	12,874
Derivative instruments	1,840	1,707

	31/12/2015	31/12/2014 Restated
(in millions of euros)	Carrying amount	Carrying amount
TOTAL INSURANCE COMPANY INVESTMENTS	**334,596**	**298,734**

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5.4 French retail banking – Regional Banks

OPERATIONS AND CONTRIBUTION OF THE REGIONAL BANKS AND THEIR SUBSIDIARIES

(in millions of euros)	31/12/2015	31/12/2014 Restated
Revenues	**13,872**	**13,550**
Operating expenses	(7,744)	(7,620)
Gross operating income	**6,128**	**5,930**
Cost of risk	(706)	(703)
Operating income	**5,422**	**5,227**
Other income	(8)	(2)
Income tax charge	(1,956)	(1,900)
Adjusted aggregate net income of Regional Banks	**3,458**	**3,325**
Adjusted aggregate net income of Regional Banks' subsidiaries	**-**	**95**
Net aggregate income (100%)	**3,458**	**3,420**
Net aggregate income contributed before restatements (~25%)	**916**	**878**
Increase in share of Regional Banks' net income[1]	172	160
Income from dilution/accretion on charges in share capital	(16)	(12)
Other consolidation restatements and eliminations	-	-
SHARE OF NET INCOME OF EQUITY-ACCOUNTED ENTITIES	**1,072**	**1,026**

(1) Difference between dividends actually paid by the Regional Banks to Crédit Agricole S.A. and dividends calculated on the basis of Crédit Agricole S.A.'s percentage ownership of the Regional Banks.

NOTE 6 Notes to the balance sheet

As from 30 June 2015, securities classed as financial assets held for trading and reported at fair value through profit or loss are recognised at their settlement date, in accordance with GAAP. This change in presentation reduces the size of the consolidated balance sheet but has no impact on either the consolidated income statement or consolidated shareholders equity.

Without this change of the recognition date, the total would have been higher by approximately €15 billion in assets and €18 billion in liabilities at 31 December 2015.

6.1 Cash, central banks

	31/12/2015		31/12/2014 Restated	
(in millions of euros)	Assets	Liabilities	Assets	Liabilities
Cash	1,278	-	1,390	-
Central banks	34,898	3,660	53,646	4,411
CARRYING AMOUNT	**36,176**	**3,660**	**55,036**	**4,411**

6.2 Financial assets and liabilities at fair value through profit or loss

STRUCTURED ISSUES OF CRÉDIT AGRICOLE CIB

In accordance with IFRS 13, the Group values its structured issues, recognised at fair value, by taking as a reference the issuer spread that specialist participants agree to receive to acquire new Group issues.

The change in issuer spread on structured issues issued by Crédit Agricole CIB, and valued on the basis of the last end-of-period share issue table, generated:

- at 31 December 2015: a €245 million gain in Revenues and profit of €161 million in Net income;
- at 31 December 2014: an expense of -€47 million in revenues and a loss of -€31 million in Net income.

FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Financial assets held for trading	262,490	316,050
Financial assets designated at fair value through profit or loss	85,830	89,522
CARRYING AMOUNT	**348,320**	**405,572**
of which lent securities	*296*	*225*

HELD-FOR-TRADING FINANCIAL ASSETS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Equity instruments	**3,405**	**5,167**
Equities and other variable income securities	3,405	5,167
Debt securities	**21,471**	**43,488**
Treasury bills and similar securities	16,012	35,126
Bonds and other fixed income securities	5,459	8,362
Loans and advances	**81,871**	**84,955**
Loans and receivables due from customers	526	261
Securities bought under repurchase agreements	81,345	84,694
Pledged securities	-	-
Derivative instruments	**155,743**	**182,440**
CARRYING AMOUNT	**262,490**	**316,050**

Securities acquired under repurchase agreements include those that the entity is authorised to use as collateral.

FINANCIAL ASSETS DESIGNATED AT FAIR VALUE THROUGH PROFIT OR LOSS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Equity instruments	**17,512**	**13,918**
Equities and other variable income securities	17,512	13,918
Debt securities	**67,673**	**73,792**
Assets backing unit-linked contracts	38,910	36,592
Treasury bills and similar securities	3,628	13,971
Bonds and other fixed income securities	25,135	23,229
Loans and advances	**645**	**1,812**
Loans and receivables due from customers	645	1,613
Loans and receivables due from credit institutions	-	199
Securities bought under repurchase agreements	-	-
Pledged securities	-	-
CARRYING AMOUNT	**85,830**	**89,522**

FINANCIAL LIABILITIES AT FAIR VALUE THROUGH PROFIT OR LOSS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Financial liabilities held for trading	222,532	290,180
Financial liabilities designated at fair value through profit or loss	31,983	31,074
CARRYING AMOUNT	**254,515**	**321,254**

HELD-FOR-TRADING FINANCIAL LIABILITIES

(in millions of euros)	31/12/2015	31/12/2014 Restated
Securities sold short	22,097	34,876
Securities sold under repurchase agreements	46,690	74,442
Debt securities	3	-
Derivative instruments	153,742	180,862
CARRYING AMOUNT	**222,532**	**290,180**

FINANCIAL LIABILITIES DESIGNATED AT FAIR VALUE THROUGH PROFIT OR LOSS

	31/12/2015		31/12/2014 Restated	
(in millions of euros)	Fair value on the balance sheet	Difference between carrying amount and due on maturity	Fair value on the balance sheet	Difference between carrying amount and due on maturity
Deposits and subordinated liabilities	**7,247**	**-**	**3,814**	**-**
Deposits from credit institutions	-	-	-	-
Other deposits	7,247	-	3,814	-
Subordinated liabilities	-	-	-	-
Debt securities	**24,736**	**(506)**	**27,260**	**(419)**
Other financial liabilities	**-**	**-**	**-**	**-**
TOTAL FINANCIAL LIABILITIES DESIGNATED AT FAIR VALUE THROUGH PROFIT AND LOSS	**31,983**	**(506)**	**31,074**	**(419)**

6.3 Hedging derivative instruments

Detailed information is provided in Note 3.4 on cash flow and fair value hedges, and more particularly with respect to interest rates and foreign exchange rates.

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6.4 Available-for-sale financial assets

	31/12/2015			31/12/2014 Restated		
(in millions of euros)	Carrying amount	Unrealised gains	Unrealised losses	Carrying amount	Unrealised gains	Unrealised losses
Treasury bills and similar securities	74,353	3,130	(317)	67,608	3,174	(251)
Bonds and other fixed income securities	196,795	15,262	(1,946)	188,342	19,506	(1,697)
Equities and other variable income securities	18,570	2,315	(530)	19,518	2,590	(359)
Non-consolidated equity investments	8,404	2,311	(45)	7,908	2,066	(522)
Total available-for-sale securities	**298,122**	**23,018**	**(2,838)**	**283,376**	**27,336**	**(2,829)**
Available-for-sale receivables	-	-	-	-	-	-
Total available-for-sale receivables	**-**	**-**	**-**	**-**	**-**	**-**
Carrying amount of available-for-sale financial assets(1)	**298,122**	**23,018**	**(2,838)**	**283,376**	**27,336**	**(2,829)**
Income tax charge		(7,558)	967		(8,895)	797
GAINS AND LOSSES ON AVAILABLE-FOR-SALE FINANCIAL ASSETS RECOGNISED IN OTHER COMPREHENSIVE INCOME (NET OF INCOME TAX)(2)	**-**	**15,460**	**(1,871)**	**-**	**18,441**	**(2,032)**

(1) *The net carrying amount of impaired available-for-sale fixed-income securities is €30 million (€177 million at 31 December 2014 restated) and the net carrying amount of impaired available-for-sale variable-income securities is €2,111 million (€2,792 million at 31 December 2014 restated).*

(2) *For insurance companies, gains and losses on available-for-sale financial assets recognised in other comprehensive income (net of income tax) are offset by after-tax deferred policyholders' profit-sharing liability of €10,208 million at 31 December 2015 and €12,885 million at 31 December 2014 restated (see Note 6.19 "Insurance company technical reserves").*

6.5 Loans and receivables due from credit institutions and due from customers

LOANS AND RECEIVABLES DUE FROM CREDIT INSTITUTIONS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Credit institutions		
Debt securities	**9,597**	**10,488**
Securities not traded in an active market	9,597	10,488
Loans and receivables	**83,121**	**92,827**
Loans and receivables	63,283	60,049
of which performing current accounts in debit	*5,447*	*7,427*
of which performing overnight accounts and advances	*6,593*	*2,761*
Pledged securities	37	56
Securities bought under repurchase agreements	19,385	32,293
Subordinated loans	334	344
Other loans and receivables	82	85
Gross amount	**92,718**	**103,315**
Impairment	(467)	(430)
Net value of loans and receivables due from credit institutions	**92,251**	**102,885**
Crédit Agricole internal transactions		
Debt securities	**-**	**-**
Securities not traded in an active market	-	-
Loans and advances	**274,871**	**265,324**
Current accounts	1,387	1,132
Term deposits and advances	273,484	264,192
Subordinated loans	-	-
Net value of loans and receivables within Crédit Agricole	**274,871**	**265,324**
CARRYING AMOUNT	**367,122**	**368,209**

LOANS AND RECEIVABLES DUE FROM CUSTOMERS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Loans and receivables due from customers		
Debt securities	**12,954**	**11,811**
Securities not traded in an active market	12,954	11,811
Loans and receivables	**314,607**	**299,358**
Trade receivables	21,151	21,114
Other customer loans	274,330	261,064
Securities bought under repurchase agreements	4,602	2,392
Subordinated loans	128	128
Insurance receivables	919	711
Reinsurance receivables	349	302
Advances in associates current accounts	134	137
Current accounts in debit	12,994	13,510
Gross amount	**327,561**	**311,169**
Impairment	(10,472)	(10,735)
Net value of loans and receivables due from customers	**317,089**	**300,434**
Finance leases		
Property leasing	6,114	6,237
Equipment leases, operating leases and similar transaction	8,138	7,998
Gross amount	**14,252**	**14,235**
Impairment	(270)	(290)
Net carrying amount of lease financing operations	**13,982**	**13,945**
CARRYING AMOUNT	**331,071**	**314,379**

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6.6 Held-to-maturity financial assets

(in millions of euros)	31/12/2015	31/12/2014 Restated
Treasury bills and similar securities	13,151	12,922
Bonds and other fixed income securities	3,050	3,039
Total	**16,201**	**15,961**
Impairment	-	-
CARRYING AMOUNT	**16,201**	**15,961**

6.7 Transferred assets not derecognised or derecognised with on-going involvement

TRANSFERRED ASSETS NOT DERECOGNISED IN FULL AT 31 DECEMBER 2015

	Transferred assets				
	Transferred assets				
Nature of assets transferred *(in millions of euros)*	*Carrying amount*	*Of which securisation (non-deconsolidating)*	*Of which securities sold/bought under repurchase agreements*	*Of which other*(1)	*Fair value*(2)
Held-for-trading	**9,684**	**-**	**9,560**	**124**	**9,684**
Equity instruments	124	-	-	124	124
Debt securities	9,560	-	9,560	-	9,560
Loans and advances	-	-	-	-	-
Designated at fair value through profit or loss	**2,256**	**-**	**2,256**	**-**	**2,181**
Equity instruments	-	-	-	-	-
Debt securities	2,256	-	2,256	-	2,181
Loans and advances	-	-	-	-	-
Available-for-sale	**13,958**	**-**	**11,403**	**2,555**	**13,792**
Equity instruments	1,388	-	-	1,388	1,388
Debt securities	12,570	-	11,403	1,167	12,404
Loans and advances	-	-	-	-	-
Loans and receivables	**11,440**	**9,809**	**1,269**	**362**	**11,440**
Debt securities	1,631	-	1,269	362	1,631
Loans and advances	9,809	9,809	-	-	9,809
Held-to-maturity	**440**	**-**	**440**	**-**	**431**
Debt securities	440	-	440	-	431
Loans and advances	-	-	-	-	-
Total financial assets	**37,778**	**9,809**	**24,928**	**3,041**	**37,528**
Finance leases	**-**	**-**	**-**	**-**	**-**
TOTAL TRANSFERRED ASSETS	**37,778**	**9,809**	**24,928**	**3,041**	**37,528**

(1) *Including securities lending without cash collateral.*

(2) *In the case when the "counterparty (counterparties) to the associated liabilities has (have) recourse only to the transferred assets" (IFRS 7.42D.(d)).*

still fully recognised						Transferred assets recognised to the extent of the entity's continuing involvement		
Associated liabilities					Assets and associated liabilities	Initial total carrying amount of assets prior to transfer	Carrying amount of assets still recognised (continuing involvement)	Carrying amount of associated liabilities
Carrying amount	*Of which securisation (non-deconsolidating)*	*Of which securities sold/bought under repurchase agreements*	*Of which other*[1]	*Fair value*[2]	*Net fair value*			
9,594	**-**	**9,470**	**124**	**9,594**	**90**	**-**	**-**	**-**
124	-	-	124	124	-	-	-	-
9,470	-	9,470	-	9,470	90	-	-	-
-	-	-	-	-	-	-	-	-
2,256	**-**	**2,256**	**-**	**2,256**	**(75)**	**-**	**-**	**-**
-	-	-	-	-	-	-	-	-
2,256	-	2,256	-	2,256	(75)	-	-	-
-	-	-	-	-	-	-	-	-
11,769	**-**	**11,304**	**465**	**11,769**	**2,023**	**-**	**-**	**-**
465	-	-	465	465	923	-	-	-
11,304	-	11,304	-	11,304	1,100	-	-	-
-	-	-	-	-	-	-	-	-
8,286	**5,977**	**2,309**	**-**	**8,286**	**3,154**	**-**	**-**	**-**
1,270	-	1,270	-	1,270	361	-	-	-
7,016	5,977	1,039	-	7,016	2,793	-	-	-
440	**-**	**440**	**-**	**440**	**(9)**	**-**	**-**	**-**
440	-	440	-	440	(9)	-	-	-
-	-	-	-	-	-	-	-	-
32,345	**5,977**	**25,779**	**589**	**32,345**	**5,183**	**-**	**-**	**-**
-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
32,345	**5,977**	**25,779**	**589**	**32,345**	**5,183**	**-**	**-**	**-**

TRANSFERRED ASSETS NOT DERECOGNISED IN FULL AT 31 DECEMBER 2014

	Transferred assets,				
	Transferred assets				
Nature of transferred assets *(in millions of euros)*	*Carrying amount*	*Of which securisation (non-deconsolidating)*	*Of which securities sold/bought under repurchase agreements*	*Of which other*[1]	*Fair value*[2]
Held-for-trading	**27,489**	**-**	**27,264**	**225**	**27,489**
Equity instruments	225	-	-	225	225
Debt securities	27,264	-	27,264	-	27,264
Loans and advances	-	-	-	-	-
Designated at fair value through profit or loss	**2,605**	**-**	**2,605**	**-**	**2,850**
Equity instruments	-	-	-	-	-
Debt securities	2,605	-	2,605	-	2,850
Loans and advances	-	-	-	-	-
Available-for-sale	**12,223**	**-**	**9,807**	**2,416**	**12,232**
Equity instruments	461	-	-	461	461
Debt securities	11,762	-	9,807	1,955	11,771
Loans and advances	-	-	-	-	-
Loans and receivables	**18,587**	**13,071**	**3,864**	**1,652**	**18,546**
Debt securities	5,516	-	3,864	1,652	5,516
Loans and advances	13,071	13,071	-	-	13,030
Held-to-maturity	**2,131**	**-**	**2,131**	**-**	**2,090**
Debt securities	2,131	-	2,131	-	2,090
Loans and advances	-	-	-	-	-
Total financial assets	**63,035**	**13,071**	**45,671**	**4,293**	**63,207**
Finance leases	**-**	**-**	**-**	**-**	**-**
TOTAL TRANSFERRED ASSETS	**63,035**	**13,071**	**45,671**	**4,293**	**63,207**

(1) Including securities lending without cash collateral.

(2) In the case when the "counterparty (counterparties) to the associated liabilities has (have) recourse only to the transferred assets" (IFRS 7.42D.(d)).

Securitisations

Consolidated securitisations with external investors are a transfer of assets within the meaning of the amendment to IFRS 7. The Group effectively has an indirect contractual obligation to deliver to external investors the cash flows from assets sold to the securitisation fund (although these assets are recorded in the Group balance sheet through the consolidation of the fund). Receivables assigned to the securitisation fund are used as collateral for investors.

Fully self-subscribed consolidated securitisations do not constitute a transfer of assets within the meaning of IFRS 7.

Crédit Agricole Consumer Finance Securitisations

At 31 December 2015, Crédit Agricole Consumer Finance managed 20 consolidated vehicles for securitisation of retail consumer loans and car dealer financing in Europe. Securitisation transactions carried out within Crédit Agricole Consumer Finance Group are not considered to form part of a deconsolidation transaction under IFRS and have therefore been reintegrated into Crédit Agricole S.A. Group's consolidated financial statements.

The carrying amounts of the relevant assets (net of related liabilities) amounted to €9,069 million at 31 December 2015. They include, in particular, outstanding customer loans with a net carrying amount of €13,036 million. The amount of securities mobilised on the market stood at €4,306 million. The value of securities still available to be mobilised stood at €2,206 million at 31 December 2015.

but still fully recognised						Transferred assets, but recognised to the extent of the entity's continuing involvement		
Associated liabilities					Assets and associated liabilities	Initial total carrying amount of assets prior to transfer	Carrying amount of asset still recognised (continuing involvement)	Carrying amount of associated liabilities
Carrying amount	*Of which securisation (non-deconsolidating)*	*Of which securities sold/bought under repurchase agreements*	*Of which other[1]*	*Fair value[2]*	*Net fair value*			
26,322	**-**	**26,097**	**225**	**26,322**	**1,167**	**-**	**-**	**-**
225	-	-	225	225	-	-	-	-
26,097	-	26,097	-	26,097	1,167	-	-	-
-	-	-	-	-	-	-	-	-
2,605	**-**	**2,605**	**-**	**2,605**	**245**	**-**	**-**	**-**
-	-	-	-	-	-	-	-	-
2,605	-	2,605	-	2,605	245	-	-	-
-	-	-	-	-	-	-	-	-
9,894	**-**	**9,807**	**87**	**9,894**	**2,338**	**-**	**-**	**-**
87	-	-	87	87	374	-	-	-
9,807	-	9,807	-	9,807	1,964	-	-	-
-	-	-	-	-	-	-	-	-
12,765	**8,957**	**3,808**	**-**	**13,730**	**4,816**	**-**	**-**	**-**
3,808	-	3,808	-	3,808	1,708	-	-	-
8,957	8,957	-	-	9,922	3,108	-	-	-
2,132	**-**	**2,132**	**-**	**2,132**	**(42)**	**-**	**-**	**-**
2,132	-	2,132	-	2,132	(42)	-	-	-
-	-	-	-	-	-	-	-	-
53,718	**8,957**	**44,449**	**312**	**54,683**	**8,524**	**-**	**-**	**-**
-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
53,718	**8,957**	**44,449**	**312**	**54,683**	**8,524**	**-**	**-**	**-**

Cariparma Securitisations

At 31 December 2015, Cariparma managed two home loan securitisation vehicles. These securitisation transactions are not considered to form part of a deconsolidation transaction under IFRS and have therefore been reintegrated into Crédit Agricole S.A. Group's consolidated financial statements.

The carrying amounts of the relevant assets amounted to €8,365 million at 31 December 2015.

FCT Crédit Agricole Habitat 2015 Securitisations

At 31 December 2015, a new entity (FCT Crédit Agricole Habitat 2015) was consolidated within Crédit Agricole S.A. Group, following a securitisation transaction carried out by the Regional Banks on 21 October 2015. This is the first residential mortgage-backed security (RMBS) transaction conducted in France by the Group with the transfer of home loans.

The transaction involved the transfer of home loans originated by the Regional Banks to the securitisation fund "FCT Crédit Agricole Habitat 2015" for the amount of €10 billion and a same-day subscription, by the financial institutions that transferred the loans, of securities issued by the securitisation fund for the amount of €10 billion, comprising €8.6 billion of senior notes and €1.4 billion of subordinated notes.

A monthly revolving of the loans for a period of five years will take into account the amortisation of the home loans portfolio.

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6.8 Impairment deducted from financial assets

(in millions of euros)	31/12/2014 Restated	Changes in scope	Depreciation	Reversals and utilisations	Translation adjustment	Transfers in non-current assets held for sale	Other movements	31/12/2015
Loans and receivables due from credit institutions	430	-	5	(6)	38	-	-	467
Loans and receivables due from customers	10,735	(59)	2,999	(3,318)	205	(36)	(54)	10,472
of which collective impairment	*2,653*	*(22)*	*292*	*(411)*	*99*	*-*	*(4)*	*2,607*
Finance leases	290	(12)	193	(209)	-	-	8	270
Held-to-maturity securities	-	-	-	-	-	-	-	-
Available-for-sale financial assets	1,573	203	432	(385)	15	-	(45)	1,793
Other financial assets	109	-	63	(36)	(6)	(4)	2	128
TOTAL IMPAIRMENT OF FINANCIAL ASSETS	**13,137**	**132**	**3,692**	**(3,954)**	**252**	**(40)**	**(89)**	**13,130**

(in millions of euros)	01/01/2014 Restated	Changes in scope	Depreciation	Reversals and utilisations	Translation adjustment	Transfers in non-current assets held for sale	Other movements	31/12/2014 Restated
Loans and receivables due from credit institutions	407	-	11	(27)	39	-	-	430
Loans and receivables due from customers	10,661	(1)	3,497	(3,626)	202	-	2	10,735
of which collective impairment	*2,640*	*-*	*311*	*(363)*	*100*	*(1)*	*(34)*	*2,653*
Finance leases	581	-	143	(365)	-	(151)	82	290
Held-to-maturity securities	-	-	-	-	-	-	-	-
Available-for-sale financial assets	1,885	(13)	366	(680)	15	-	-	1,573
Other financial assets	119	-	28	(42)	4	-	-	109
TOTAL IMPAIRMENT OF FINANCIAL ASSETS	**13,653**	**(14)**	**4,045**	**(4,740)**	**260**	**(151)**	**84**	**13,137**

6.9 Exposure to sovereign risk

The scope of sovereign exposures recorded covers exposures to Governments, but does not include local authorities. Tax debt is excluded from these amounts.

Exposure to sovereign debt corresponds to an exposure net of impairment (carrying amount) presented both gross and net of hedging.

The Group's significant exposure to sovereign risk is as follows:

BANKING ACTIVITY

	Exposures Banking activity net of impairment							
	Of which banking portfolio							
31/12/2015 *(in millions of euros)*	*Held-to-maturity financial assets*	*Available-for-sale financial assets*	*Financial assets at fair value through profit or loss*	*Loans and receivables*	Of which trading book (excluding derivatives)	Total banking activity before hedging	Hedging available-for-sale financial assets	Total banking activity after hedging
Germany	321	1,166	15	-	-	1,502	9	**1,511**
Saudi Arabia	-	-	-	-	-	-	-	**-**
Belgium	-	2,685	-	-	277	2,962	(141)	**2,821**
Brazil	-	-	-	48	104	152	-	**152**
China	-	137	-	-	13	150	-	**150**
Spain	-	2,261	1	150	-	2,412	(21)	**2,391**
United States	-	157	-	-	398	555	(5)	**550**
France	2,326	27,003	-	922	-	30,251	(1,429)	**28,822**
Greece	-	-	-	-	-	-	-	**-**
Hong-Kong	-	686	-	-	67	753	-	**753**
Ireland	-	-	-	-	-	-	-	**-**
Italy	-	5,744	-	99	36	5,879	(267)	**5,612**
Japan	-	1,370	-	114	487	1,971	-	**1,971**
Morocco	-	371	-	-	140	511	-	**511**
Portugal	-	566	-	1	-	567	(2)	**565**
Russia	-	-	-	-	9	9	-	**9**
Syria	-	-	-	-	-	-	-	**-**
Ukraine	-	-	-	-	-	-	-	**-**
Venezuela	-	-	-	6	-	6	-	**6**
Yemen	-	-	-	-	-	-	-	**-**
TOTAL	**2,647**	**42,146**	**16**	**1,340**	**1,531**	**47,680**	**(1,856)**	**45,824**

6

31/12/2014 Restated (in millions of euros)	Exposures Banking activity net of impairment							
	Of which banking portfolio							
	Held-to-maturity financial assets	Available-for-sale financial assets	Financial assets at fair value through profit or loss	Loans and receivables	Of which trading book (excluding derivatives)	Total banking activity before hedging	Hedging available-for-sale financial assets	Total banking activity after hedging
Germany	205	1,292	28	-	-	1,525	(9)	**1,516**
Saudi Arabia	-	-	-	-	-	-	-	**-**
Belgium	-	2,877	-	-	917	3,794	(170)	**3,624**
Brazil	-	87	-	58	11	156	-	**156**
China	-	203	-	-	2	205	-	**205**
Spain	-	2,383	-	150	-	2,533	(12)	**2,521**
United States	-	142	-	-	2,632	2,774	(4)	**2,770**
France	1,612	28,702	20	830	338	31,502	(1,712)	**29,790**
Greece	-	-	-	-	-	-	-	**-**
Hong-Kong	-	793	-	-	49	842	-	**842**
Ireland	-	-	-	-	50	50	-	**50**
Italy	-	6,112	-	112	253	6,477	(348)	**6,129**
Japan	-	1,675	-	406	22	2,103	-	**2,103**
Morocco	-	193	-	-	38	231	-	**231**
Portugal	-	-	-	1	35	36	-	**36**
Russia	-	4	-	-	7	11	-	**11**
Syria	-	-	-	-	-	-	-	**-**
Ukraine	-	-	-	-	-	-	-	**-**
Venezuela	-	-	-	6	-	6	-	**6**
Yemen	-	-	-	-	-	-	-	**-**
TOTAL	**1,817**	**44,463**	**48**	**1,563**	**4,354**	**52,245**	**(2,255)**	**49,990**

INSURANCE ACTIVITY

For the insurance activity, exposure to sovereign debt is presented as net of impairment, before hedging, and corresponds to an exposure before application of sharing mechanisms between insurer and policyholder specific to life insurance.

Gross exposure *(in millions of euros)*	**31/12/2015**	**31/12/2014 Restated**
Germany	252	261
Saudi Arabia	-	-
Belgium	427	866
Brazil	-	-
China	-	-
Spain	843	835
United States	5	19
France	27,682	29,878
Greece	-	-
Hong-Kong	-	-
Ireland	623	632
Italy	6,297	6,136
Japan	-	-
Morocco	-	-
Portugal	3	4
Russia	-	-
Syria	-	-
Ukraine	-	-
Venezuela	-	-
Yemen	-	-
TOTAL EXPOSURE	**36,132**	**38,631**

6

SOVEREIGN DEBT – BANKING ACTIVITY

CHANGE BETWEEN 31 DECEMBER 2014 AND 31 DECEMBER 2015

Changes in exposures before hedging *(in millions of euros)*	Outstanding at 31/12/2014 Restated	Change in fair value	Recycling of available-for-sale reserves	Accrued interest	Maturing debts	Disposals net of reversals of provisions	Acquisitions	Outstanding at 31/12/2015
Spain	-	-	-	-	-	-	-	-
France	1,612	(27)	-	5	-	-	736	2,326
Greece	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-
Italy	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-
Held-to-maturity financial assets	**1,612**	**(27)**	**-**	**5**	**-**	**-**	**736**	**2,326**
Spain	2,383	(26)	-	11	(499)	(2)	394	2,261
France	28,702	(266)	-	(58)	(3,829)	(2,828)	5,282	27,003
Greece	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-
Italy	6,112	54	-	(10)	-	(1,944)	1,532	5,744
Portugal	-	(13)	-	14	-	-	565	566
Available-for-sale financial assets	**37,197**	**(251)**	**-**	**(43)**	**(4,328)**	**(4,774)**	**7,773**	**35,574**
Spain	-	-	-	-	-	-	1	1
France	20	-	-	-	-	(20)	-	-
Greece	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-
Italy	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-
Financial assets at fair value through profit or loss	**20**	**-**	**-**	**-**	**-**	**(20)**	**1**	**1**
Spain	150	-	-	-	-	-	-	150
France	830	(30)	-	-	(33)	-	155	922
Greece	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-
Italy	112	(12)	-	-	-	(1)	-	99
Portugal	1	-	-	-	-	-	-	1
Loans and receivables	**1,093**	**(42)**	**-**	**-**	**(33)**	**(1)**	**155**	**1,172**
Spain	-	-	-	-	-	-	-	-
France	338	-	-	-	-	(338)	-	-
Greece	-	-	-	-	-	-	-	-
Ireland	50	-	-	-	-	(50)	-	-
Italy	253	-	-	-	-	(217)	-	36
Portugal	35	-	-	-	-	(35)	-	-
Trading book portfolio (excluding derivatives)	**676**	**-**	**-**	**-**	**-**	**(640)**	**-**	**36**
TOTAL BANKING ACTIVITY	**40,598**	**(320)**	**-**	**(38)**	**(4,361)**	**(5,435)**	**8,665**	**39,109**

CHANGE BETWEEN 1 JANUARY 2014 AND 31 DECEMBER 2014

Changes in exposures before hedging *(in millions of euros)*	Outstanding at 01/01/2014 Restated	Change in fair value	Recycling of available-for-sale reserves	Accrued interest	Maturing debts	Disposals net of reversals of provisions	Acquisitions	Outstanding at 31/12/2014 Restated
Spain	-	-	-	-	-	-	-	**-**
France	319	(9)	-	6	-	-	1,296	**1,612**
Greece	-	-	-	-	-	-	-	**-**
Ireland	-	-	-	-	-	-	-	**-**
Italy	-	-	-	-	-	-	-	**-**
Portugal	-	-	-	-	-	-	-	**-**
Held-to-maturity financial assets	**319**	**(9)**	**-**	**6**	**-**	**-**	**1,296**	**1,612**
Spain	-	-	-	17	-	-	2,366	**2,383**
France	36,514	(108)	-	(29)	(1,404)	(8,913)	2,642	**28,702**
Greece	-	-	-	-	-	-	-	**-**
Ireland	91	-	-	(1)	-	(90)	-	**-**
Italy	4,880	367	-	95	-	(1,130)	1,900	**6,112**
Portugal	-	-	-	-	-	-	-	**-**
Available-for-sale financial assets	**41,485**	**259**	**-**	**82**	**(1,404)**	**(10,133)**	**6,908**	**37,197**
Spain	13	-	-	-	-	(13)	-	**-**
France	93	-	-	-	-	(93)	20	**20**
Greece	-	-	-	-	-	-	-	**-**
Ireland	-	-	-	-	-	-	-	**-**
Italy	7	-	-	-	-	(7)	-	**-**
Portugal	-	-	-	-	-	-	-	**-**
Financial assets at fair value through profit or loss	**113**	**-**	**-**	**-**	**-**	**(113)**	**20**	**20**
Spain	-	-	-	-	-	-	150	**150**
France	784	-	-	29	(96)	(167)	280	**830**
Greece	-	-	-	-	-	-	-	**-**
Ireland	-	-	-	-	-	-	-	**-**
Italy	154	-	-	-	(33)	(9)	-	**112**
Portugal	1	-	-	-	-	-	-	**1**
Loans and receivables	**939**	**-**	**-**	**29**	**(129)**	**(176)**	**430**	**1,093**
Spain	-	-	-	-	-	-	-	**-**
France	797	-	-	-	-	(459)	-	**338**
Greece	-	-	-	-	-	-	-	**-**
Ireland	-	-	-	-	-	-	50	**50**
Italy	-	-	-	-	-	-	253	**253**
Portugal	-	-	-	-	-	-	35	**35**
Trading book portfolio (excluding derivatives)	**797**	**-**	**-**	**-**	**-**	**(459)**	**338**	**676**
TOTAL BANKING ACTIVITY	**43,653**	**250**	**-**	**117**	**(1,533)**	**(10,881)**	**8,992**	**40,598**

6

SOVEREIGN DEBT – INSURANCE ACTIVITY

CHANGE BETWEEN 31 DECEMBER 2014 AND 31 DECEMBER 2015

Changes in exposures before hedging *(in millions of euros)*	Outstanding at 31/12/2014 Restated	Change in fair value	Recycling of available-for-sale reserves	Accrued interest	Maturing debts	Disposals net of reversals of provisions	Acquisitions	Outstanding at 31/12/2015
Spain	835	(6)	-	-	-	(9)	23	**843**
France	29,878	(311)	(4)	49	(6)	(10,756)	8,832	**27,682**
Greece	-	-	-	-	-	-	-	**-**
Ireland	632	(9)	-	1	-	(1)	-	**623**
Italy	6,136	157	(2)	(24)	(213)	(177)	420	**6,297**
Portugal	4	(1)	-	-	-	-	-	**3**
TOTAL INSURANCE ACTIVITY	**37,485**	**(170)**	**(6)**	**26**	**(219)**	**(10,943)**	**9,275**	**35,448**

CHANGE BETWEEN 1 JANUARY 2014 AND 31 DECEMBER 2014

Changes in exposures before hedging *(in millions of euros)*	Outstanding at 01/01/2014 Restated	Change in fair value	Recycling of available-for-sale reserves	Accrued interest	Maturing debts	Disposals net of reversals of provisions	Acquisitions	Outstanding at 31/12/2014 Restated
Spain	592	231	-	-	-	(2)	14	**835**
France	21,229	3,330	(109)	(24)	(7)	(8,519)	13,978	**29,878**
Greece	-	-	-	-	-	-	-	**-**
Ireland	576	57	-	-	-	(1)	-	**632**
Italy	4,920	602	(26)	(1)	(25)	(722)	1,388	**6,136**
Portugal	954	171	(55)	(9)	-	(1,070)	13	**4**
TOTAL INSURANCE ACTIVITY	**28,271**	**4,391**	**(190)**	**(34)**	**(32)**	**(10,314)**	**15,393**	**37,485**

6.10 Due to credit institutions and to customers

DUE TO CREDIT INSTITUTIONS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Credit institutions		
Accounts and borrowings	64,047	63,903
Of which current accounts in credit	*7,535*	*10,531*
Of which overnight accounts and deposits	*3,405*	*5,350*
Pledged securities	105	-
Securities sold under repurchase agreements	29,982	35,604
Total	**94,134**	**99,507**
Crédit Agricole internal transactions		
Current accounts in credit	5,774	4,789
Term deposits and advances	39,537	36,880
Total	**45,311**	**41,669**
CARRYING AMOUNT	**139,445**	**141,176**

DUE TO CUSTOMERS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Current accounts in credit	145,384	124,826
Special savings accounts	250,767	242,345
Other amounts due to customers	103,624	95,456
Securities sold under repurchase agreements	3,845	9,600
Insurance liabilities	1,060	739
Reinsurance liabilities	291	339
Cash deposits received from cedants and retrocessionaires against technical insurance commitments	756	679
CARRYING AMOUNT	**505,727**	**473,984**

6.11 Debt securities and subordinated debt

(in millions of euros)	31/12/2015	31/12/2014 Restated
Debt securities		
Interest bearing notes	174	190
Money-market instruments	16,461	18,735
Negotiable debt securities	60,095	69,032
Bonds[(1)]	78,419	80,938
Other debt instruments	3,392	4,026
CARRYING AMOUNT	**158,541**	**172,921**
Subordinated debt		
Dated subordinated debt[(2)]	22,574	18,043
Undated subordinated debt[(3)]	6,574	7,626
Mutual security deposits	155	147
Participating securities and loans	121	121
CARRYING AMOUNT	**29,424**	**25,937**

(1) *Includes issues of covered bonds.*

(2) *Includes issues of dated subordinated notes "TSR".*

(3) *Includes issues of deeply subordinated notes "TSS" and undated subordinated notes "TSDI".*

At 31 December 2015, deeply subordinated notes totalled €4,587 million, down from €4,642 million at 31 December 2014.

The debt instruments issued by Crédit Agricole S.A. and subscribed for by Crédit Agricole S.A. Group insurance companies were eliminated for euro contracts. They were eliminated for the portion backing unit-linked contracts with financial risk borne by the policyholder.

SUBORDINATED DEBT ISSUES

The issue of subordinated debt plays a part in regulatory capital management while contributing to refinancing all of Crédit Agricole S.A.'s operations.

The Capital Requirements Regulation and Directive (CRD 4/CRR) define the conditions under which subordinated instruments qualify as regulatory capital and set out the terms and conditions of progressive disqualification between 1 January 2014 (effective date of the CRD 4/CRR) and 1 January 2022 of older instruments that do not meet these requirements.

All subordinated debt issuance, whether new or old, is likely to be subject to bail-in in certain circumstances, particularly in the event of resolution of the issuing bank, in accordance with the Order of 20 August 2015 containing various provisions adapting French legislation to EU law on financial matters, transposing EU directive of 15 May 2014 establishing a framework for the recovery and resolution of credit institutions and investment firms (the Recovery and Resolution Directive, or RRD).

Details of the types of subordinated debt issued by Crédit Agricole S.A. and still outstanding are as follows:

Dated subordinated notes (TSR) and contingent capital securities

Dated subordinated notes (TSR) issued by Crédit Agricole S.A. are usually fixed-rate and pay interest on a quarterly or annual basis.

They are issued either on the French market under French law or on the international markets under UK law.

These notes differ from traditional bonds in terms of their ranking as contractually defined by the subordination clause.

In the case of notes issued by Crédit Agricole S.A., in the event of liquidation, dated subordinated notes (TSR) will be repaid after all other secured and unsecured creditors, but before either participating loans provided to the issuer, or any participating notes issued by the Bank, as well as any deeply subordinated notes according to Article L. 228-97 of the French Commercial Code. Interest payments are not usually subject to a subordination clause. Where one exists, it generally refers to events outside the Company's control.

Undated subordinated notes (TSDI)

Undated subordinated notes (TSDI) issued by Crédit Agricole S.A. are usually fixed-rate and pay interest quarterly. They are only redeemable in the event of the issuer's liquidation or on expiry of the issuer's term as indicated in Crédit Agricole S.A.'s Articles of Association, unless they contain a contractually defined early redemption clause. The subordination clause may apply to principal and interest. Namely, the coupon may be suspended if the General Meeting of Shareholders duly notes that there were no distributable earnings for the relevant financial year.

Note: TSDI rank senior to shares, TSS (deeply subordinated notes), participating notes granted to the issuer and participating securities issued by the issuer; they rank *pari passu* with other TSR of the same rank and are subordinated to all other more senior debt.

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Deeply subordinated notes (TSS)

Volumes issued before CRD 4/CRR came into force

Deeply subordinated notes (TSS) issued by Crédit Agricole S.A. are either fixed or floating-rate and undated (unless they contain a contractually defined early redemption clause). They are senior to shares but subordinated to all other more senior subordinated debt (including dated subordinated notes and undated subordinated notes).

Deeply subordinated notes are generally fixed-rate then floating-rate beyond a certain maturity and include early repayment options at the issuer's discretion after that maturity.

The coupons are non-cumulative and payment of a dividend by Crédit Agricole S.A. entails the obligation to pay the coupon on the TSS for a period of one year. However, the coupons may not be paid if Crédit Agricole S.A. experiences a regulatory event, *i.e.*, falls below the legal minimum equity ratio as defined by Pillar 1 or Pillar 2, or if the ACPR anticipates such an event in the near future.

The notional amount and accrued interest are impaired, up to a maximum of 0.01 of the issue's monetary unit, if the issuer's total capital ratio falls below a minimum threshold, either contractual or regulatory, or by decision of the supervisory authority.

Issue of Additional Tier 1 (AT1) securities

The Additional Tier 1 subordinated bonds issued by Crédit Agricole S.A. are consistent with the new CRR/CRD 4 rules on coupon payment and bail-in.

The Additional Tier 1 (AT1) bonds issued by Crédit Agricole S.A. are either fixed and/or floating-rate and undated (unless they contain a contractually defined early redemption clause). They are senior to shares but subordinated to all other subordinated debt and *pari passu* with TSS.

AT1 bonds are generally fixed-rate but resettable beyond a certain maturity and include early repayment options at the issuer's discretion after that maturity.

AT1 issued by Crédit Agricole S.A. include a clause allowing partial temporary impairment of the securities if Crédit Agricole Group's phased-in Common Equity Tier 1 Basel 3 capital ratio should fall below 7% or if Crédit Agricole S.A.'s phased-in Common Equity Tier 1 Basel 3 capital ratio should fall below 5.125%. They may be impaired up to a maximum of 0.01 of the issue's monetary unit.

Coupons are optional at the discretion of the regulator and issuer and subject to regulatory limits if distributable amounts are insufficient or the Group or Crédit Agricole S.A. fails to meet regulatory requirements for total capital (including capital buffers).

Early redemption at the issuer's discretion

Dated subordinated notes (TSR), undated subordinated notes (TSDI) and deeply subordinated notes (TSS) may be early redeemed, through buy-back transactions, either on the market through public takeover bids or exchange offers or over-the-counter, subject to prior approval by the regulatory authority and at the issuer's initiative, in accordance with the contractual clauses applicable to each issue.

Furthermore, after securing approval from the regulatory authority, Crédit Agricole S.A. is entitled to redeem the subordinated notes prior to their maturity, by the exercise of an early redemption clause at the issuer's hand (call option) under the conditions and at the times defined by the contractual terms of the issue, in the event that the issuance agreement for the securities contains such a clause.

Early payability

Existing debt instruments may become due and payable immediately under certain circumstances, for example upon non-payment of principal and interest, after a predetermined grace period has elapsed, following which they become due and payable, the insolvency of Crédit Agricole S.A. as issuer and in the case of breach by Crédit Agricole S.A. of its other contractual obligations. TSS contain no early repayment clauses, except in the event of the liquidation of Crédit Agricole S.A.

COVERED BOND-TYPE ISSUES

In order to increase the amount of medium and long-term financing, the Group issues Covered Bonds through two subsidiaries:

- Crédit Agricole Home Loan SFH, whose initial issue was launched in January 2009. The total amount outstanding, in euro equivalent, was €23 billion at 31 December 2015;
- Crédit Agricole Public Sector SCF, whose initial issue was launched in October 2012. The total amount issued and outstanding was €2 billion at 31 December 2015.

6.12 Information on the offsetting of financial assets and financial liabilities

OFFSETTING – FINANCIAL ASSETS

	31/12/2015					
	Offsetting effects on financial assets covered by master netting agreements and similar agreements					
				Other amounts that can be offset under given conditions		
Type of financial instruments *(in millions of euros)*	*Gross amounts of recognised financial assets before offsetting*	*Gross amounts of recognised financial liabilities set off in the financial statements[4]*	*Net amounts of financial assets presented in the financial statements*	*Gross amounts of financial liabilities covered by master netting agreements*	*Amounts of other financial instruments received as collateral, including security deposits*	*Net amount after all offsetting effects*
Derivatives[1]	273,221	118,003	155,218	131,705	11,466	12,048
Reverse repurchase agreements[2]	96,160	6,941	89,219	38,513	44,288	6,418
Securities lent[3]	2,357	-	2,357	-	1,388	969
Other financial instruments	-	-	-	-	-	-
TOTAL FINANCIAL ASSETS SUBJECTS TO OFFSETTING	**371,738**	**124,944**	**246,794**	**170,218**	**57,142**	**19,435**

(1) *The amount of derivatives subject to offsetting represents 85.97% of the derivatives on the asset side of the balance sheet at the end of the reporting period.*

(2) *The amount of reverse repurchase agreements subject to offsetting represents 84.67% of the reverse repurchase agreements on the asset side of the balance sheet at the end of the reporting period.*

(3) *The amount of securities lent subject to offsetting represents 62.93% of the securities lent on the asset side of the balance sheet at the end of the reporting period.*

(4) *Including margin calls.*

	31/12/2014 Restated					
	Offsetting effects on financial assets covered by master netting agreements and similar agreements					
				Other amounts that can be offset under given conditions		
Type of financial instrument *(in millions of euros)*	*Gross amounts of recognised financial assets before offsetting*	*Gross amounts of recognised financial liabilities set off in the financial statements[4]*	*Net amounts of financial assets presented in the financial statements*	*Gross amounts of financial liabilities covered by master netting agreements*	*Amounts of other financial instruments received as collateral, including security deposits*	*Net amount after all offsetting effects*
Derivatives[1]	328,850	143,069	185,780	158,194	11,975	15,612
Reverse repurchase agreements[2]	106,081	18,728	87,353	66,648	13,441	7,264
Securities lent[3]	3,026	-	3,026	-	465	2,561
Other financial instruments	-	-	-	-	-	-
TOTAL FINANCIAL ASSETS SUBJECT TO OFFSETTING	**437,957**	**161,797**	**276,159**	**224,842**	**25,881**	**25,437**

(1) *The amount of derivatives subject to offsetting represents 87.28% of the derivatives on the asset side of the balance sheet at the end of the reporting period.*

(2) *The amount of reverse repurchase agreements subject to offsetting represents 73.14% of the reverse repurchase agreements on the asset side of the balance sheet at the end of the reporting period.*

(3) *The amount of securities lent subject to offsetting represents 74.60% of the securities lent on the asset side of the balance sheet at the end of the reporting period.*

(4) *Including margin calls.*

OFFSETTING – FINANCIAL LIABILITIES

	31/12/2015					
	Offsetting effects on financial liabilities covered by master netting agreements and similar agreements					
				Other amounts that can be offset under given conditions		
Type of financial instrument *(in millions of euros)*	*Gross amounts of recognised financial liabilities before offsetting*	*Gross amounts of recognised financial assets set off in the financial statements[3]*	*Net amounts of financial liabilities presented in the financial statements*	*Gross amounts of financial assets covered by master netting agreements*	*Amounts of other financial instruments given as guarantee, including security deposits*	*Net amount after all offsetting effects*
Derivatives[1]	274,088	118,008	156,080	131,705	15,262	9,113
Repurchase agreements[2]	64,627	6,941	57,686	38,513	10,964	8,210
Securities borrowed	-	-	-	-	-	-
Other financial instruments	-	-	-	-	-	-
TOTAL FINANCIAL LIABILITIES SUBJECT TO OFFSETTING	**338,715**	**124,949**	**213,766**	**170,218**	**26,226**	**17,323**

(1) The amount of derivatives subject to offsetting represents 87.96% of the derivatives on the liability side of the balance sheet at the end of the reporting period.

(2) The amount of repurchase agreements subject to offsetting represents 71.55% of the repurchase agreements on the liability side of the balance sheet at the end of the reporting period.

(3) Including margin calls.

	31/12/2014 Restated					
	Offsetting effects on financial liabilities covered by master netting agreements and similar agreements					
				Other amounts that can be offset under given conditions		
Type of financial instrument *(in millions of euros)*	*Gross amounts of recognised financial liabilities before offsetting*	*Gross amounts of recognised financial assets set off in the financial statements[3]*	*Net amounts of financial liabilities presented in the financial statements*	*Gross amounts of financial assets covered by master netting agreements*	*Amounts of other financial instruments given as guarantee, including security deposits*	*Net amount after all offsetting effects*
Derivatives[1]	331,598	143,070	188,528	158,194	17,003	13,331
Repurchase agreements[2]	104,153	18,728	85,426	66,648	10,555	8,223
Securities borrowed	-	-	-	-	-	-
Other financial instruments	-	-	-	-	-	-
TOTAL FINANCIAL LIABILITIES SUBJECT TO OFFSETTING	**435,751**	**161,798**	**273,954**	**224,842**	**27,558**	**21,554**

(1) The amount of derivatives subject to offsetting represents 90.40% of the derivatives on the liability side of the balance sheet at the end of the reporting period.

(2) The amount of repurchase agreements subject to offsetting represents 71.40% of the repurchase agreements on the liability side of the balance sheet at the end of the reporting period.

(3) Including margin calls.

6.13 Current and deferred tax assets and liabilities

(in millions of euros)	31/12/2015	31/12/2014 Restated
Current tax	1,762	1,280
Deferred tax	2,549	2,661
TOTAL CURRENT AND DEFERRED TAX ASSETS	**4,311**	**3,941**
Current tax	748	825
Deferred tax	1,892	2,289
TOTAL CURRENT AND DEFERRED TAX LIABILITIES	**2,640**	**3,114**

Net deferred tax assets and liabilities break down as follows:

(in millions of euros)	31/12/2015	31/12/2014 Restated
Temporary timing differences	**2,154**	**2,165**
Non-deductible accrued expenses	292	302
Non-deductible provisions for liabilities and charges	2,265	2,341
Other temporary differences[1]	(403)	(478)
Deferred tax on reserves for unrealised gains or losses	**(1,189)**	**(1,238)**
Available-for-sale assets	(880)	(879)
Cash flow hedges	(468)	(508)
Gains and losses/Actuarial differences	159	149
Deferred tax on Income and reserves	**(308)**	**(555)**
TOTAL DEFERRED TAX	**657**	**372**

(1) The portion of deferred tax related to tax loss carry-forwards is €899 million for 2015 compared to €656 million for 2014 restated.

Deferred tax assets are netted on the balance sheet by taxable entity.

In order to assess the level of deferred tax assets to be recognised, Crédit Agricole S.A. takes into account for each company or tax group concerned the dedicated tax status and the earnings projections established during the budgetary process.

6.14 Accrued income and expenses and other assets and liabilities

ACCRUALS, PREPAYMENTS AND SUNDRY ASSETS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Other assets	**33,216**	**45,260**
Inventory accounts and miscellaneous	112	158
Collective management of Livret de développement durable (LDD) savings account	-	-
Sundry debtors[1]	30,674	27,789
Settlement accounts	774	15,736
Due from shareholders – unpaid capital	-	-
Other insurance assets	274	272
Reinsurers' share of technical reserves	1,382	1,305
Accruals and deferred income	**6,789**	**5,825**
Items in course of transmission	2,839	2,389
Adjustment and suspense accounts	590	444
Accrued income	2,225	1,701
Prepaid expenses	366	408
Other accrual prepayments and sundry assets	769	883
CARRYING AMOUNT	**40,005**	**51,085**

(1) *Including €54 million in respect of the contribution to the Guarantee and Resolution Fund in the form of a security deposit. The Guarantee and Resolution Fund may use the security deposit to provide funding unconditionally and at any time.*

ACCRUALS, DEFERRED INCOME AND SUNDRY LIABILITIES

(in millions of euros)	31/12/2015	31/12/2014 Restated
Other liabilities	**27,673**	**44,486**
Settlement accounts	1,297	19,682
Sundry creditors	26,254	24,655
Liabilities related to trading securities	89	114
Other insurance liabilities	33	35
Accruals and deferred income	**13,355**	**12,800**
Items in course of transmission	4,186	3,743
Adjustment and suspense accounts	2,484	1,832
Unearned income	1,422	1,482
Accrued expenses	4,412	3,699
Other accruals prepayments and sundry liabilities	851	2,044
CARRYING AMOUNT	**41,028**	**57,286**

6.15 Joint ventures and associates

FINANCIAL INFORMATION OF JOINT VENTURES AND ASSOCIATES

At 31 December 2015:

- the equity-accounted value of joint ventures totalled €1,590 million (€1,693 million at 31 December 2014);
- the equity-accounted value of associates totalled €22,999 million (€19,550 million at 31 December 2014).

FCA Bank is a joint venture created with the Fiat Chrysler Automobiles group. In July 2013, Crédit Agricole S.A., Crédit Agricole Consumer Finance and Fiat Group Automobiles (FGA) signed an agreement to extend their joint venture – equally owned by shareholders – until 31 December 2021. Active in 16 European countries, the company manages all financing operations for car dealers and private customers for the following brands: Fiat, Lancia, Alfa Romeo, Maserati, Chrysler, Jeep, Fiat Professional, Abarth in Europe as well as Jaguar Land Rover in continental Europe. It is thus strategic for the development of the car finance partnership business of the Group.

Material associates and joint ventures are presented in the table below. These are the main joint ventures and associates that make up the "equity-accounted value in the balance sheet".

	31/12/2015						
(in millions of euros)	% of interest	Equity-accounted value	Share of market value	Dividends paid to Group's entities	Share of net income	Share of shareholders' equity[1]	Goodwill
Joint ventures							
FCA Bank[2]	50.0%	1,378	-	46	121	1,077	392
Others		212	-	5	(184)	464	39
Net carrying amount of investments in equity-accounted entities (Joint ventures)		**1,590**			**(63)**	**1,541**	**431**
Associates							
Banque Saudi Fransi	30.4%	2,048	2,570	40	246	2,092	-
Regional Banks and subsidiaries	~ 25%	17,932	-	166	1,079	19,361	106
Eurazeo	15.1%	666	650	12	203	636	41
Ramsay – Générale De Santé	38.4%	486	443	-	15	228	258
Infra Foch Topco	36.9%	152	168	45	(1)	11	141
Altarea	27.7%	435	637	35	24	331	104
Korian	23.9%	492	640	11	62	453	38
Others		788	-	41	98	676	111
Net carrying amount of investments in equity-accounted entities (Associates)		**22,999**			**1,726**	**23,788**	**799**
NET CARRYING AMOUNT OF INVESTMENTS IN EQUITY-ACCOUNTED ENTITIES		**24,589**			**1,663**	**25,329**	**1,230**

	31/12/2014 Restated						
(in millions of euros)	% of interest	Equity-accounted value	Share of market value	Dividends paid to group's entities	Share of net income	Share of shareholders' equity[1]	Goodwill
Joint ventures							
FCA Bank[2]	50.0%	1,288	-	41	105	895	393
Others		405	-	10	(17)	498	48
Net carrying amount of investments in equity-accounted entities (Joint ventures)		**1,693**			**88**	**1,393**	**441**
Associates							
Banque Saudi Fransi	30.4%	1,768	2,571	186	177	1,807	-
B.E.S.[1]	0.0%	-	-	-	(721)	-	-
Regional Banks and subsidiaries	~ 25%	16,912	-	147	1,030	18,355	107
Eurazeo	14.7%	470	567	12	22	438	41
Others		400	-	22	51	318	81
Net carrying amount of investments in equity-accounted entities (Associates)		**19,550**			**559**	**20,918**	**229**
NET CARRYING AMOUNT OF INVESTMENTS IN EQUITY-ACCOUNTED ENTITIES		**21,243**			**647**	**22,311**	**670**

(1) *Shareholders' equity Group share in the financial statements of the joint venture or associate when the joint venture or associate is a sub-group.*
(2) *Formerly known as FGA Capital.*

The market value shown above is the quoted price of the shares on the market at 31 December 2015. This value may not be representative of the selling value since the value in use of equity-accounted entities may be different from the equity-accounted value determined pursuant to IAS 28. Investments in equity-accounted entities were subject to impairment tests, in case of an indication of impairment, using the same methodology as for goodwill.

Condensed financial information for the material associates and joint ventures of Crédit Agricole S.A. Group is shown below.

	31/12/2015			
(in millions of euros)	Revenues	Net income	Total assets	Total Equity
Joint ventures				
FCA Bank	651	245	19,487	2,153
Associates				
Banque Saudi Fransi	1,518	974	44,966	6,724
Regional Banks and subsidiaries	15,065	4,133	543,667	74,610
Eurazeo(1)	3,686	1,258	7,349	4,199
Ramsay – Générale De Santé	5	5	2,374	610
Infra Foch Topco	11	11	2,869	764
Altarea	53	53	5,716	2,156
Korian	49	49	5,313	1,904

(1) *Net income in the above table corresponds to the sum of the net income of the second half of 2014 and of the first half of 2015.*

	31/12/2014 Restated			
(in millions of euros)	Revenues	Net income	Total assets	Total Equity
Joint ventures				
FCA Bank	599	214	16,921	1,973
Associates				
Bank Saudi Fransi	1,167	709	41,401	5,803
Regional Banks and subsidiaries	14,733	4,026	524,077	70,645
Eurazeo(1)	4,104	150	13,153	2,815

(1) *Net income in the above table corresponds to the sum of the net income of the second half of 2013 and of the first half of 2014.*

SIGNIFICANT RESTRICTIONS ON JOINT VENTURES AND ASSOCIATES

Crédit Agricole S.A. Group is prohibited from receiving dividends from certain companies for the following reasons:

Regulatory limitations

The subsidiaries of Crédit Agricole S.A. Group are subject to prudential regulation and regulatory capital requirements in their host countries. The minimum equity capital (solvency ratio), leverage ratio and liquidity ratio requirements limit the capacity of these entities to pay dividends or to transfer assets to Crédit Agricole S.A. Group.

Legal limitations

The subsidiaries of Crédit Agricole S.A. Group are subject to legal provisions concerning the distribution of capital and distributable earnings. These requirements limit the ability of the subsidiaries to distribute dividends. In the majority of cases, these are less restrictive than the regulatory limitations mentioned above.

Restrictions on assets backing unit-linked contracts for the insurance business

Assets backing unit-linked contracts of Crédit Agricole S.A. Group are held for the benefit of policyholders. Assets of the insurance subsidiaries of Crédit Agricole S.A. Group are mainly held for satisfying their obligation towards their policyholders. Assets transfers to other entities are possible following the legal conditions. However, in case of a transfer, a part of the profit due to the transfer must be intended for the policyholders.

Other limitations

A subsidiary of Crédit Agricole CIB, Banque Saudi Fransi, is required to obtain prior approval for the payment of dividends from its prudential authorities (namely the Saudi Monetary Authority).

6.16 Investment properties

(in millions of euros)	31/12/2014 Restated	Changes in scope	Transfers in non-current assets held for sale	Increases (acquisitions)	Decreases (disposals and redemptions)	Translation adjustments	Other movements	31/12/2015
Gross amount	4,214	-	-	1,711	(838)	-	386	**5,473**
Amortisation and impairment	(73)	-	-	(3)	15	-	(22)	**(83)**
NET CARRYING AMOUNT[(1)]	**4,141**	**-**	**-**	**1,708**	**(823)**	**-**	**364**	**5,390**

(1) *Including investment property let to third parties.*

(in millions of euros)	01/01/2014 Restated	Changes in scope	Transfers in non-current assets held for sale	Increases (acquisitions)	Decreases (disposals and redemptions)	Translation adjustments	Other movements	31/12/2014 Restated
Gross amount	3,637	-	-	919	(336)	-	(6)	**4,214**
Amortisation and impairment	(67)	-	-	(3)	2	-	(5)	**(73)**
NET CARRYING AMOUNT[(1)]	**3,570**	**-**	**-**	**916**	**(334)**	**-**	**(11)**	**4,141**

(1) *Including investment property let to third parties.*

The market value of investment properties recorded at amortised cost, as valued by expert appraisers, was €7,565 million at 31 December 2015 compared to €6,282 million at 31 December 2014.

FAIR VALUE OF INVESTMENT PROPERTY

(in millions of euros)		31/12/2015	31/12/2014
Quoted prices in active markets for identical instruments	Level 1	-	1
Valuation based on observable data	Level 2	7,511	6,251
Valuation based on unobservable data	Level 3	54	30
MARKET VALUE		**7,565**	**6,282**

All investment properties are recognised at amortised cost in the balance sheet.

6.17 Property, plant & equipment and intangible assets (excluding goodwill)

(in millions of euros)	31/12/2014 Restated	Changes in scope	Transfers in non-current assets held for sale	Increases (Acquisitions, business combinations)	Decreases (disposals and redemptions)	Translation adjustments	Other movements	31/12/2015
Property, plant & equipment used in operations								
Gross amount	7,846	(269)	-	522	(323)	55	87	**7,918**
Depreciation and impairment[1]	(3,885)	126	-	(372)	231	(32)	(54)	**(3,986)**
CARRYING AMOUNT	**3,961**	**(143)**	**-**	**150**	**(92)**	**23**	**33**	**3,932**
Intangible assets								
Gross amount	4,916	14	-	426	(97)	11	(3)	**5,267**
Amortisation and impairment	(3,372)	12	-	(324)	39	(10)	(37)	**(3,692)**
CARRYING AMOUNT	**1,544**	**26**	**-**	**102**	**(58)**	**1**	**(40)**	**1,575**

(1) Including depreciation on fixed assets let to third parties.

(in millions of euros)	01/01/2014 Restated	Changes in scope	Transfers in non-current assets held for sale	Increases (Acquisitions, business combinations)	Decreases (disposals and redemptions)	Translation adjustments	Other movements	31/12/2014 Restated
Property, plant & equipment used in operations								
Gross amount	7,536	-	-	486	(361)	14	171	**7,846**
Depreciation and impairment[1]	(3,639)	-	-	(376)	239	(16)	(93)	**(3,885)**
CARRYING AMOUNT	**3,897**	**-**	**-**	**110**	**(122)**	**(2)**	**78**	**3,961**
Intangible assets								
Gross amount	4,620	-	-	343	(53)	8	(2)	**4,916**
Amortisation and impairment	(3,048)	-	-	(306)	33	(8)	(43)	**(3,372)**
CARRYING AMOUNT	**1,572**	**-**	**-**	**37**	**(20)**	**-**	**(45)**	**1,544**

(1) Including depreciation on fixed assets let to third parties.

6.18 Goodwill

(in millions of euros)	31/12/2014 Restated Gross	31/12/2014 Restated Net	Increases (Acquisitions)	Decreases (Divestments)	Impairment losses during the period	Translation adjustments	Other movements	31/12/2015 Gross	31/12/2015 Net
French retail banking	**5,263**	**5,263**	**-**	**-**	**-**	**-**	**-**	**5,263**	**5,263**
o/w LCL Group	5,263	5,263	-	-	-	-	-	5,263	5,263
International retail banking	**3,391**	**2,018**	**-**	**-**	**-**	**(57)**	**-**	**3,318**	**1,961**
o/w Italy	2,872	1,660	-	-	-	-	-	2,872	1,660
o/w Poland	265	265	-	-	-	(44)	-	221	221
o/w Ukraine	68	-	-	-	-	-	-	50	-
o/w other countries	186	93	-	-	-	(13)	-	175	80
Savings management and Insurance	**4,579**	**4,555**	**78**	**-**	**-**	**194**	**-**	**4,827**	**4,827**
o/w asset management	2,073	2,073	78	-	-	7	-	2,158	2,158
o/w investor services	655	655	-	-	-	-	-	655	655
o/w insurance	1,214	1,214	-	-	-	-	-	1,214	1,214
o/w international private banking	637	613	-	-	-	187	-	800	800
Specialised financial services	**2,735**	**1,022**	**-**	**-**	**-**	**-**	**-**	**2,713**	**1,022**
o/w Consumer finance	1,714	953	-	-	-	-	-	1,692	953
o/w Consumer finance – Agos	569	-	-	-	-	-	-	569	-
o/w Consumer finance – Car partnerships	-	-	-	-	-	-	-	-	-
o/w Factoring	452	69	-	-	-	-	-	452	69
Corporate and investment banking	**1,701**	**476**	**-**	**-**	**-**	**-**	**-**	**1,701**	**476**
Corporate centre	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
TOTAL	**17,669**	**13,334**	**78**	**-**	**-**	**137**	**-**	**17,822**	**13,549**
Group Share	17,250	13,091	58	-	-	131	(113)	17,261	13,167
Non-controlling interests	419	243	20			6	113	561	382

DETERMINING THE VALUE IN USE OF THE CGUS

Goodwill was subject to impairment tests based on the assessment of the value in use of the cash generating units (CGU) to which it is associated. The determination of value in use was calculated by discounting the CGUs' estimated future cash flows calculated from activities forecasts developed for Group management purposes. These forecasts do not include the positive effects resulting from the implementation of the mid-term plan namely *Ambition Stratégique 2020*.

The following assumptions were made:

- a return to growth in the Eurozone, which will nevertheless remain fragile and patchy: a gradual recovery in France, on the back of consumption, growth edging back in Italy. Despite bouts of volatility, long-term interest rates in Europe are expected to remain low, although they will gradually rise;
- growth in the United States will continue in 2016 thanks to consumer spending and an accommodating monetary policy, prior to settling down to a long-term trend;
- growth in emerging countries is expected to improve very slightly in view of the wide variation in situations: a slowdown in the Chinese economy lasting a number of years, an improvement in Brazil and Russia, which will drag themselves out of recession.

At 31 December 2015, perpetual growth rates, discount rates and capital allocated rates were distributed by business lines as shown below:

In 2015	Perpetual growth rates	Discount rates	Capital allocated
French retail banking	2.0%	8.00%	8.0%
International retail banking	2.0% to 5.0%	9.1% to 16.9%	9.5%
Specialised financial services	2.0%	8.0% to 8.5%	8.0% to 9.5%
Savings management and Insurance	2.0%	8.0% to 8.9%	9.5% 80% of solvability margin (Insurance)
Corporate and investment banking	2.0%	9.7%	9.5%

The increase by the European Central Bank (ECB) of prudential requirements under Pillar 1 and Pillar 2 with effect from 2016 has led Crédit Agricole S.A. to raise the level of capital allocated as a percentage of risk weighted assets for some entities.

At 31 December 2015, capital allocated to Corporate and investment banking, Savings management and Insurance, Asset servicing, Consumer finance and International retail banking activities rose to 9.5% of risk weighted assets.

The calculation of discount rates at 31 December 2015 for all business lines reflects the lasting decline in long-term interest rates witnessed over the past several years in Europe, particularly in France. This has led to a reduction in rates applied to French subsidiaries by around 30 basis points compared with the end of 2014, consistent with the rate assumptions used to calculate three-year projections and budgets.

Perpetual growth rates at 31 December 2015 are similar to those used at 31 December 2014, except the rate used to measure activities in Poland to reflect the more optimistic growth forecasts of Crédit Agricole S.A. for this country.

SENSITIVITY OF CGUS VALUATION TO THE MAIN VALUATION PARAMETERS

	Sensitivity to capital allocated	Sensitivity to discount rates		Sensitivity to cost of risk in the final year	
In 2015	+100 bp	-50 bp	+50 bp	-10 bp	+10 bp
French retail banking	(4.2%)	7.9%	(6.7%)	8.7%	(8.7%)
International retail banking	(5.5%)	6.3%	(5.5%)	4.3%	(4.3%)
Specialised financial services	(1.2%)	9.0%	(7.7%)	6.2%	(6.2%)
Savings management and Insurance	(2.9%)	7.8%	(6.6%)	n.m.	n.m.
Corporate and investment banking	(1.5%)	6.9%	(6.0%)	2.1%	(2.1%)

Sensitivity tests were conducted on goodwill Group share with changes in the main valuation parameters applied equally for all CGUs. These tests showed that the French retail banking – LCL CGU is the most sensitive to the downgraded parameters of the model.

- With regard to financial parameters, tests only identify an indication of impairment for the French retail banking – LCL CGU. Indeed:
  - a variation of +50 basis points in discount rates would lead to an impairment charge of about €270 million on the French retail banking – LCL CGU,
  - a variation of +100 basis points in the level of equity allocated to the banking CGUs would lead to an impairment charge of about €20 million on the French retail banking – LCL CGU.

- With regard to operational parameters, these showed that the valuation of CGUs is particularly sensitive to downgraded cost-of-risk assumptions in the terminal year. Therefore:
  - a variation of +10% in cost of risk during the terminal year would lead to an impairment charge of around €550 million, allocated as follows:
    - €480 million on the French retail banking – LCL CGU,
    - €60 million on the Crédit Agricole Consumer Finance CGU,
    - €10 million on the Crédit Agricole Poland CGU,
  - a variation of 100 basis points in the cost/income ratio in the terminal year would not result in impairment of any CGU. Conversely, a variation of 200 basis points would result in an impairment of about €220 million on the French retail banking – LCL CGU and of about €10 million on the Crédit Agricole Poland CGU.

6.19 Insurance company technical reserves

BREAKDOWN OF INSURANCE TECHNICAL RESERVES

	31/12/2015				
(in millions of euros)	Life	Non-life	International	Creditor	Total
Insurance contracts	149,093	3,414	13,140	1,542	**167,189**
Investment contracts with discretionary profit-sharing	94,317	-	10,825	-	**105,142**
Investment contracts without discretionary profit-sharing	2,349	-	1,139	-	**3,488**
Deferred participation benefits (liability)	18,612	-	701	-	**19,313**
Other technical reserves	-	-	-	-	**-**
Total technical reserves	**264,371**	**3,414**	**25,805**	**1,542**	**295,132**
Deferred participation benefits (asset)	-	-	-	-	**-**
Reinsurers' share of technical reserves	(817)	(214)	(50)	(302)	**(1,382)**
NET TECHNICAL RESERVES	**263,554**	**3,200**	**25,755**	**1,240**	**293,750**

	31/12/2014 Restated				
(in millions of euros)	Life	Non-life	International	Creditor	Total
Insurance contracts	142,896	3,134	11,901	1,495	**159,426**
Investment contracts with discretionary profit-sharing	90,133	-	9,294	-	**99,427**
Investment contracts without discretionary profit-sharing	2,334	-	748	-	**3,082**
Deferred participation benefits (liability)	21,483	-	643	-	**22,126**
Other technical reserves	-	-	-	-	**-**
Total technical reserves	**256,846**	**3,134**	**22,586**	**1,495**	**284,061**
Deferred participation benefits (asset)	-	-	-	-	**-**
Reinsurers' share of technical reserves	(740)	(205)	(49)	(311)	**(1,305)**
NET TECHNICAL RESERVES	**256,106**	**2,929**	**22,537**	**1,184**	**282,756**

Reinsurers' share in technical reserves and other insurance liabilities is recognised under "Accruals, prepayments and sundry liabilities".

Deferred policyholders' profit-sharing, before tax, at 31 December 2015 and 31 December 2014 breaks down as follows:

Deferred participation benefits	**31/12/2015 Deferred participation benefits in liabilities**	**31/12/2014 Restated Deferred participation benefits in liabilities**
Deferred participation on revaluation of held-for-sale securities and hedging derivatives	17,225	20,562
o/w deferred participation on revaluation of held-for-sale securities[1]	*15,568*	*19,633*
o/w deferred participation hedging derivatives	*1,657*	*929*
Deferred participation on trading securities mark-to-market *adjustment*	(711)	494
Other deferred participation (liquidity risk reserve cancellation)	2,799	1,070
TOTAL	**19,313**	**22,126**

(1) See Note 6.4 "Available-for-sale financial assets".

6.20 Provisions

(in millions of euros)	31/12/2014 Restated	Changes in scope	Depreciation charges	Reversals, amounts used	Reversals, amounts not used	Translation adjustments	Transfers in non-current assets held for sale	Other movements	31/12/2015
Home purchase savings plan risks	410	-	46	-	(76)	-	-	-	**380**
Financing commitment execution risks	238	2	100	(2)	(105)	(17)	-	(1)	**215**
Operational risks	68	-	27	(8)	(24)	-	-	1	**64**
Employee retirement and similar benefits	1,801	1	129	(203)	(40)	28	-	3	**1,719**
Litigation	1,240	(1)	675	(913)	(123)	43	-	(2)	**919**
Equity investments	10	-	3	(3)	(5)	-	-	1	**6**
Restructuring	22	(3)	-	(2)	(1)	-	-	(4)	**12**
Other risks	927	1	260	(41)	(385)	(5)	-	19	**776**
TOTAL	**4,716**	**-**	**1,240**	**(1,172)**	**(759)**	**49**	**-**	**17**	**4,091**

(in millions of euros)	01/01/2014 Restated	Changes in scope	Depreciation charges	Reversals, amounts used	Reversals, amounts not used	Translation adjustments	Transfers in non-current assets held for sale	Other movements	31/12/2014 Restated
Home purchase savings plan risks	333	-	77	-	-	-	-	-	**410**
Financing commitment execution risks	299	-	130	(168)	(36)	3	-	10	**238**
Operational risks	65	-	28	(8)	(17)	-	-	-	**68**
Employee retirement and similar benefits	1,566	-	184	(207)	(52)	11	(2)	301	**1,801**
Litigation	1,193	1	224	(111)	(115)	46	-	2	**1,240**
Equity investments	8	-	1	-	-	-	-	1	**10**
Restructuring	30	-	6	(11)	(2)	1	-	(2)	**22**
Other risks	981	-	218	(73)	(156)	1	11	(55)	**927**
TOTAL	**4,475**	**1**	**868**	**(578)**	**(378)**	**62**	**9**	**257**	**4,716**

At 31 December 2015, employee retirement and similar benefits included €131 million (€212 million in 2014) of provisions arising from social costs of the adaptation plans and the provision for restructuring includes the non-social costs of those plans.

TAX AUDITS

Crédit Agricole S.A. tax audit

Crédit Agricole S.A. underwent a tax audit covering the years 2012 and 2013.

The tax authority issued a tax adjustment notice rejecting the tax deduction applied, following the loss on disposal of Emporiki shares resulting from the capital increase carried out on 28 January 2013, four days before Emporiki was sold to Alpha Bank.

The tax authorities dispute the fact that the securities of this subsidiary were treated as investment securities.

This adjustment is being contested. In view of the circumstances of the case, no provision has been set aside.

LCL tax audit

In 2010 and 2011, LCL was the object of an audit of accounts covering years 2007, 2008 and 2009, as well as an audit on regulated savings. All the resulting financial consequences have been paid, with only one adjustment currently being the subject of a dispute.

Since March 2015, LCL has been the object of an audit of accounts and audit of regulated savings, covering financial years 2011, 2012 and 2013. An adjustment notice suspending the limitation period was received in late 2015 for 2012 only (no adjustment for 2011). A report was drawn up documenting the failings in terms of regulated savings for 2011.

The provision recognised covers the estimated risk. The audit is still ongoing.

Crédit Agricole CIB Paris tax audit

Crédit Agricole CIB was the object of an audit of accounts covering financial years 2008, 2009 and 2010. An adjustment notice was received in late 2013. Crédit Agricole CIB contested virtually all of the proposed adjustments with reasoned arguments. A provision was recognised to cover the estimated risk. Discussions with the tax authorities continued in 2015. Since they were still ongoing at 31 December 2015, this provision is maintained.

Merisma tax audit

Merisma, a Crédit Agricole CIB subsidiary, consolidated by Crédit Agricole S.A. Group for tax purposes, has been the object of tax adjustment notices for financial years 2006 to 2010, plus surcharges for abuse of law.

Although still challenged, provisions have been set aside for the adjustments.

Crédit Agricole CIB Milan tax audit

Crédit Agricole CIB Milan, during each of the last several years, following audits of its accounts, has received tax adjustment notices issued by the Italian tax authorities for financial years 2005 to 2011. Crédit Agricole CIB challenged the proposed adjustments. At the same time, it has referred the case to the competent French and Italian authorities for all years. A provision was recognised to cover the estimated risk.

CLSA liability guarantee

In 2013 Crédit Agricole S.A. Group sold the CLSA entities to the Chinese group CITICS.

Following tax adjustments made to some CLSA entities in India and the Philippines, CITICS invoked the liability guarantee against Crédit Agricole S.A. Group. Reasoned arguments have been submitted challenging the adjustments. A provision was recognised to cover the estimated risk.

Crédit Agricole Private Banking

Crédit Agricole Private Banking underwent a tax audit covering the years 2012 and 2013. It received an adjustment notice in late 2015.

Crédit Agricole Private Banking will submit reasoned arguments challenging most of the adjustments. A provision has been set aside for the amount of the estimated risks.

Crédit Agricole Assurances tax audit

Crédit Agricole Assurances underwent a tax audit covering the years 2008 and 2009. The adjustment notified was not material, and it has been fully challenged. It was not provisioned, given the opinion of Crédit Agricole S.A. Group Tax department.

Pacifica tax audit

Pacifica underwent a tax audit covering the years 2009 and 2010. A comprehensive settlement notice has been issued. Only one notified adjustment, which is fully provisioned, remains outstanding and is currently the subject of a dispute.

INQUIRIES AND DEMANDS OF LEGAL INFORMATION

Adding to the OFAC Litigation (2.3) and the US Program with Switzerland (2.4) presented in the Note 2 "Major structural transactions and material events during the period", the main cases linked to inquiries and demands of legal information are:

Euribor/Libor and other indexes

The European Commission sent on 21st May of 2014 to Crédit Agricole S.A. and Crédit Agricole CIB, a list of grievances relative to joint agreements or practices aiming at preventing, restricting or distorting the competition on derivatives linked to Euribor. Crédit Agricole S.A. and Crédit Agricole CIB answered about those grievances to the European Commission and defended orally their own argues during June 2015. The date of the release of the decision by the European Commission is not known yet.

Furthermore, as contributors to several interbank rates, Crédit Agricole S.A. and Crédit Agricole CIB received demands of information from different authorities of several countries (the USA, Switzerland, Korea). These demands are part of inquiries relative on one hand to the determination of the Libor rate (London Interbank Offered Rates) on several currencies, of the Euribor rate (Euro Interbank Offered Rate) and of other market indexes and relative to operations linked to these rates and indexes on the other hand. These demands covered several periods from 2005 to 2012. It is impossible to determine the conclusion and the ending date of those inquiries.

Finally, Crédit Agricole S.A. and Crédit Agricole CIB have been involved with other financial institutions in two class actions in the USA. Both are defenders in one ("Sullivan" for Euribor) and only Crédit Agricole S.A. for the other one ("Lieberman" for Libor). These class actions are still under preliminary exam to determine their admissibility. "Lieberman" class action is currently suspended for procedural reasons in front of the US District Court of New York State. For the "Sullivan" class action, Crédit Agricole S.A. and Crédit Agricole CIB deposited a motion to dismiss. These class actions are civil actions in which demanders, as victims of the terms of the setting of Euribor and Libor indexes, ask for the refund of amounts illegitimately received, damages and the paid back of fees.

Bonds SSA

Several regulators have demanded information to Crédit Agricole CIB for inquiries relative to activities of different banks involved on Bonds SSA market (Supranational, Sub-Sovereign and Agencies). Through the cooperation with these regulators, Crédit Agricole CIB has been proceeding to intern inquiries to gather the asking information. This process is carrying on in 2016. For the moment, it is impossible to determine the conclusion and the ending date of those inquiries.

HOME PURCHASE SAVINGS PLAN PROVISION

DEPOSITS COLLECTED IN HOME PURCHASE SAVINGS ACCOUNTS AND PLANS DURING THE SAVINGS PHASE

(in millions of euros)	31/12/2015	31/12/2014 Restated
Home purchase savings plans		
Under 4 years old	33,038	22,698
Between 4 and 10 years old	25,103	25,046
Over 10 years old	26,448	28,846
Total home purchase savings plans	**84,589**	**76,590**
Total home purchase savings accounts	**11,554**	**11,895**
TOTAL DEPOSITS COLLECTED UNDER HOME PURCHASE SAVINGS CONTRACTS	**96,143**	**88,485**

Age of plan is determined in accordance with CRC Regulation 2007-01 of 14 December 2007.

Customer deposits outstanding, excluding government subsidies, are based on carrying amount at the end of November 2015 for the financial statements at 31 December 2015 and at the end of November 2014 for the financial statements at 31 December 2014.

OUTSTANDING LOANS GRANTED TO HOLDERS OF HOME PURCHASE SAVINGS ACCOUNTS AND PLANS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Home purchase savings plans	15	24
Home purchase savings accounts	100	147
TOTAL OUTSTANDING LOANS GRANTED UNDER HOME PURCHASE SAVINGS CONTRACTS	**115**	**171**

PROVISION FOR HOME PURCHASE SAVINGS ACCOUNTS AND PLANS

(in millions of euros)	31/12/2015	31/12/2014 Restated
Home purchase savings plans		
Under 4 years old	19	12
Between 4 and 10 years old	9	10
Over 10 years old	352	388
Total home purchase savings plans	**380**	**410**
Total home purchase savings accounts	**-**	**-**
TOTAL PROVISIONS FOR HOME PURCHASE SAVINGS CONTRACTS	**380**	**410**

(in millions of euros)	31/12/2014 Restated	Depreciation charges	Reversals	Other movements	31/12/2015
Home purchase savings plans	410	46	(76)	-	380
Home purchase savings accounts	-	-	-	-	-
TOTAL PROVISIONS FOR HOME PURCHASE SAVINGS CONTRACTS	**410**	**46**	**(76)**	**-**	**380**

Age plan is determined based on the date of the midway point in the generation of plans to which they belong.

All of the home purchase savings plans and accounts collected by the Regional Banks are recognised at 100% as liabilities in the consolidated financial statements of Crédit Agricole S.A. Group.

Half of the amount of outstanding loans related to home purchase savings plans and accounts is recognised by Crédit Agricole S.A. Group and the other half by the Regional Banks in the tables above.

The amounts recognised under provisions represent the portion of risk borne by Crédit Agricole S.A. and LCL. The risk borne by the Regional Banks is recognised based on their consolidation using the equity method.

Consequently, the ratio between the provision booked and the outstanding amounts shown on Crédit Agricole S.A. Group's balance sheet is not representative of the level of provisioning for home purchase savings risk.

6.21 Equity

OWNERSHIP STRUCTURE AT 31 DECEMBER 2015

At 31 December 2015, to the knowledge of Crédit Agricole S.A., the distribution of capital and voting rights is as follows:

Shareholders	Number of shares at 31/12/2015	% of the share capital	% of voting rights
SAS Rue La Boétie	1,496,459,967	56.70%	56.79%
Treasury shares	4,027,798	0.15%	-
Employees (ESOP)	96,687,650	3.66%	3.67%
Public	1,042,151,542	39.49%	39.54%
TOTAL	**2,639,326,957**	**100.00%**	**100.00%**

Crédit Agricole S.A.'s share capital amounted to €7,917,980,871 divided into 2,639,326,957 fully paid up ordinary shares each with a par value of €3.

SAS Rue La Boétie is wholly owned by the Regional Banks. Given the Group's equity structure and the resulting break in the chain of control, the Regional Banks' interests in SAS Rue La Boétie are recognised in the consolidated financial statements of Crédit Agricole S.A. at its share in the Regional Banks.

The treasury shares are held as part of Crédit Agricole S.A.'s share buyback programme designed to cover stock options and as part of a share liquidity agreement.

Concerning Crédit Agricole S.A. stock, a liquidity agreement was signed on 25 October 2006 with Crédit Agricole Cheuvreux S.A., purchased by Kepler, and renamed Kepler Cheuvreux in 2013.

This agreement is automatically renewed every year. So that the operator can conduct the operations stipulated in the agreement with complete independence the agreement has been allocated an amount of €50 million.

To the Company's knowledge, no other shareholder owns 5% or more of the share capital or voting rights, either directly or indirectly or with others.

PREFERRED SHARES

Issuer	Issue date	Issue amount *(in millions of dollars)*	Issue amount *(in millions of euros)*	31/12/2015 *(in millions of euros)*	31/12/2014 Restated *(in millions of euros)*
CA Preferred Funding LLC	January 2003			-	1,235
CA Preferred Funding LLC	December 2003			-	550
TOTAL		**-**	**-**	**-**	**1,785**

Trusts 1 and 3 of CA Preferred Funding LLC were liquidated on 30 September 2015.

EARNINGS PER SHARE

	31/12/2015	31/12/2014 Restated
Net income Group share during the period *(in millions of euros)*	3,516	2,344
Net income attributable to undated deeply subordinated securities	(353)	(221)
Net income attributable to holders of ordinary shares	**3,163**	**2,123**
Weighted average number of ordinary shares in circulation during the period	2,609,187,553	2,540,105,087
Adjustment ratio	1.000	1.000
Weighted average number of ordinary shares for calculation of diluted earnings per share	2,609,187,553	2,540,105,087
BASIC EARNINGS PER SHARE *(in euros)*	**1.212**	**0.836**
Basic earnings per share from ongoing activities *(in euros)*	**1.220**	**0.839**
Basic earnings per share from discontinued operations *(in euros)*	**(0.008)**	**(0.003)**
DILUTED EARNINGS PER SHARE *(in euros)*	**1.212**	**0.836**
Diluted earnings per share from ongoing activities *(in euros)*	**1.220**	**0.839**
Diluted earnings per share from discontinued operations *(in euros)*	**(0.008)**	**(0.003)**

Earnings per share calculation includes the issuance costs and accrued interest on subordinated and deeply subordinated Additional Tier 1 debt issued in 2015 for the amount of -€353 million (-€221 million in 2014).

Taking into consideration the change in the average price of Crédit Agricole S.A. share, all Crédit Agricole S.A. stock option plans are non-dilutive. Without any dilutive issue by Crédit Agricole S.A., the basic earnings per share are identical to the diluted earnings per share.

6

DIVIDENDS

In respect of 2015, the Crédit Agricole S.A. Board of Directors' Meeting of 16 February 2016 decided to recommend the General Meeting of Shareholders of 19 May 2016 the payment of a scrip dividend of €0.60 per share, corresponding to a payout ratio of 50% (excluding treasury shares) of net income attributable to shareholders on a consolidated basis, plus a 10% loyalty bonus for shares eligible for a higher dividend at the date the dividend is paid.

Two dividend payment options will be proposed to shareholders: full payment in cash; or payment in new Crédit Agricole S.A. shares. This option applies to 100% of the dividend. The price of newly issued shares will not be less than 90% of the average stock prices over the 20 stock market trading days preceding the General Meeting of Shareholders decision date, less the net amount of the dividend. The discount of 10% corresponds to the maximum discount authorised by Article L. 232-19 of the French Commercial Code regarding scrip dividends.

	2015	2014	2013	2012	2011
Ordinary dividend	0.60	0.35	0.35	-	-
Loyalty dividend	0.660	0.385	0.385	-	-

DIVIDENDS PAID DURING THE REPORTING PERIOD

In respect of 2014, the General Meeting of Shareholders of 20 May 2015 voted to pay a dividend of €0.35 per share, with a 10% loyalty bonus for eligible shares and the option of taking the dividend in either cash or new shares.

An option was proposed to each shareholder between payment of the dividend in cash or payment in new Crédit Agricole S.A. shares. This option covered 100% of the dividend per share based on a price for newly issued shares equal to 90% of the average listed stock price over the 20 stock market trading sessions preceding the date of the decision by the General Meeting of Shareholders, less the net amount of the dividend. The discount of 10% corresponds to the maximum discount authorised by Article L. 232-19 of the French Commercial Code regarding scrip dividends.

Dividends of €906 million are shown in the statement of changes in equity. Payment was made as follows: €759 million in Crédit Agricole S.A. shares (an issue of 62,378,103 shares) and €147 million in cash.

APPROPRIATION OF NET INCOME

The proposed appropriation of net income is set out in the draft resolutions to be presented by the Board of Directors at Crédit Agricole S.A.'s Combined General Meeting on Thursday, 19 May 2016.

Crédit Agricole S.A. posted net income of €1,445,949,816.61 in 2015.

The Board of Directors proposes that the General Meeting of Shareholders agree:

- to record that profit for the financial year and distributable earnings amount respectively to €1,445,949,816.61 and €3,653,726,402.20, taking into account retained earnings of €2,207,776,585.59;
- to set the ordinary dividend at €0.60 per share, and the loyalty dividend at €0.66 per share, rounded to the lower rounding figure, for shares meeting the eligibility conditions for the loyalty dividend at the date of the actual dividend payment;
- to transfer €18,888,354.90 from net income for the year to the legal reserve to raise it to 10% of the share capital;
- to distribute the dividend charged against profit for the year in a maximum amount of €1,593,022,912.92(1);
- to allocate the undistributed balance of €2,041,815,134.38(1) to retained earnings.

(1) This amount will be adjusted where appropriate to reflect the following events: (a) creation of new shares eligible for dividends before the ex-dividend date, (b) change in the number of treasury shares prior to the ex-dividend date, (c) loss of entitlement to the additional 10% dividend for some registered shares before the payment date

UNDATED SUBORDINATED AND DEEPLY SUBORDINATED DEBT (TSS)

The main issues of undated subordinated and deeply subordinated debt affecting Equity, Group share are:

Issue date	Currency	Amount in currency at 31/12/2014 *(in millions of units)*	Partial repurchases and redemptions *(in millions of units)*	Amount in currency at 31/12/2015 *(in millions of units)*	Amount in euros at inception rate *(in millions of euros)*	Interests paid at 31 December 2015 *(in millions of euros)*	Issuance costs net of taxes *(in millions of euros)*	Shareholders' equity Group share *(in millions of euros)*
23/01/2014	USD	1,750	-	1,750	1,283	(222)	(8)	1,053
08/04/2014	GBP	500	-	500	607	(85)	(4)	518
08/04/2014	EUR	1,000	-	1,000	1,000	(111)	(6)	883
18/09/2014	USD	1,250	-	1,250	971	(93)	(6)	872
Crédit Agricole S.A. Issues					**3,861**	**(511)**	**(24)**	**3,326**
14/10/2014	EUR					(34)	(3)	(37)
13/01/2015	EUR					-	(3)	(3)
Insurance Issues						**(34)**	**(6)**	**(40)**
TOTAL					**3,861**	**(545)**	**(30)**	**3,286**

Changes relating to undated subordinated debt affecting Equity, Group share (Insurance):

Issue date	Currency	Amount in currency at 31/12/2014 *(in millions of units)*	Partial repurchases and redemptions *(in millions of units)*	Amount in currency at 31/12/2015 *(in millions of units)*	Amount in euros at inception rate *(in millions of euros)*
14/10/2014	EUR	745	-	745	745
13/01/2015	EUR	-	-	1,000	1,000
TOTAL				**1,745**	**1,745**

Changes relating to undated subordinated and deeply subordinated debt affecting Equity, Group share are as follows:

(in millions of euros)	31/12/2015	31/12/2014 Restated
Undated deeply subordinated notes		
Interest paid accounted as reserves	(316)	(194)
Income tax savings related to interest to be paid to security holders recognised in net income	120	74
Issuance costs (net of tax)	-	(24)
Undated subordinated notes		
Interest paid accounted as reserves	(34)	-
Income tax savings related to interest to be paid to security holders recognised in net income	13	-
Issuance costs (net of tax)	(3)	(3)

6.22 Non-controlling interests

INFORMATION ON SIGNIFICANT NON-CONTROLLING INTERESTS

The table below presents information on the consolidated subsidiaries and structured entities with significant non-controlling interests in relation to the total equity of the Group or of the sub-group level or where the total balance sheet of the entities held by the non-controlling interests is significant.

	31/12/2015				
(In millions of euros)	% of voting rights held by non-controlling interests	% of ownership interests held by non-controlling interests	Net income allocated to non-controlling interests during the reporting period	Accumulated non-controlling interests at the end of the reporting period	Dividends paid to non-controlling interests
Cariparma Group	23%	23%	59	1,212	32
Amundi Group	26%	26%	120	1,044	52
CACEIS Group	15%	15%	17	199	6
CA Preferred Funding LLC	0%	0%	49	-	54
Agos	39%	39%	102	467	-
Others[(1)]			108	2,700	107
TOTAL			**455**	**5,622**	**251**

(1) *Of which €1,745 million related to the issuance of Additional Tier 1 undated subordinated bonds realised on 14 October 2014 and 13 January 2015 by Crédit Agricole Assurances, accounted for in equity of non-controlling interests.*

	31/12/2014				
(In millions of euros)	% of voting rights held by non-controlling interests	% of ownership interests held by non-controlling interests	Net income allocated to non-controlling interests during the reporting period	Accumulated non-controlling interests at the end of the reporting period	Dividends paid to non-controlling interests
Cariparma Group	23%	23%	46	1,174	28
Amundi Group	21%	21%	106	705	48
CACEIS Group	15%	15%	17	189	9
CA Preferred Funding LLC	0%	94%	112	1,936	127
Agos	39%	39%	39	349	-
Others[(1)]			95	1,699	97
TOTAL			**415**	**6,052**	**309**

(1) *Of which €745 million related to the issuance of Additional Tier 1 undated subordinated bonds realised on 14 October 2014 Crédit Agricole Assurances, accounted for in equity of non-controlling interests.*

INDIVIDUAL SUMMARY FINANCIAL INFORMATION ON SIGNIFICANT NON-CONTROLLING INTERESTS

The table below presents summary information on subsidiaries with significant non-controlling interests for Crédit Agricole S.A. Group on the basis of the IFRS financial statements.

	31/12/2015			
(In millions of euros)	Total assets	Revenues	Net income	Net income and other comprehensive income
Cariparma Group	51,377	1,770	230	266
Amundi Group	12,932	1,657	520	512
CACEIS Group	54,999	748	114	135
CA Preferred Funding LLC	-	12	12	12
Agos	17,154	973	298	300
TOTAL	**136,462**	**5,160**	**1,174**	**1,225**

	31/12/2014			
(In millions of euros)	Total assets	Revenues	Net income	Net income and other comprehensive income
Cariparma Group	52,556	1,809	171	260
Amundi Group	13,249	1,540	489	528
CACEIS Group	50,774	723	(240)	(204)
CA Preferred Funding LLC	1,968	114	114	114
Agos	17,023	975	90	92
TOTAL	**135,570**	**5,161**	**624**	**790**

6.23 Breakdown of financial assets and financial liabilities by contractual maturity

The breakdown of balance sheet financial assets and liabilities is made according to contractual maturity date.

The maturities of derivative instruments held for trading and for hedging correspond to their date of contractual maturity.

Equities and other variable-income securities are by nature without maturity; they are classified "Indefinite".

Value adjustments on interest rate risk hedged portfolios are considered to have an indefinite maturity given the absence of a defined maturity.

	31/12/2015					
(in millions of euros)	≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Cash, central banks	36,176	-	-	-	-	**36,176**
Financial assets at fair value through profit or loss	94,991	23,056	53,301	104,077	72,895	**348,320**
Hedging derivative instruments	1,720	3,034	7,342	12,715	(5)	**24,806**
Available-for-sale financial assets	19,847	23,154	86,581	137,193	31,347	**298,122**
Loans and receivables due from credit institutions	86,618	92,812	123,514	63,371	807	**367,122**
Loans and receivables due from customers	76,387	34,776	117,736	99,110	3,062	**331,071**
Value adjustment on interest rate risk hedged portfolios	13,684	-	-	-	-	**13,684**
Held-to-maturity financial assets	-	2,680	2,382	11,139	-	**16,201**
TOTAL FINANCIAL ASSETS BY MATURITY	**329,423**	**179,512**	**390,856**	**427,605**	**108,106**	**1,435,502**
Central banks	2,257	-	1,403	-	-	**3,660**
Financial liabilities at fair value through profit or loss	72,983	17,179	58,187	106,260	(94)	**254,515**
Hedging derivative instruments	1,475	1,370	7,773	13,094	(5)	**23,707**
Due to credit institutions	62,090	19,175	35,131	22,651	398	**139,445**
Due to customers	427,662	32,127	38,747	5,907	1,284	**505,727**
Debt securities	46,189	55,066	35,378	21,908	-	**158,541**
Subordinated debt	1	953	9,355	12,429	6,686	**29,424**
Value adjustment on interest rate risk hedged portfolios	13,153	-	-	-	-	**13,153**
TOTAL FINANCIAL LIABILITIES BY MATURITY	**625,810**	**125,870**	**185,974**	**182,249**	**8,269**	**1,128,172**

	31/12/2014 Restated					
(in millions of euros)	≤ 3 months	> 3 months up to ≤ 1 year	> 1 year up to ≤ 5 years	> 5 years	Indefinite	Total
Cash, central banks	55,036	-	-	-	-	**55,036**
Financial assets at fair value through profit or loss	103,785	27,562	74,807	135,160	64,258	**405,572**
Hedging derivative instruments	2,609	1,190	8,405	18,219	-	**30,423**
Available-for-sale financial assets	14,890	19,930	89,081	129,736	29,739	**283,376**
Loans and receivables due from credit institutions	99,448	79,597	126,393	62,178	593	**368,209**
Loans and receivables due from customers	69,461	39,645	108,387	93,654	3,232	**314,379**
Value adjustment on interest rate risk hedged portfolios	16,740	-	-	-	-	**16,740**
Held-to-maturity financial assets	-	598	4,429	10,934	-	**15,961**
TOTAL FINANCIAL ASSETS BY MATURITY	**361,969**	**168,522**	**411,502**	**449,881**	**97,822**	**1,489,696**
Central banks	3,011	-	1,400	-	-	**4,411**
Financial liabilities at fair value through profit or loss	105,802	17,320	68,427	129,704	1	**321,254**
Hedging derivative instruments	3,546	934	8,772	14,433	-	**27,685**
Due to credit institutions	77,641	10,274	29,464	22,536	1,261	**141,176**
Due to customers	398,575	32,619	35,037	6,354	1,399	**473,984**
Debt securities	37,647	41,434	60,439	33,401	-	**172,921**
Subordinated debt	466	137	9,055	8,569	7,710	**25,937**
Value adjustment on interest rate risk hedged portfolios	16,338	-	-	-	-	**16,338**
TOTAL FINANCIAL LIABILITIES BY MATURITY	**643,026**	**102,718**	**212,594**	**214,997**	**10,371**	**1,183,706**

NOTE 7 Employee benefits and other compensation

7.1 Analysis of employee expenses

(in millions of euros)	31/12/2015	31/12/2014 Restated
Salaries[1]	(4,426)	(4,261)
Contributions to defined-contribution plans	(375)	(361)
Contributions to defined-benefit plans	(27)	(79)
Other social security expenses	(1,097)	(1,047)
Profit-sharing and incentive plans	(235)	(229)
Payroll-related tax	(348)	(358)
TOTAL EMPLOYEE EXPENSES	**(6,508)**	**(6,335)**

(1) Regarding deferred variable compensation paid to market professionals, the Crédit Agricole S.A. Group booked a charge for share-based payments of €56 million at 31 December 2015 compared to €53 million at 31 December 2014.

7.2 Headcount at year-end

Number of employees	31/12/2015	31/12/2014
France	37,559	38,053
International	33,936	34,514
TOTAL	**71,495**	**72,567**

7.3 Post-employment benefits, defined-contribution plans

Employers contribute to a variety of compulsory pension schemes. Plan assets are managed by independent organisations and the contributing companies have no legal or implied obligation to pay additional contributions if the funds do not have sufficient assets to cover all benefits corresponding to services rendered by employees during the year and during prior years. Consequently, Crédit Agricole S.A. Group companies have no liability in this respect other than the contributions payable.

Within the Group, there are several compulsory defined-contribution plans, the main ones being Agirc/Arrco, which are French supplementary retirement plans, and some supplementary plans in place notably within UES Crédit Agricole S.A.

ANALYSIS OF SUPPLEMENTARY PENSION PLANS IN FRANCE

Business Line	Entity	Compulsory supplementary pension plans	Number of employees covered. Estimate at 31/12/2015	Number of employees covered. Estimate at 31/12/2014
Central Support Functions	UES Crédit Agricole S.A.	Agriculture industry plan 1.24%	2,843	2,887
Central Support Functions	UES Crédit Agricole S.A.	"Article 83" Group Executive managers plan	211	216
French retail banking	LCL	"Article 83" Group Executive managers plan	330	312
Corporate and investment banking	CACIB	"Article 83" type plan	4,802	4,836
Corporate and investment banking	IPB/IG/CAPB[1]	"Article 83" type plan	534	527
Asset management and Insurance	Predica/CAA/Caagis/Pacifica/SIRCA	Agriculture industry plan 1.24%	3,351	3,149
Asset management and Insurance	Predica/CAA/Caagis/Pacifica/CACI	"Article 83" Group Executive managers plan	69	73
Asset management and Insurance	CACI	"Article 83" type plan	192	190

(1) Indosuez Private Banking/Indosuez Gestion/CA Private Banking.

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7.4 Post-employment benefits, defined-benefit plans

CHANGE IN ACTUARIAL LIABILITY

	31/12/2015			31/12/2014 Restated
(in millions of euros)	Eurozone	Outside Eurozone	All Zones	All Zones
Actuarial liability at 31/12/N-1	**1,483**	**1,456**	**2,939**	**2,491**
Translation adjustments	-	129	**129**	**68**
Current service cost during the period	54	43	**97**	**78**
Financial cost	22	41	**63**	**77**
Employee contributions	-	12	**12**	**12**
Benefit plan changes, withdrawals and settlement	(38)	(5)	**(43)**	**(1)**
Changes in scope	15	(2)	**13**	**(31)**
Benefits paid (mandatory)	(90)	(95)	**(185)**	**(117)**
Taxes, administrative expenses, and bonuses	-	-	**-**	**-**
Actuarial (gains)/losses arising from changes in demographic assumptions(1)	23	(15)	**7**	**(25)**
Actuarial (gains)/losses arising from changes in financial assumptions(1)	(55)	25	**(30)**	**387**
ACTUARIAL LIABILITY AT 31/12/N	**1,414**	**1,589**	**3,002**	**2,939**

BREAKDOWN OF NET CHARGE RECOGNISED IN THE INCOME STATEMENT

	31/12/2015			31/12/2014 Restated
(in millions of euros)	Eurozone	Outside Eurozone	All Zones	All Zones
Service cost	15	38	**53**	**78**
Income/expenses on net interests	12	6	**18**	**24**
IMPACT IN PROFIT AND LOSS AT 31/12/N	**27**	**44**	**71**	**102**

BREAKDOWN OF CHARGE RECOGNISED IN OCI THAT WILL NOT BE RECLASSIFIED TO PROFIT AND LOSS

	31/12/2015			31/12/2014 Restated
(in millions of euros)	Eurozone	Outside Eurozone	All Zones	All Zones
Revaluation from net liabilities (from net assets)	-	-	-	-
Total amount of actuarial gains or losses recognised in OCI that will not be reclassified to profit and loss at 31/12/N-1	**340**	**233**	**573**	**274**
Translation adjustment	-	23	23	9
Actuarial gains/losses on assets	3	40	43	(72)
Actuarial (gains)/losses arising from changes in demographic assumptions(1)	23	(16)	7	(25)
Actuarial (gains)/losses arising from changes in financial assumptions(1)	(55)	25	(30)	387
Adjustment of assets restriction's impact				
IMPACT IN OCI AT 31/12/N	**(29)**	**72**	**43**	**299**

(1) Of which actuarial gains/losses related to experience adjustment.

CHANGE IN FAIR VALUE OF ASSETS

	31/12/2015			31/12/2014 Restated
(in millions of euros)	Eurozone	Outside Eurozone	All Zones	All Zones
Fair value of assets at 31/12/N-1	**367**	**1,203**	**1,570**	**1,351**
Translation adjustments	-	103	**103**	**59**
Interests on asset (income)	6	36	**42**	**46**
Actuarial gains/(losses)	(2)	(40)	**(42)**	**73**
Employer contributions	17	29	**46**	**108**
Employee contributions	-	12	**12**	**12**
Benefit plan changes, withdrawals and settlement	-	-	**-**	**-**
Changes in scope	2	(2)	**-**	**(8)**
Tax, administrative costs and bonuses	(1)	-	**(1)**	**(1)**
Benefits paid out under the benefit plan	(14)	(89)	**(103)**	**(70)**
FAIR VALUE OF ASSETS AT 31/12/N	**375**	**1,252**	**1,627**	**1,570**

CHANGE IN FAIR VALUE OF REIMBURSEMENT RIGHTS

	31/12/2015			31/12/2014 Restated
(in millions of euros)	Eurozone	Outside Eurozone	All Zones	All Zones
Fair value of reimbursement rights at 31/12/N-1	**261**	**-**	**261**	**235**
Translation adjustments	-	-	**-**	**-**
Interests on reimbursement rights	4	-	**4**	**7**
Actuarial gains/(losses)	(1)	-	**(1)**	**(1)**
Employer contributions	52	-	**52**	**22**
Employee contributions	-	-	**-**	**-**
Benefit plan changes, withdrawals and settlement	-	-	**-**	**-**
Changes in scope	9	-	**9**	**-**
Tax, administrative costs and bonuses	-	-	**-**	**-**
Benefits paid out under the benefit plan	(36)	-	**(36)**	**(2)**
FAIR VALUE OF REIMBURSEMENT RIGHTS AT 31/12/N	**289**	**-**	**289**	**261**

NET POSITION

	31/12/2015			31/12/2014 Restated
(in millions of euros)	Eurozone	Outside Eurozone	All Zones	All Zones
Closing actuarial liability	**(1,413)**	**(1,589)**	**(3,002)**	**(2,939)**
Impact of asset restriction	-	-	-	-
Fair value of assets at end of period	376	1,251	1,627	1,570
NET POSITION OF ASSETS/(LIABILITIES) AT END OF PERIOD	**(1,037)**	**(338)**	**(1,375)**	**(1,369)**

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DEFINED-BENEFIT PLANS: MAIN ACTUARIAL ASSUMPTIONS

	31/12/2015		31/12/2014	
(in millions of euros)	Eurozone	Outside Eurozone	Eurozone	Outside Eurozone
Discount rate[1]	1.66%	2.42%	1.54%	2.65%
Actual return on plan assets and on reimbursement rights	1.16%	0.21%	4.17%	9.31%
Expected salary increase rates[2]	1.36%	1.83%	1.83%	2.40%
Rate of change in medical costs	4.60%	10.00%	4.30%	10.00%

(1) Discount rates are determined as a function of the average duration of the commitment that is the arithmetic mean of durations calculated between the assessment date and the payment date weighted by assumptions of staff turnover. The underlying use is the discount rate by reference to the iBoxx AA.

(2) Depending on the employees concerned (managers or non-managers).

INFORMATION ON PLAN ASSETS: ALLOCATION OF ASSETS[1]

	Eurozone			Outside Eurozone			All zones		
(in millions of euros)	%	Amount	o/w listed	%	Amount	o/w listed	%	Amount	o/w listed
Equities	6.3%	42	41	25.3%	317	317	18.7%	359	358
Bonds	49.3%	327	319	51.7%	649	647	50.9%	974	966
Property/Real estate	3.6%	24	-	7.6%	94	-	6.2%	119	-
Other	40.8%	271	-	15.4%	192	-	24.2%	464	-

(1) Of which fair value of reimbursement rights.

At 31 December 2015, the sensitivity analysis showed that:

- a 50 basis point increase in discount rates would reduce the commitment by 6.81%;
- a 50 basis point decrease in discount rates would increase the commitment by 7.72%.

The benefits expected to be paid in respect of post-employment plans for 2016 are as follows:

- benefits paid by the employer or by reimbursement rights funds: €75 million (compared to €82 million in 2015);
- benefits paid by plan assets: €85 million (compared to €103 million in 2015).

Crédit Agricole S.A.'s policy on covering employee benefit obligations reflects local rules on funding post-employment benefits in countries with minimum funding requirements. Overall, commitments arising from the Group's post-employment obligations were 64% covered at 31 December 2015 (including reimbursement rights).

7.5 Other employee benefits

Among the various collective variable compensation plans within Crédit Agricole S.A. Group, the *rémunération variable collective* (RVC) is a global plan encompassing the discretionary incentive scheme and the compulsory profit-sharing scheme. The amount is calculated in accordance with the Company's performance as measured on the basis of Crédit Agricole S.A.'s net income Group share.

A given level of net income Group share will give rise to an entitlement equal to a given percentage of the total payroll.

The amount of the profit-sharing component is calculated in accordance with the standard legal formula and is deducted from the total RVC to obtain the amount of the discretionary incentive entitlement.

Other employee benefits: in France, the Group's main entities pay long-service awards. The amounts vary according to practices and collective bargaining agreements in place.

7.6 Share-based payments

7.6.1 STOCK OPTION PLAN

The Board of Directors of Crédit Agricole S.A. implemented various stock option plans until 2008 based on authorisation granted by the Extraordinary General Meeting of 17 May 2006.

No new plans were implemented in 2015. The last stock option plan from 2008 expired on 15 July 2015. The exercise price was not reached.

STATISTICS ON CRÉDIT AGRICOLE S.A. STOCK OPTION PLANS

	2008	
Stock option plans Crédit Agricole S.A.	16/07/2008	**Total**
Options in place at 31 December 2014	**29,000**	**29,000**
Options cancelled or matured in 2015	29,000	**29,000**
Options exercised in 2015	-	-
OPTIONS IN PLACE AT 31 DECEMBER 2015	**-**	**-**

7.6.2. EMPLOYEE BONUS SHARE PLAN

Pursuant to the authorisations granted by the Extraordinary General Meeting of 18 May 2011, at its meeting of 9 November 2011, the Board of Directors decided to implement a bonus share plan to allow all employees of Crédit Agricole S.A. Group to participate in the Company's capital and success.

This plan provides for individual grants of 60 shares each to more than 82,000 Crédit Agricole S.A. employees in 58 countries. No condition of performance is required. The plan includes, however, two-restrictions: attendance during the vesting period and the prohibition to transfer or sell the shares during the lock-up period.

In France, the shares were delivered at the end of 2013 and are subject to a two-year lock-in period. In the rest of the world, the delivery calendar was adapted to local circumstances, including local tax rules. In countries where shares were not delivered in 2013 they were delivered at the end of 2015 with no lock-in period on these shares.

No new plans were implemented in 2015.

7.6.3 DEFERRED VARIABLE COMPENSATION SETTLED EITHER IN SHARES OR IN CASH INDEXED TO THE SHARE PRICE

The deferred variable compensation plans implemented by the Group in respect of services rendered in 2015 comprise:

- equity-settled plans;
- cash-settled plans indexed on the Crédit Agricole S.A. share price.

In both cases, variable compensation is subject to conditions of attendance and performance and deferred by thirds to March 2016, March 2017 and March 2018.

The expense related to these plans is recognised in compensation expenses on a straight-line basis over the vesting period to reflect the condition of attendance, along with an entry to:

- equity, in the case of equity-settled plans, with the expense being revalued solely on the basis of the estimated number of shares to be paid (in relation to the conditions of attendance and performance);
- liabilities to employees, in the case of cash-settled plans, with periodical revaluation of the liability through profit or loss until the settlement date, depending on the evolution of the share price of Crédit Agricole S.A. and on vesting conditions (conditions of attendance and performance).

7.7 Executive compensation

Top Executives include all members of the Executive Committee, namely the Chief Executive Officer, Deputy Chief Executive Officer, Deputy Chief Executive Officers for the Group's different divisions, Chief Executive Officers of the main subsidiaries and the heads of the Group's core business activities.

Compensation and benefits paid to the members of the Executive Committee in 2015 were as follows:

- short-term benefits: €34.1 million for fixed and variable compensation (of which €3.5 million paid in shares), including social security expenses and benefits in kind;
- post-employment benefits: €4.5 million for end-of-career benefits and for the supplementary pension plan for Group Senior Executive Officers;
- other long-term benefits: the amount of long-service awards granted was not material;
- employment contract termination indemnities: not material;
- other share-based payment: not applicable.

Total Directors' fees paid to members of Crédit Agricole S.A. Board of Directors in 2015 in consideration for serving as Directors of Crédit Agricole S.A. amounted to €691,165.

These amounts included the compensation and benefits paid to the Chief Executive Officer and Deputy Chief Executive Officer and the Deputy Managing Directors of Crédit Agricole S.A.

NOTE 8 Financing and guarantee commitments and other guarantees

Financing and guarantee commitments and other guarantees include discontinued or held-for-sale operations.

COMMITMENTS GIVEN AND RECEIVED

(in millions of euros)	31/12/2015	31/12/2014 Restated
Commitments given		
Financing commitments	**150,087**	**140,928**
Commitments given to credit institutions	27,567	25,076
Commitments given to customers	122,520	115,852
• Confirmed credit lines	102,805	98,622
Documentary credits	*3,138*	*5,276*
Other confirmed credit lines	*99,667*	*93,346*
• Other commitments given to customers	19,715	17,230
Guarantee commitments	**80,991**	**80,627**
Credit institutions	7,648	8,644
• Confirmed documentary credit lines	2,140	2,137
• Other	5,508	6,507
Customers	73,343	71,983
• Property guarantees	2,205	2,447
• Other customer guarantees	71,138	69,536
Commitments received		
Financing commitments	**73,329**	**71,882**
Commitments received from credit institutions	69,450	65,048
Commitments received from customers	3,879	6,834
Guarantee commitments	**253,571**	**249,226**
Commitments received from credit institutions[1]	82,148	77,561
Commitments received from customers	171,423	171,665
• Guarantees received from government bodies or similar institutions	20,884	18,840
• Other guarantees received	150,539	152,825

(1) *Of which €23.9 billion for total Switch guarantees, constituted on 2 January 2014, amending the previous guarantees granted on 23 December 2011 in the amount of €14.7 billion.*

FINANCIAL INSTRUMENTS GIVEN AND RECEIVED AS COLLATERAL

(in millions of euros)	31/12/2015	31/12/2014 Restated
Carrying amount of financial assets provided as collateral (including transferred assets)		
Securities and receivables provided as collateral for the refinancing structures (Banque de France, CRH, etc.)	190,110	148,645
Securities lent	9,030	5,056
Security deposits on market transactions	23,670	20,547
Other security deposits	-	-
Securities sold under repurchase agreements	80,623	119,646
TOTAL CARRYING AMOUNT OF FINANCIAL ASSETS PROVIDED AS COLLATERAL	**303,433**	**293,894**
Carrying amount of financial assets received in guarantee		
Other security deposits	-	-
Fair value of instruments received as reusable and reused collateral		
Securities borrowed	319	2
Securities bought under repurchase agreements	239,767	275,227
Securities sold short	22,092	34,875
TOTAL FAIR VALUE OF INSTRUMENTS RECEIVED AS REUSABLE AND REUSED COLLATERAL	**262,178**	**310,104**

RECEIVABLES PLEDGED AS COLLATERAL

At 31 December 2015, Crédit Agricole S.A. deposited €72.3 billion of receivables (mainly on behalf of the Regional Banks) for refinancing transactions to the Banque de France, compared to €74.8 billion at 31 December 2014, and €16.8 billion of receivables were deposited directly by subsidiaries.

At 31 December 2015, Crédit Agricole S.A. deposited €17.1 billion of receivables for refinancing transactions to the Caisse de Refinancement de l'Habitat on behalf of the Regional Banks, down from €19.7 billion at 31 December 2014, and €6.1 billion of receivables were deposited directly by LCL.

At 31 December 2015, €3.8 billion of Regional Banks and €1.4 billion of Crédit Agricole CIB receivables had been pledged as collateral for the covered bonds issued by European Secured Notes Issuer (ESNI), a French securitisation company formed by five banks including Crédit Agricole Group.

At 31 December 2015, €30.5 billion of Regional Banks and LCL receivables had been pledged as collateral for the covered bond issues of Crédit Agricole Home Loan SFH, a financial company wholly owned by Crédit Agricole S.A.

These processes, for which there is no transfer of contractual cash flows, do not form part of the asset transfers mentioned in Note 6.7 "Transferred assets not derecognised or derecognised with on-going involvement".

GUARANTEES HELD

Guarantees held and assets received as collateral by Crédit Agricole S.A. Group which it is allowed to sell or to use as collateral are mostly within Crédit Agricole S.A. for €90.7 billion and within Crédit Agricole CIB for €111.5 billion. The majority of these are receivables pledged as collateral by the Regional Banks to Crédit Agricole S.A., the latter acting as the centralising body with regard to the external refinancing organisations, in order to obtain refinancing. These receivables (property-related, or loans to businesses or local authorities) are selected and rated for their quality and retained on the balance sheet of the Regional Banks.

The majority of these guarantees consist of mortgage liens, collateral or guarantees received, regardless of the quality of the assets guaranteed. They are mainly related to repurchase agreements and securities pledged to guarantee brokerage transactions.

Crédit Agricole S.A. Group policy is to sell seized collateral as soon as possible. Crédit Agricole CIB and Crédit Agricole S.A. had no such assets at 31 December 2015.

NOTE 9 Reclassification of financial instruments

PRINCIPLES APPLIED BY CRÉDIT AGRICOLE S.A. GROUP

Reclassifications outside the categories "Financial assets held-for-trading" and "Available-for-sale financial assets" were decided and performed in accordance with IAS 39 amended, adopted by the European Union on 15 October 2008. They were entered in the new accounting category at fair value on the reclassification date.

RECLASSIFICATIONS PERFORMED BY CRÉDIT AGRICOLE S.A. GROUP

Pursuant to the amendment to IAS 39 as published and adopted by the European Union on 15 October 2008, reclassifications were carried out as authorised by this amendment. Information on these and previous reclassifications is shown below.

Nature, justification and amount of reclassifications

In 2015, the Group implemented reclassifications from "Financial assets at fair value through profit or loss" to "Loans and receivables".

Reclassifications in prior years concern reclassifications from "Available-for-sale financial assets" and "Financial assets at fair value through profit and loss" to "Loans and receivables".

For assets reclassified during 2015, the table below shows their value on the reclassification date, as well as the value, at 31 December 2015, of assets reclassified before this date and still included in the Group's assets at that date:

	Total reclassified assets		Assets reclassified in 2015			Assets reclassified before			
(in millions of euros)	Carrying amount 31/12/2015	Estimated market value at 31/12/2015	Reclassification value	Carrying amount 31/12/2015	Estimated market value 31/12/2015	Carrying amount 31/12/2015	Estimated market value 31/12/2015	Carrying amount 31/12/2014 Restated	Estimated market value 31/12/2014 Restated
Financial assets at fair value through profit or loss reclassified as loans and receivables	806	795	22	21	20	785	775	1,572	1,533
Available-for-sale financial assets reclassified as loans and receivables	359	359	-	-	-	359	359	396	396
TOTAL RECLASSIFIED ASSETS	**1,165**	**1,154**	**22**	**21**	**20**	**1,144**	**1,134**	**1,968**	**1,929**

CHANGE IN FAIR VALUE OF RECLASSIFIED ASSETS RECOGNISED IN PROFIT OR LOSS

The table below gives the change in fair value of assets recognised in profit or loss reclassified in 2015

(in millions of euros)	In 2015, as of reclassification date	In 2014 Restated
Financial assets at fair value through profit or loss reclassified as loans and receivables	-	-
Available-for-sale financial assets reclassified as loans and receivables	-	2
TOTAL RECLASSIFIED ASSETS	**-**	**2**

CONTRIBUTION OF RECLASSIFIED ASSETS TO NET INCOME SINCE THE RECLASSIFICATION DATE

The contribution of the reclassified assets since the date of reclassification to net income for the year includes all gains, losses, income and expenses recognised in profit or loss or in other comprehensive income.

Analysis of the impact of the transferred assets:

	Reclassified assets in 2015		Assets reclassified before					
	Impact in 2015		Cumulative impact at 31/12/2014 Restated		Impact in 2015		Cumulative impact at 31/12/2015	
(in millions of euros)	*Actual income and expenses recognised*	*If asset had been retained in its former category (change in fair value)*	*Actual income and expenses recognised*	*If asset had been retained in its former category (change in fair value)*	*Actual income and expenses recognised*	*If asset had been retained in its former category (change in fair value)*	*Actual income and expenses recognised*	*If asset had been retained in its former category (change in fair value)*
Financial assets at fair value through profit or loss reclassified as loans and receivables	-	-	(46)	(127)	7	8	(39)	(119)
Available-for-sale financial assets reclassified as loans and receivables	-	-	10	10	10	10	20	20
TOTAL RECLASSIFIED ASSETS	**-**	**-**	**(36)**	**(117)**	**17**	**18**	**(19)**	**(99)**

NOTE 10 Fair value of financial instruments

Fair value is the price that would be received at the sale of an asset or paid to transfer a liability in a standard transaction between market participants at the measurement date.

Fair value is defined on the basis of an exit price.

The fair values shown below are estimates made on the reporting date using observable market data wherever possible. These are subject to change in subsequent periods due to developments in market conditions or other factors.

The calculations represent best estimates. They are based on a number of assumptions. It is assumed that market participants act in their best economic interest. To the extent that these models contain uncertainties, the fair values shown may not be achieved upon actual sale or immediate settlement of the financial instruments concerned.

The fair value hierarchy of financial assets and liabilities is broken down according to the general observability criteria of the valuation inputs, pursuant to the principles defined under IFRS 13.

Level 1 applies to the fair value of financial assets and liabilities quoted in active markets.

Level 2 applies to the fair value of financial assets and liabilities with observable inputs. This agreement includes market data relating to interest rate risk or credit risk when the latter can be revalued based on Credit Default Swap (CDS) spread. Securities bought or sold under repurchase agreements with underlyings quoted in an active market are also included in Level 2 of the hierarchy, as are financial assets and liabilities with a demand component for which fair value is measured at unadjusted amortised cost.

Level 3 indicates the fair value of financial assets and liabilities with unobservable inputs or for which some data can be revalued using internal models based on historical data. This mainly includes market data relating to credit risk or early redemption risk.

In some cases, market values are close to carrying amounts. This applies primarily to:

- assets or liabilities at variable rates for which interest rate changes do not have a significant influence on the fair value, since the rates on these instruments frequently adjust themselves to the market rates;
- short-term assets or liabilities where the redemption value is considered to be close to the market value;
- demand liabilities;
- transactions for which there are no reliable observable data.

10.1 Fair value of financial assets and liabilities measured at cost

Amounts presented below include accruals and prepayments and are net of impairment.

FINANCIAL ASSETS RECOGNISED AT COST AND MEASURED AT FAIR VALUE ON THE BALANCE SHEET

(in millions of euros)	Value at 31 December 2015	Estimated fair value at 31 December 2015	Quoted prices in active markets for identical instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial assets not measured at fair value on balance sheet					
Loans and receivables	**698,193**	**724,777**	**-**	**448,958**	**275,819**
Loans and receivables due from credit institutions	**367,122**	**373,408**	**-**	**372,723**	**685**
Current accounts and overnight loans	13,427	13,819	-	13,813	6
Accounts and term deposits	324,260	330,153	-	329,914	239
Pledged securities	37	37	-	-	37
Securities bought under repurchase agreements	19,385	19,386	-	19,386	-
Subordinated loans	334	334	-	40	294
Securities not listed on an active market	9,597	9,597	-	9,488	109
Other Loans and receivables	82	82	-	82	-
Loans and receivables due from customers	**331,071**	**351,369**	**-**	**76,235**	**275,134**
Trade receivables	35,000	35,808	-	18,004	17,804
Other customer loans	264,811	283,619	-	40,907	242,712
Securities bought under repurchase agreements	4,602	4,602	-	4,449	153
Subordinated loans	127	127	-	3	124
Securities not listed on an active market	12,799	12,800	-	152	12,648
Insurance receivables	919	919	-	-	919
Reinsurance receivables	349	349	-	-	349
Advances in associates current accounts	134	133	-	11	122
Current accounts in debit	12,330	13,012	-	12,709	303
Held-to-maturity financial assets	**16,201**	**18,957**	**18,957**	**-**	**-**
Treasury bills and similar securities	13,151	15,047	15,047	-	-
Bonds and other fixed-income securities	3,050	3,910	3,910	-	-
TOTAL FINANCIAL ASSETS OF WHICH FAIR VALUE IS DISCLOSED	**714,394**	**743,734**	**18,957**	**448,958**	**275,819**

(in millions of euros)	Value at 31 December 2014 Restated	Estimated fair value at 31 December 2014 Restated	Quoted prices in active markets for identical instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial assets not measured at fair value on balance sheet					
Loans and receivables	**668,643**	**701,282**	**-**	**436,687**	**264,595**
Loans and receivables due from credit institutions	**368,209**	**378,041**	**-**	**376,306**	**1,735**
Current accounts and overnight loans	11,320	11,320	-	11,320	-
Accounts and term deposits	313,623	323,454	-	323,154	300
Pledged securities	56	57	-	-	57
Securities bought under repurchase agreements	32,293	32,319	-	32,319	-
Subordinated loans	344	332	-	30	302
Securities not listed on an active market	10,488	10,474	-	9,398	1,076
Other Loans and receivables	85	85	-	85	-
Loans and receivables due from customers	**300,434**	**323,241**	**-**	**60,381**	**262,860**
Trade receivables	21,021	21,106	-	4,613	16,493
Other customer loans	251,150	273,775	-	40,276	233,499
Securities bought under repurchase agreements	2,392	2,385	-	2,368	17
Subordinated loans	126	123	-	5	118
Securities not listed on an active market	11,683	11,801	-	110	11,691
Insurance receivables	711	711	-	79	632
Reinsurance receivables	302	302	-	-	302
Advances in associates current accounts	137	126	-	18	108
Current accounts in debit	12,912	12,912	-	12,912	-
Held-to-maturity financial assets	**15,961**	**19,174**	**19,174**	**-**	**-**
Treasury bills and similar securities	12,922	15,197	15,197	-	-
Bonds and other fixed-income securities	3,039	3,977	3,977	-	-
TOTAL FINANCIAL ASSETS OF WHICH FAIR VALUE IS DISCLOSED	**684,604**	**720,456**	**19,174**	**436,687**	**264,595**

FINANCIAL LIABILITIES RECOGNISED AT COST AND MEASURED AT FAIR VALUE ON THE BALANCE SHEET

(in millions of euros)	Value at 31/12/2015	Estimated fair value at 31/12/2015	Quoted prices in active markets for identical Instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial liabilities not measured at fair value on balance sheet					
Due to credit institutions	**139,445**	**140,223**	**-**	**139,373**	**850**
Current accounts and overnight loans	16,714	16,713	-	16,713	-
Accounts and term deposits	92,644	93,416	-	92,566	850
Pledged securities	105	105	-	105	-
Securities sold under repurchase agreements	29,982	29,989	-	29,989	-
Due to customers	**505,727**	**506,584**	**-**	**176,680**	**329,904**
Current accounts in credit	145,384	145,655	-	145,557	98
Special savings accounts	250,767	250,767	-	-	250,767
Other amounts due to customers	103,624	104,216	-	27,279	76,937
Securities sold under repurchase agreements	3,845	3,844	-	3,844	-
Insurance liabilities	1,060	1,055	-	-	1,055
Reinsurance liabilities	291	291	-	-	291
Cash deposits received from cedants and retrocessionaires against technical insurance commitments	756	756	-	-	756
Debt securities	**158,541**	**178,798**	**32,611**	**144,751**	**1,436**
Subordinated debt	**29,424**	**29,748**	**24,706**	**2,330**	**2,712**
TOTAL FINANCIAL LIABILITIES OF WHICH FAIR VALUE IS DISCLOSED	**833,137**	**855,353**	**57,317**	**463,134**	**334,902**

(in millions of euros)	Value at 31/12/2014 Restated	Estimated fair value at 31/12/2014 Restated	Quoted prices in active markets for identical Instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial liabilities not measured at fair value on balance sheet					
Due to credit institutions	**141,176**	**151,331**	**-**	**150,564**	**767**
Current accounts and overnight loans	20,670	21,171	-	21,168	3
Accounts and term deposits	84,902	94,565	-	93,801	764
Pledged securities	-	-	-	-	-
Securities sold under repurchase agreements	35,604	35,595	-	35,595	-
Due to customers	**473,984**	**473,703**	**-**	**371,698**	**102,005**
Current accounts in credit	124,826	124,917	-	124,790	127
Special savings accounts	242,345	242,340	-	204,812	37,528
Other amounts due to customers	95,456	95,077	-	32,494	62,583
Securities sold under repurchase agreements	9,600	9,602	-	9,602	-
Insurance liabilities	739	749	-	-	749
Reinsurance liabilities	339	339	-	-	339
Cash deposits received from cedants and retrocessionaires against technical insurance commitments	679	679	-	-	679
Debt securities	**172,921**	**174,204**	**44,403**	**129,590**	**211**
Subordinated debt	**25,937**	**25,804**	**24,724**	**1,080**	**-**
TOTAL FINANCIAL LIABILITIES OF WHICH FAIR VALUE IS DISCLOSED	**814,018**	**825,042**	**69,127**	**652,932**	**102,983**

10.2 Information about financial instruments measured at fair value

VALUATION METHODS

Financial instruments are valued by management information systems and checked by a team that reports to the Risk Management department and is independent from the market operators.

Valuations are based on the following:

- prices or inputs obtained from independent sources and/or validated by the Market risk department using a series of available sources such as pricing service vendors, market consensus data and brokers;
- models validated by the Market risk department's quantitative teams.

The valuation produced for each instrument is a mid-market valuation, which does not take account of the direction of the trade, the bank's aggregate exposure, market liquidity or counterparty quality. Adjustments are then made to the market valuations to incorporate those factors, as well as the potential uncertainties inherent in the models or inputs used.

The main types of valuation adjustments are the following:

- **Mark-to-market adjustments:** these adjustments correct any potential variance between the mid-market valuation of an instrument obtained using internal valuation models and the associated inputs and the valuation obtained from external sources or market consensus data. These adjustments can be positive or negative.
- **Bid/ask reserves:** these adjustments incorporate the bid/ask spread for a given instrument in order to reflect the price at which the position could be reversed. These adjustments are always negative.
- **Uncertainty reserves:** these adjustments constitute a risk premium taken into account by potential acquirers. These adjustments are always negative:
  - input uncertainty reserves seek to incorporate any uncertainty that might exist as regards one or more of the inputs used;
  - model uncertainty reserves seek to incorporate any uncertainty that might exist due to the choice of model used.

Furthermore, Crédit Agricole S.A. makes a Credit Valuation Adjustment (CVA) to its derivative assets to reflect counterparty risk and a Debit Valuation Adjustment or own credit risk (DVA) to its derivative liabilities to reflect the risk of non-execution.

The CVA factors in the credit risk are associated with the counterparty (risk of non-payment of sums due in the event of default). It is calculated on an aggregate basis by counterparty according to the future exposure profile of the transactions after deducting any collateral. This adjustment is always negative and is deducted from the fair value of the financial assets.

The DVA factors in the risk are carried by our counterparties. It is calculated on an aggregate basis by counterparty according to the future exposure profile of the transactions. This adjustment is always positive and is deducted from the fair value of the financial liabilities.

The CVA/DVA is calculated on the basis of an estimate of expected losses based on the probability of default and loss given default. The methodology used maximises the use of observable market inputs. The probability of default is calculated first and foremost directly using quoted CDSs, or CDS proxys, when they are considered to be sufficiently liquid.

Funding Valuation Adjustment (FVA)

The value of non-collateralised derivative instruments incorporates a FVA related to the financing of these instruments.

BREAKDOWN OF FINANCIAL INSTRUMENTS AT FAIR VALUE BY VALUATION MODEL

FINANCIAL ASSETS MEASURED AT FAIR VALUE

(in millions of euros)	31/12/2015	Quoted prices in active markets for identical instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial assets held for trading	**262,490**	**25,806**	**233,381**	**3,303**
Loans and receivables due from customers	526	-	-	526
Securities bought under repurchase agreements	81,345	-	81,345	-
Pledged securities	-	-	-	-
Securities held for trading	24,876	23,109	1,493	274
Treasury bills and similar securities	*16,012*	*15,810*	*202*	-
Bonds and other fixed income securities	*5,459*	*3,894*	*1,291*	*274*
Equities and other variable income securities	*3,405*	*3,405*	-	-
Derivative instruments	155,743	2,697	150,543	2,503
Financial assets designated at fair value through profit or loss	**85,830**	**58,408**	**23,180**	**4,242**
Loans and receivables due from credit institutions	645	-	645	-
Loans and receivables due from customers	-	-	-	-
Assets backing unit-linked contracts	38,910	23,391	15,501	18
Securities designated at fair value through profit or loss	46,275	35,017	7,034	4,224
Treasury bills and similar securities	3,628	3,628	-	-
Bonds and other fixed income securities	*25,135*	*21,977*	*2,977*	*181*
Equities and other variable income securities	*17,512*	*9,412*	*4,057*	*4,043*
Available-for-sale financial assets	**298,122**	**260,866**	**34,785**	**2,471**
Treasury bills and similar securities	74,353	73,967	386	-
Bonds and other fixed income securities	196,795	167,807	28,859	129
Equities and other variable income securities	26,974	19,092	5,540 (1)	2,342 (2)
Hedging derivative instruments	**24,806**	**8**	**24,781**	**17**
TOTAL FINANCIAL ASSETS MEASURED AT FAIR VALUE	**671,248**	**345,088**	**316,127**	**10,033**

Transfers from Level 1: Quoted prices in active markets for identical instruments			1,115	109
Transfers from Level 2: Valuation based on observable data		1,740		61
Transfers from Level 3: Valuation based on unobservable data		17	453	
TOTAL TRANSFERS TO EACH LEVEL		**1,757**	**1,568**	**170**

(1) SAS Rue La Boétie shares have been included in Equities and other variable income securities in the Level 2 for €45 million.

(2) Of which unrealised capital gains amounting to €245 million (including -€13 million of deferred tax) on Visa Europe securities. In view of Visa international's planned acquisition of Visa Europe, the Visa Europe securities (unlisted) have been revalued on the basis of estimates provided by Visa International. The fair value of these Level 3 securities has been determined by applying a discount of 25% to the estimated selling price (to be paid in cash and preference shares) in order to take the following unknown elements into account:

- *the definitive completion of the transaction subject to approval from the European authorities;*
- *the liquidity of the preference shares;*
- *the allocation of the selling price between the participants;*
- *potential litigation relating to Visa Europe's business.*

This valuation does not take into account the earnout clause payable at the end of a period of four years and for which the payment terms are still unclear. This operation is expected to take place during the second quarter of 2016.

Level 1 to Level 3 transfers involve bonds.

Level 2 to Level 3 transfers mainly involve interest rate derivatives.

Level 3 to Level 1 transfers mainly involve Available-for-sale securities and bonds.

Level 3 to Level 2 transfers mainly involve interest rate derivatives.

(in millions of euros)	31/12/2014 Restated	Quoted prices in active markets for identical instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial assets held for trading	**316,050**	**49,227**	**262,839**	**3,984**
Loans and receivables due from customers	261	-	-	261
Securities bought under repurchase agreements	84,694	-	84,694	-
Securities held for trading	48,655	47,529	477	649
Treasury bills and similar securities	*35,126*	*34,907*	*219*	-
Bonds and other fixed income securities	*8,362*	*7,455*	*258*	*649*
Equities and other variable income securities	*5,167*	*5,167*	-	-
Derivative instruments	182,440	1,698	177,668	3,074
Financial assets designated at fair value through profit or loss	**89,522**	**58,653**	**26,788**	**4,081**
Loans and receivables due from credit institutions	1,613	-	1,613	-
Loans and receivables due from customers	199	-	-	199
Assets backing unit-linked contracts	36,592	19,237	17,320	35
Securities designated at fair value through profit or loss	51,118	39,416	7,855	3,847
Treasury bills and similar securities	*13,971*	*13,971*	-	-
Bonds and other fixed income securities	*23,229*	*19,710*	*3,393*	*126*
Equities and other variable income securities(1)	*13,918*	*5,735*	*4,462*	*3,721*
Available-for-sale financial assets	**283,331**	**245,747**	**35,040**	**2,544**
Treasury bills and similar securities	67,608	67,403	205	-
Bonds and other fixed income securities	188,342	158,395	29,689	258
Equities and other variable income securities(1)	27,381	19,949	5,146	2,286
Hedging derivative instruments	**30,423**	**45**	**30,267**	**111**
TOTAL FINANCIAL ASSETS MEASURED AT FAIR VALUE	**719,326**	**353,672**	**354,934**	**10,720**

Transfers from level 1: Quoted prices in active markets for identical instruments			6,294	32
Transfers from level 2: Valuation based on observable data		1,541		864
Transfers from level 3: Valuation based on unobservable data		1	569	
TOTAL TRANSFERS TO EACH LEVEL		**1,542**	**6,863**	**896**

(1) Excluding €45 million of SAS Rue La Boétie shares measured at cost.

Level 1 to Level 2 transfers mainly involve bonds whose characteristics meet the criteria specified for Level 2.

Level 2 to Level 1 transfers mainly involve shares.

FINANCIAL LIABILITIES MEASURED AT FAIR VALUE

(in millions of euros)	31/12/2015	Quoted prices in active markets for identical instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial liabilities held for trading	**222,532**	**25,370**	**193,949**	**3,213**
Securities sold short	22,097	22,096	-	1
Securities sold under repurchase agreements	46,690	390	46,300	-
Debt securities	3	3	-	-
Derivative instruments	153,742	2,881	147,649	3,212
Financial liabilities designated at fair value through profit or loss	**31,983**	**8,762**	**16,349**	**6,872**
Hedging derivative instruments	**23,707**	**1**	**23,303**	**403**
TOTAL FINANCIAL ASSETS MEASURED AT FAIR VALUE	**278,222**	**34,133**	**233,601**	**10,488**
Transfers from level 1: Quoted prices in active markets for identical instruments			-	-
Transfers from level 2: Valuation based on observable data		46		176
Transfers from level 3: Valuation based on unobservable data		-	306	
TOTAL TRANSFERS TO EACH LEVEL		**46**	**306**	**176**

Level 2 to Level 3 transfers mainly involve interest rate derivatives and marketable debt instruments designated as at fair value through profit or loss.

Level 3 to Level 2 mainly involve interest rate derivatives and marketable debt instrument designated as at fair value through profit or loss.

(in millions of euros)	31/12/2014 Restated	Quoted prices in active markets for identical instruments: Level 1	Valuation based on observable data: Level 2	Valuation based on unobservable data: Level 3
Financial liabilities held for trading	**290,180**	**37,100**	**249,138**	**3,942**
Securities sold short	34,876	34,829	46	1
Securities sold under repurchase agreements	74,442	389	74,049	4
Derivative instruments	180,862	1,882	175,043	3,937
Financial liabilities designated at fair value through profit or loss	**31,074**	**5,165**	**19,277**	**6,632**
Hedging derivative instruments	**27,685**	**-**	**27,302**	**383**
TOTAL FINANCIAL ASSETS MEASURED AT FAIR VALUE	**348,939**	**42,265**	**295,717**	**10,957**
Transfers from level 1: Quoted prices in active markets for identical instruments			46	-
Transfers from level 2: Valuation based on observable data		175		1,406
Transfers from level 3: Valuation based on unobservable data		-	474	
TOTAL TRANSFERS TO EACH LEVEL		**175**	**520**	**1,406**

Level 2 to Level 3 transfers mainly involve interest rate derivatives and liabilities designated as at fair value through profit or loss with a Level 3 embedded derivative.

Financial instruments classified in Level 1

Level 1 comprises all derivatives quoted in an active market (options, futures, etc.), regardless of their underlying (interest rate, exchange rate, precious metals, key stock indices), as well as equities and bonds quoted in an active market.

A market is considered as being active if quoted prices are readily and regularly available from exchange, brokers, dealers, pricing services or regulatory agencies, and those prices represent actual and regularly occurring market transactions on an arm's length basis.

Corporate and government and agency bonds that are valued on the basis of prices obtained from independent sources, deemed to be enforceable and updated regularly are classified in Level 1. This covers the bulk of sovereign and agency and corporate bonds held. Issuers whose bonds are not quoted are classified in Level 3.

Financial instruments classified in Level 2

The main financial instruments classified in Level 2 are:

- liabilities designated at fair value

  Financial liabilities designated at fair value are classified in Level 2 when their embedded derivative is deemed to be classified in Level 2;

- over-the-counter derivatives

  The main OTC derivatives classified in Level 2 are those valued using inputs considered to be observable and where the valuation technique does not generate any significant exposure to a model risk.

Level 2 therefore mainly includes:

- linear derivative products such as interest rate swaps, currency swaps and forward FX. They are valued using simple models widely used in the market, based either on directly observable inputs (foreign exchange rates, interest rates), or inputs derived from observable market prices (currency swaps);
- non-linear vanilla instruments such as caps, floors, swaptions, currency options, equity options and credit default swaps, including digital options. They are valued using simple models widely used in the market, based either on directly observable inputs (foreign exchange rates, interest rates, share prices) or inputs that can be derived from observable market prices (volatilities);
- simple exotic single-underlying instruments such as cancellable swaps, currency baskets of major currencies. They are valued using models that are sometimes slightly more complex but still widely used in the market. The inputs are mainly observable inputs and market prices, obtained notably from brokers and/or market consensus data, which can be used to corroborate internal valuations;
- securities listed on a market deemed inactive and for which independent valuation data are available.

Financial instruments classified in Level 3

Financial instruments classified in Level 3 are those which do not meet the conditions for classification in Level 1 or 2. They are therefore mainly financial instruments with a high model risk whose valuation requires substantial use of unobservable inputs.

The initial margin on all new transactions classified in Level 3 is reserved at the date of initial recognition. It is reintegrated in the profit or loss account either spread over the period during which the inputs are considered to be unobservable or in full on the date when the inputs become observable.

Level 3 therefore mainly comprises:

- securities

  Level 3 securities mainly include:

  - unlisted shares or bonds for which no independent valuation is available;
  - ABSs and CLOs for which there are indicative independent quotes but which are not necessarily executable;
  - ABSs, CLOs and super senior and mezzanine CDO tranches where it cannot be demonstrated that the market is active.

- liabilities designated at fair value

  Financial liabilities designated at fair value are classified in Level 3 when their embedded derivative is deemed to be classified in Level 3.

- over-the-counter derivatives

  Products that are not observable due to the underlying: some products, which are mostly classified in Level 2, may be considered to fall within Level 3 due to their underlying currency or maturity. An observability table defines the maximum maturity considered to be observable for each instrument/currency pair. Observability is a function of the input's liquidity and the availability of observable sources enabling its valuation.

Level 3 mainly comprises:

- interest rate exposures or very long-dated currency swaps;
- equity exposures, mainly through products traded on shallow option markets or indexed to volatility and long-dated forward or futures contracts;
- exposures to non-linear long-dated products (interest rate or currency) on key currencies/indices. It also includes vanilla options and simple exotic derivatives such as cancellable swaps;
- non-linear exposures to emerging market currencies.

Complex derivatives: complex derivatives are classified in Level 3 as their valuation requires the use of unobservable inputs. The main exposures involved are:

- products whose underlying is the difference between two interest rates, such as options, binary options or exotic products. These products are based on a correlation between the two rates, which is considered to be unobservable due to reduced liquidity. The valuation of these exposures is nonetheless adjusted at the month-end on the basis of correlation levels derived from market consensus data;
- products whose underlying is the forward volatility of an index (Euribor, CMS spread). These products are deemed unobservable as there is significant model risk and their thin liquidity prevents regular accurate estimates of inputs;

- securitisation swaps generating an exposure to the prepayment rate. The prepayment rate is determined on the basis of historical data on similar portfolios. The assumptions and inputs used are checked regularly on the basis of actual prepayments;
- hybrid long-term interest rate/FX products, such as Power Reverse Dual Currency notes, which mainly involve the USD/JPY currency pair or products whose underlying is a basket of currencies. The correlation parameters between interest rates and currencies as well as between the two interest rates are determined using an internal methodology based on historical data. Results are cross-checked against market consensus data to ensure that the overall method is coherent;
- multiple-underlying products generating an exposure to correlations, regardless of the underlyings concerned (interest rates, credit, FX, inflation). This category includes cross-asset products such as dual range, emerging market currency baskets and Credit Default Baskets. Correlations are determined conservatively as a function of the bank's aggregate exposure, based on historical data. If the diversity of correlations is high, exposures to each one remain measured;
- equity correlation and hybrid equity products, whose payoff depends on the relative performance of shares or indices in a basket (a basket which may sometimes include not just equities but other instruments such as indices or commodities). Measurements of these products are sensitive to the correlation between the basket components and may be classed as Level 3 depending on their maturity, hybrid nature and the composition of the underlying basket;
- interest rate derivatives whose coupon is indexed to forward volatility (Vol bonds);
- CDOs based on corporate credit baskets. The valuation model for these products uses both observable inputs (CDS prices) and unobservable inputs (default correlations). For the least liquid Senior tranches, Crédit Agricole CIB has introduced valuation inputs that are tailored to its assessment of the intrinsic risk of its exposures. Market risk of the CDO derivatives book was sold to a fund managed by Blue Mountain Capital in 2012;
- market risk on complex equity derivative portfolios was transferred to an external counterparty on 31 December 2013.

For most of these products, the table below shows the valuation techniques and the main unobservable inputs with their value interval. This analysis has been carried out on corporate and investment banking's derivative instruments.

AT 31 DECEMBER 2015

Instrument classes	Carrying amount *(in millions of euros)* Assets	Liabilities	Main product types comprising Level 3	Valuation technique used	Main unobservable inputs	Unobservable data interval
Interest rate derivatives	2,200	3,181	Long-dated cancellable products (*cancellable* swaps, *cancellable* zero coupon swaps)	Interest rate options valuation model	Forward *volatility*	-
			Options on interest rate differentials		CMS correlations	0%/100%
			Securitisation swaps	Prepayment modelling and discounted future cash flows	Prepayment rate	0%/50%
			Long-dated hybrid interest rate/exchange rate products (PRDC)	Interest rate/FX hybrid product valuation model	Interest rate/interest rate correlation	50%/80%
					Interest rate/FX correlation	-50%/50%
			Multiple-underlying products (dual range, etc.)	Valuation models for instruments with multiple underlyings	Fx/equity correlation	-50%/75%
					FX/FX correlation	-20%/50%
					Interest rate/equity correlation	-25%/75%
					Interest rate/interest rate correlation	-10%/100%
					Interest rate/FX correlation	-75%/75%
Credit derivatives	246	165	CDOs indexed to corporate credit baskets	Correlation projection techniques and expected cash flow modelling	Default correlations	50%/90%

NET CHANGE IN FINANCIAL INSTRUMENTS MEASURED AT FAIR VALUE ACCORDING TO LEVEL 3

FINANCIAL ASSETS MEASURED AT FAIR VALUE ACCORDING TO LEVEL 3

		Financial assets held for trading				
			Securities held for trading			
(in millions of euros)	**Total**	**Loans and receivables due from customers**	*Bonds and other fixed income securities*	*Equities and other variable income securities*	**Securities held for trading**	**Derivative instruments**
Opening balance (01/01/2015 restated)	10,720	**261**	**649**	**-**	**649**	**3,074**
Gains or losses during the period	**358**	377	(31)	-	(31)	(342)
Recognised in profit and loss	***18***	*358*	*(31)*	*-*	*(31)*	*(344)*
Recognised in other comprehensive income	***340***	*19*	*-*	*-*	*-*	*2*
Purchases	**2,197**	65	3	-	3	429
Sales	**(2,427)**	(177)	(451)	-	(451)	(271)
Settlements	**(299)**	-	(1)	-	(1)	(291)
Reclassifications	**-**	-	-	-	-	-
Changes associated with scope during the period	**(216)**	-	-	-	-	(1)
Transfers	**(300)**	-	105	-	105	(95)
Transfers to Level 3	***170***	*-*	*109*	*-*	*109*	*55*
Transfers from Level 3	***(470)***	*-*	*(4)*	*-*	*(4)*	*(150)*
CLOSING BALANCE (31/12/2015)	**10,033**	**526**	**274**	**-**	**274**	**2,503**

Financial assets designated at fair value through profit or loss					Available-for-sale financial assets			
		Securities designated as at fair value through profit or loss						
Assets backing unit-linked contracts	Loans and receivables due from customers	*Bonds and other fixed income securities*	*Equities and other variable income securities*	Securities designated at fair value through profit or loss	Treasury bills and similar securities	Bonds and other fixed income securities	Equities and other variable income securities	**Hedging derivative instruments**
35	**199**	**126**	**3,721**	**3,847**	**-**	**258**	**2,286**	**111**
-	-	(12)	247	235	-	(179)	289	9
-	-	*(12)*	*247*	*235*	-	*(177)*	*(23)*	-
-	-	-	-	-	-	*(2)*	*312*	*9*
-	5	67	828	895	-	141	659	-
(17)	(204)	-	(753)	(753)	-	(17)	(537)	-
-	-	-	-	-	-	-	(7)	-
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	(215)	-
-	-	-	-	-	-	(74)	(133)	(103)
-	-	-	-	-	-	*1*	*5*	-
-	-	-	-	-	-	*(75)*	*(138)*	*(103)*
18	**-**	**181**	**4,043**	**4,224**	**-**	**129**	**2,342**	**17**

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FINANCIAL LIABILITIES MEASURED AT FAIR VALUE ACCORDING TO LEVEL 3

		Financial liabilities held for trading				
(in millions of euros)	Total	Securities sold short	Securities sold under repurchase agreements	Derivative instruments	Financial liabilities designated at fair value through profit or loss	Hedging derivative instruments
Opening balance (01/01/2015 restated)	**10,957**	**1**	**4**	**3,937**	**6,632**	**383**
Gains or losses during the period	**(614)**	-	-	(158)	(468)	12
Recognised in profit and loss	***(617)***	-	-	*(159)*	*(468)*	*10*
Recognised in other comprehensive income	***3***	-	-	*1*	-	*2*
Purchases	**228**	-	-	221	-	7
Sales	**(268)**	-	-	(261)	-	(7)
Issues	**2,728**	-	-	-	2,663	65
Settlements	**(2,412)**	-	-	(422)	(1,945)	(45)
Reclassifications	**(1)**	-	-	-	(1)	-
Changes associated with scope during the period	**-**	-	-	-	-	-
Transfers	**(130)**	-	(4)	(105)	(9)	(12)
Transfers to Level 3	***176***	-	-	*29*	*138*	*9*
Transfers out of Level 3	***(306)***	-	*(4)*	*(134)*	*(147)*	*(21)*
CLOSING BALANCE (31/12/2015)	**10,488**	**1**	**-**	**3,212**	**6,872**	**403**

The net change in fair value of assets and liabilities in Level 3 amounted to -€218 million at 31 December 2015 and comprises notably the following:

- a change in gains and losses during the period of +€972 million;
- net purchases of -€190 million;
- issues of €2,728 million;
- net unwinding of +€2,113 million;
- net transfers of financial instruments for -€170 million mainly due to -€207 million in available-for-sale securities, -€95 million in derivative instruments held for trading, -€91 million in hedging derivative instruments and +€214 million in securities recognised as held for trading;
- changes associated with scope during the period for -€216 million.

The fair value amount (and variation) on these products alone is not however representative. Indeed, these products are largely hedged by others, simpler and individually valued, using data considered as observable. The valuations (and variations) of these hedging products, largely symmetrical with those of products valued on the basis of data considered as unobservable, do not appear in the table above.

SENSITIVITY ANALYSIS FOR FINANCIAL INSTRUMENTS MEASURED USING THE LEVEL 3 VALUATION MODEL

The use of unobservable inputs introduces uncertainty, which we have assessed below using a sensitivity calculation on instruments valued using these inputs. This analysis has been carried out on CIB's derivative instruments.

As regards interest rate derivatives, two key inputs are considered to be unobservable and require products valued on this basis to be classified in Level 3: correlation and prepayment rates (*i.e.* early redemption).

Correlation

Many products are sensitive to a correlation input. However, this input is not unique and there are many different types of correlation including:

- forward correlation between two successive indices in the same currency: e.g. 2-year CMS/10-year CMS;
- interest rate/interest rate correlation (different indices): e.g. Libor 3M USD/Libor 3M EUR;
- interest rate/FX correlation (or Quanto): e.g. USD/JPY – USD;
- equity/equity correlation;
- equity/FX correlation;
- equity/interest rate correlation;
- FX/FX correlation.

Exposure to correlations from discontinuing activities, traditionally the biggest contributors, has declined sharply due to deleveraging and changing market conditions. As a result, the biggest source of correlation exposure is now cross asset business.

Prepayment rate

The prepayment rate is the rate of early repayment on securitisation portfolios, whether voluntary or involuntary (default). As the nominal amount of securitisation swaps is adjusted automatically to the nominal amount of the underlying portfolio, with no mark-to-market payment, the prepayment rate plays a significant part in their valuation.

However, although this input is not observable, the valuation model used is extremely conservative. The valuation used is defined as the lower of the valuation obtained using the fastest prepayment rate and that obtained using a slower than expected prepayment rate. A “normal” variation in the prepayment rate will therefore have no material impact on the valuation.

The results presented below have been obtained by applying the following shocks:

- correlations between successive indices in the same currency (*i.e.* CMS correlations): 3%
- cross-asset correlations (e.g. Equity/FX or IR/Equity) and between two interest-rate curves in different currencies: 5%

The result of the stress test is obtained by adding up the absolute values obtained. For each correlation type, we took the absolute values by currency and by book, therefore assuming that the correlations were not correlated among themselves. For the CMS correlations, we considered the various underlyings independently (e.g. 1y10y, 2y10y).

At 31 December 2015, sensitivity to the inputs used in the interest rate derivative models was therefore +/-€6.7 million, down slightly on 31 December 2014 (+/-€7.1 million) and at a comparable level to 30 June 2015 (+/-€6.6 million). No significant change was observed on any of the sub-scopes.

The main contributors are now:

- Cross Asset: €3.3 million (€4 million at 31 December 2014);
- Long-term FX: €0.8 million (*vs.* €0.9 million);
- Legacy Rates: €0.6 million (*vs.* €0.9 million);
- Structured USD: €1.4 million (*vs.* €0.8 million).

Contributions from other scopes are immaterial.

The scope other than interest rate derivatives concerns securitisations such as RMBSs, CLOs and mezzanine CDO tranches: the extent of the uncertainty is taken into account through an impact of 1 bp on credit spreads.

At 31 December 2015, sensitivity to inputs used to value these products was virtually nil.

10.3 Estimated impact of inclusion of the margin at inception

The deferred margin is the portion of the margin that is not booked upon initial recognition. It comprises the difference between the transaction price paid or received for a financial instrument upon initial recognition and its fair value on that date.

It concerns Level 3 financial instruments for which fair value is determined on the basis of complex valuation models using unobservable inputs.

The deferred margin is reintegrated in the profit or loss account either spread over the period during which the inputs are considered to be unobservable or in full on the date when the inputs become observable.

(in millions of euros)	31/12/2015	31/12/2014 Restated
Deferred margin at 1st January	**65**	**62**
Margin generated by new transactions during the period	16	26
Recognised in net income during the period	-	-
Amortisation and cancelled/reimbursed/matured transactions	(36)	(23)
Profit-sharing and incentive plans	-	-
Effects of inputs or products reclassified as observable during the period	-	-
DEFERRED MARGIN AT THE END OF THE PERIOD	**45**	**65**

NOTE 11 Impacts of accounting changes and other events

INCOME STATEMENT

IMPACTS OF IFRIC 21 AT 31 DECEMBER 2014

(in millions of euros)	31/12/2014 Restated	IFRIC 21 Impact	31/12/2014 Stated
Interest and similar income	26,879	-	26,879
Interest and similar expenses	(15,532)	-	(15,532)
Fee and commission income	7,951	-	7,951
Fee and commission expenses	(5,145)	(3)	(5,142)
Net gains (losses) on financial instruments at fair value through profit or loss	5,932	-	5,932
Net gains (losses) on available-for-sale financial assets	2,810	-	2,810
Income on other activities	36,484	(1)	36,485
Expenses on other activities	(43,530)	-	(43,530)
Revenues	**15,849**	**(4)**	**15,853**
Operating expenses	(10,457)	9	(10,466)
Depreciation, amortisation and impairment of property, plant & equipment and intangible assets	(631)	-	(631)
Gross operating income	**4,761**	**5**	**4,756**
Cost of risk	(2,204)	-	(2,204)
Operating income	**2,557**	**5**	**2,552**
Share of net income of equity-accounted entities	647	-	647
Net gains (losses) on other assets	53	-	53
Change in value of goodwill	(22)	-	(22)
Pre-tax income	**3,235**	**5**	**3,230**
Income tax charge	(470)	(1)	(469)
Net income from discontinued or held-for-sale operations	(5)	-	(5)
Net income	**2,760**	**4**	**2,756**
Non-controlling interests	416	-	416
NET INCOME GROUP SHARE	**2,344**	**4**	**2,340**

NET INCOME AND OTHER COMPREHENSIVE INCOME

IMPACTS OF IFRIC 21 AT 31 DECEMBER 2014

(in millions of euros)	31/12/2014 Restated	IFRIC 21 Impact	31/12/2014 Stated
Net income	**2,760**	**4**	**2,756**
Other comprehensive income net of income tax	2,441	-	2,441
NET INCOME AND OTHER COMPREHENSIVE INCOME	**5,201**	**4**	**5,197**
Of which Group share	4,521	4	4,517
Of which non-controlling interests	680	-	680

BALANCE SHEET – ASSETS

IMPACTS OF IFRIC 21 AT 31 DECEMBER 2014

(in millions of euros)	31/12/2014 Restated	IFRIC 21 Impact	31/12/2014 Stated
Cash, central banks	55,036	-	55,036
Financial assets at fair value through profit or loss	405,572	-	405,572
Hedging derivative instruments	30,423	-	30,423
Available-for-sale financial assets	283,376	-	283,376
Loans and receivables due from credit institutions	368,209	-	368,209
Loans and receivables due from customers	314,379	-	314,379
Revaluation adjustment on interest rate hedged portfolios	16,740	-	16,740
Held-to-maturity financial assets	15,961	-	15,961
Current and deferred tax assets	3,941	(37)	3,978
Accruals, prepayments and sundry assets	51,085	-	51,085
Non-current assets held for sale	94	-	94
Deferred participation benefits	-	-	-
Investments in equity-accounted entities	21,248	5	21,243
Investment property	4,141	-	4,141
Property, plant and equipment	3,961	-	3,961
Intangible assets	1,544	-	1,544
Goodwill	13,334	-	13,334
TOTAL ASSETS	**1,589,044**	**(32)**	**1,589,076**

Impacts of IFRIC 21 at 1 January 2014

Impacts on assets at 1 January 2014 are the same as at 31 December 2014.

BALANCE SHEET – LIABILITIES

IMPACTS OF IFRIC 21 AT 31 DECEMBER 2014

(in millions of euros)	31/12/2014 Restated	IFRIC 21 Impact	31/12/2014 Stated
Central banks	4,411	-	4,411
Financial liabilities at fair value through profit or loss	321,254	-	321,254
Hedging derivative instruments	27,685	-	27,685
Due to credit institutions	141,176	-	141,176
Due to customers	473,984	-	473,984
Debt instruments	172,921	-	172,921
Revaluation adjustment on interest rate hedged portfolios	16,338	-	16,338
Current and deferred tax liabilities	3,114	(15)	3,129
Accruals, deferred income and sundry liabilities	57,286	(106)	57,392
Liabilities associated with non-current assets held for sale	-	-	-
Insurance company technical reserves	284,061	44	284,017
Provisions	4,716	-	4,716
Subordinated debt	25,937	-	25,937
Total liabilities	**1,532,883**	**(77)**	**1,532,960**
Equity	**56,161**	**45**	**56,116**
Equity – Group share	**50,107**	**44**	**50,063**
Share capital and reserves	33,563	-	33,563
Consolidated reserves	10,066	40	10,026
Other comprehensive income	4,134	-	4,134
Other comprehensive income on non-current assets held for sale and discontinued operations	-	-	-
Net income/(loss) for the year	2,344	4	2,340
Non-controlling interests	**6,054**	**1**	**6,053**
TOTAL EQUITY AND LIABILITIES	**1,589,044**	**(32)**	**1,589,076**

IMPACTS OF IFRIC 21 AT 1 JANUARY 2014

(in millions of euros)	01/01/2014 Restated	IFRIC 21 Impact	01/01/2014 Stated
Central banks	2,852	-	2,852
Financial liabilities at fair value through profit or loss	299,803	-	299,803
Hedging derivative instruments	31,137	-	31,137
Due to credit institutions	152,340	-	152,340
Due to customers	477,313	-	477,313
Debt instruments	160,516	-	160,516
Revaluation adjustment on interest rate hedged portfolios	7,323	-	7,323
Current and deferred tax liabilities	2,051	(15)	2,066
Accruals, deferred income and sundry liabilities	48,091	(102)	48,193
Liabilities associated with non-current assets held for sale	1,100	-	1,100
Insurance company technical reserves	255,501	44	255,457
Provisions	4,475	-	4,475
Subordinated debt	28,353	-	28,353
Total liabilities	**1,470,855**	**(73)**	**1,470,928**
Equity	**47,924**	**41**	**47,883**
Equity – Group share	**42,328**	**40**	**42,288**
Share capital and reserves	30,780	-	30,780
Consolidated reserves	7,081	40	7,041
Other comprehensive income	1,997	-	1,997
Other comprehensive income on non-current assets held for sale and discontinued operations	(40)	-	(40)
Net income/(loss) for the year	2,510	-	2,510
Non-controlling interests	**5,596**	**1**	**5,595**
TOTAL EQUITY AND LIABILITIES	**1,518,779**	**(32)**	**1,518,811**

CASH FLOW STATEMENT

IMPACTS OF IFRIC 21 AT 31 DECEMBER 2014

(in millions of euros)	31/12/2014 Restated	IFRIC 21 Impact	31/12/2014 Stated
Pre-tax income	**3,235**	**5**	**3,230**
Net depreciation and impairment of property, plant & equipment and intangible assets	646	-	646
Impairment of goodwill and other fixed assets	22	-	22
Net depreciation charges to provisions	17,950	-	17,950
Share of net income (loss) of equity-accounted entities	(647)	-	(647)
Net income (loss) from investment activities	149	-	149
Net income (loss) from financing activities	3,835	-	3,835
Other movements	(1,351)	(5)	(1,346)
Total non-cash and other adjustment items included in pre-tax income	**20,604**	**(5)**	**20,609**
Change in interbank items	(10,082)	-	(10,082)
Change in customer items	(16,573)	-	(16,573)
Change in financial assets and liabilities	(24,151)	-	(24,151)
Change in non-financial assets and liabilities	9,069	-	9,069
Dividends received from equity-accounted entities	364	-	364
Tax paid	521	-	521
Net change in assets and liabilities used in operating activities	**(40,852)**	**-**	**(40,852)**
Cash provided (used) by discontinued operations	**6**	**-**	**6**
Total Net cash flows from (used by) operating activities (A)	**(17,007)**	**-**	**(17,007)**
Change in equity investments	**(992)**	-	**(992)**
Change in property, plant & equipment and intangible assets	**(742)**	-	**(742)**
Cash provided (used) by discontinued operations	**(113)**	**-**	**(113)**
Total Net cash flows from (used by) investment activities (B)	**(1,847)**	**-**	**(1,847)**
Cash received from (paid to) shareholders	**3,546**	**-**	**3,546**
Other cash provided (used) by financing activities	**(2,114)**	**-**	**(2,114)**
Cash provided (used) by discontinued operations	**(8)**	**-**	**(8)**
Total Net cash flows from (used by) financing activities (C)	**1,424**	**-**	**1,424**
Impact of exchange rate changes on cash and cash equivalent (D)	**2,765**	-	**2,765**
NET INCREASE/(DECREASE) IN CASH & CASH EQUIVALENT (A + B+ C + D)	**(14,665)**	**-**	**(14,665)**
Cash and cash equivalents at beginning of period	**55,964**	**-**	**55,964**
Net cash accounts and accounts with central banks	65,385	-	65,385
Net demand loans and deposits with credit institutions	(9,421)	-	(9,421)
Cash and cash equivalents at end of period	**41,299**	**-**	**41,299**
Net cash accounts and accounts with central banks	50,619	-	50,619
Net demand loans and deposits with credit institutions	(9,320)	-	(9,320)
NET CHANGE IN CASH AND CASH EQUIVALENTS	**(14,665)**	**-**	**(14,665)**

NOTE 12 Scope of consolidation at 31 December 2015

12.1 Information on subsidiaries

12.1.1 RESTRICTIONS ON ENTITIES

Crédit Agricole S.A. Group is subject to the following restrictions:

Regulatory constraints

The subsidiaries of Crédit Agricole S.A. Group are subject to prudential regulation and regulatory capital requirements in their host countries. The minimum equity capital (solvency ratio), leverage ratio and liquidity ratio requirements limit the capacity of these entities to pay dividends or to transfer assets to Crédit Agricole S.A. Group.

Legal constraints

The subsidiaries of Crédit Agricole S.A. Group are subject to legal provisions concerning the distribution of capital and distributable earnings. These requirements limit the ability of the subsidiaries to distribute dividends. In the majority of cases, these are less restrictive than the regulatory limitations mentioned above.

Restriction on assets backing unit-linked contracts for the insurance business

Assets backing unit-linked contracts of Crédit Agricole S.A. Group are held for the benefit of policyholders. Assets of the insurance subsidiaries of Crédit Agricole S.A. Group are mainly held for satisfying their obligation towards their policyholders. Assets transfers to other entities are possible following the legal conditions. However, in case of a transfer, a part of the profit due to the transfer must be intended for the policyholders.

Other constraints

Two subsidiaries of Crédit Agricole S.A., Crédit Agricole CIB Algérie and Crédit Agricole Ukraine, are required to obtain prior approval for the payment of dividends from their prudential authority (Banque d'Algérie and Banque Nationale d'Ukraine).

12.1.2 SUPPORT FOR STRUCTURED ENTITIES UNDER GROUP CONTROL

Crédit Agricole CIB has contractual arrangements with some consolidated structured entities that equate to commitments to provide financial support.

To meet its funding needs, Crédit Agricole CIB uses structured debt issuance vehicles to raise cash on financial markets. Securities issued by these entities are fully underwritten by Crédit Agricole CIB. At 31 December 2015, the outstanding volume of these issues was €19 billion compared to €9 billion at 31 December 2014.

As part of its third-party securitisation business, Crédit Agricole CIB provides liquidity lines to its ABCP conduits (see Note 1.1 for more detail). At 31 December 2015, these liquidity lines totalled €25 billion compared to €22 billion at 31 December 2014.

Crédit Agricole S.A. provided no other financial support for any structured entities consolidated at 31 December 2015 and 31 December 2014.

12.1.3 SECURITISATION TRANSACTIONS AND DEDICATED FUNDS

Various Group entities conduct securitisation operations on their own account as part of collateralised refinancing transactions. Depending on the circumstances, these transactions can be wholly or partially placed with investors, sold under repurchase agreements or kept on the issuer's balance sheet as liquid securities reserves that can be used to manage refinancing. Following the IAS 39 decision tree, these transactions are considered to form part of deconsolidating or non-deconsolidating transactions: for non-deconsolidating transactions, the assets are retained on the consolidated balance sheet of Crédit Agricole S.A. Group.

12.2 Scope of consolidation

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
French retail banking								
Banking and financial institutions								
Banque Chalus	▲		France	Associate	25.0	25.0	25.0	25.0
Banque Thémis	■		France	Subsidiary	100.0	100.0	95.1	95.1
Caisse Régionale Alpes Provence	▲		France	Associate	25.2	25.2	25.2	25.2
Caisse Régionale Alsace Vosges	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Aquitaine	▲		France	Associate	29.3	29.3	29.3	29.3
Caisse Régionale Atlantique Vendée	▲		France	Associate	25.6	25.6	25.6	25.6
Caisse Régionale Brie Picardie	▲		France	Associate	27.3	27.4	27.3	27.4
Caisse Régionale Centre Est	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Centre France	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Centre Loire	▲		France	Associate	27.7	27.7	27.7	27.7
Caisse Régionale Centre Ouest	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Champagne Bourgogne	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Charente Maritime - Deux Sèvres	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Charente-Périgord	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Côtes d'Armor	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale de l'Anjou et du Maine	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale des Savoie	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Finistère	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Franche Comte	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Guadeloupe	▲		France	Associate	25.0	27.2	25.0	27.2
Caisse Régionale Ille et Vilaine	▲		France	Associate	26.0	26.0	26.0	26.0
Caisse Régionale Languedoc	▲		France	Associate	25.8	25.8	25.8	25.8
Caisse Régionale Loire - Haute Loire	▲		France	Associate	25.4	25.4	25.4	25.4
Caisse Régionale Lorraine	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Martinique	▲		France	Associate	25.0	28.2	25.0	28.2
Caisse Régionale Morbihan	▲		France	Associate	28.1	28.0	28.1	28.0
Caisse Régionale Nord de France	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Nord Midi Pyrénées	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Nord-Est	▲		France	Associate	26.5	26.5	26.5	26.5
Caisse Régionale Normandie	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Normandie Seine	▲		France	Associate	25.6	25.6	25.6	25.6
Caisse Régionale Paris et Île De France	▲		France	Associate	25.6	25.6	25.6	25.6
Caisse Régionale Provence - Côte D'Azur	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Pyrénées Gascogne	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Réunion	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Sud Méditerranée	▲		France	Associate	25.0	25.0	25.0	25.0
Caisse Régionale Sud Rhône Alpes	▲		France	Associate	25.8	25.8	25.8	25.8
Caisse Régionale Toulouse 31	▲		France	Associate	26.5	26.5	26.5	26.5
Caisse Régionale Touraine Poitou	▲		France	Associate	26.4	26.3	26.4	26.3
Caisse Régionale Val de France	▲		France	Associate	25.0	25.0	25.0	25.0
Cofam	▲		France	Associate	25.4	25.4	25.4	25.4
CRCAM SUD MED. SUC	▲		Spain (France)	Branch	25.0	25.0	25.0	25.0
Interfimo	■		France	Subsidiary	99.0	99.0	94.1	94.1
LCL	■		France	Subsidiary	95.1	95.1	95.1	95.1
LCL Monaco Branch	■		Monaco (France)	Branch	100.0	100.0	95.1	95.1
Mercagentes	▲		Spain	Associate	30.0	25.0	28.7	25.0
Sircam	▲		France	Associate	25.4	25.4	25.4	25.4
Lease financing companies								
Locam	▲		France	Associate	25.4	25.4	25.4	25.4
Investment companies								
Bercy Participations	▲		France	Associate	25.6	25.6	25.6	25.6
CA Centre France Développement	▲		France	Associate	25.0	25.0	25.0	25.0
CACF Immobilier	▲		France	Associate	25.0	25.0	25.0	25.0
CADS Développement	▲		France	Associate	25.0	25.0	25.0	25.0
Calixte Investissement	▲		France	Associate	25.0	25.0	25.0	25.0
CAM ENERGIE SAS	▲		France	Associate	25.0	25.0	25.0	25.0
CD COM (ChampagneFM)	▲	S3	France	Associate		25.0		6.3
Crédit Agricole Centre Est Immobilier	▲		France	Associate	25.0	25.0	25.0	25.0
Crédit Agricole F.C. Investissement	▲		France	Associate	25.0	25.0	25.0	25.0
L'Immobilière d'A Côté	▲		France	Associate	25.2	25.2	25.2	25.2
Meura	▲	S1	France	Associate		25.0		6.3

(1) *Consolidation method:* ■ *Full* ▲ *Equity accounted* ● *Parent*

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Nord Capital Investissement	▲		France	Associate	25.0	25.0	26.8	26.7
Norpicom	▲	S3	France	Associate		25.0		6.1
NECI	▲	D1	France	Associate	26.5	26.5	26.5	26.5
Nord Est Expansion	▲		France	Associate	26.5	26.5	26.5	26.5
Prestimmo	▲		France	Associate	25.0	25.0	25.0	25.0
Sepi	▲		France	Associate	25.0	25.0	25.0	25.0
Sequana	▲		France	Structured associate	25.0	25.0	25.0	25.0
SIA	▲	S3	France	Associate		25.0		6.3
Socadif	▲		France	Associate	25.6	25.6	25.7	25.7
Voix du Nord Investissement	▲		France	Associate	25.0	25.0	6.3	6.3
Audaxis France	▲		France	Associate	6.3	25.0	1.6	6.3
Cercle Bleu	▲		France	Associate	25.0	25.0	6.3	6.3
CINENEWS	▲		France	Associate	9.4	25.0	2.4	6.3
Contact FM	▲		France	Associate	25.0	25.0	6.3	6.3
Courrier Picard	▲		France	Associate	24.7	25.0	6.2	6.1
Images en Nord	▲	E1	France	Associate	13.1	25.0	3.3	3.2
Internep	▲		France	Associate	25.0	25.0	6.3	6.3
La Voix Conseil	▲		France	Associate	25.0	25.0	6.3	6.3
La Voix du Nord	▲		France	Associate	24.0	25.0	6.1	6.1
La Voix du Nord Multimedia	▲	S3	France	Associate		25.0		6.3
L'Aisne Nouvelle	▲		France	Associate	25.0	25.0	6.3	6.3
L'Indépendant du Pas de Calais	▲		France	Associate	12.4	25.0	3.1	6.3
Nord Eclair	▲		France	Associate	25.0	25.0	6.3	6.3
Nord Littoral	▲		France	Associate	25.0	25.0	6.3	6.3
NORDISPRESS	▲		France	Associate	25.0	25.0	6.3	6.3
Nep TV	▲		France	Associate	22.4	25.0	5.6	6.0
Picardie Matin	▲		France	Associate	25.0	25.0	6.3	6.3
Presse Flamande	▲		France	Associate	24.7	25.0	6.2	6.3
Presse Gratuite Lille Metropole	▲		France	Associate	25.0	25.0	6.3	6.3
Répondances	▲		France	Associate	22.9	25.0	5.8	6.3
STM	▲		France	Associate	15.5	25.0	3.9	6.3
Voix du Nord Etudiant	▲		France	Associate	12.5	25.0	3.2	6.3
Tourism - property development								
Aquitaine Immobilier Investissement	▲		France	Associate	29.3	29.3	29.3	29.3
Franche Comté Développement Foncier	▲		France	Associate	25.0	25.0	25.0	25.0
Franche Comté Développement Immobilier	▲		France	Associate	25.0	25.0	25.0	25.0
L'Allan Immobilier Montbeliard	▲	D3	France	Associate	25.0	25.0	25.0	25.0
Immeuble Franche Comté	▲	D3	France	Associate	25.0	25.0	25.0	25.0
Caroline Immo	▲	D3	France	Associate	25.0	25.0	25.0	25.0
Square Jura	▲	D3	France	Associate	25.0	25.0	25.0	25.0
MSI ARRAS	▲	S3	France	Associate		25.0		25.0
MSI BOULOGNE/MER	▲	S3	France	Associate		25.0		25.0
MSI CALAIS	▲	S3	France	Associate		25.0		25.0
MSI LE TOUQUET	▲	S3	France	Associate		25.0		25.0
MSI LENS	▲	S3	France	Associate		25.0		25.0
MSI LILLE	▲	S3	France	Associate		25.0		25.0
MSI VALENCIENNES	▲	S3	France	Associate		25.0		25.0
MSI WIMEREUX	▲	S3	France	Associate		25.0		25.0
Nacarat	▲		France	Associate	25.0	25.0	7.7	7.7
Nord Est Aménagement Promotion	▲		France	Associate	26.5	26.5	26.5	26.5
Nord Est Gestion Immobilière	▲		France	Associate	26.5	26.5	26.5	26.5
Nord Est Immo	▲		France	Associate	26.5	26.5	26.5	26.5
Nord Est Optimmo S.A.S.	▲		France	Associate	26.5	26.5	26.5	26.5
Nord Est Patrimoine Immobilier	▲		France	Associate	26.5	26.5	26.5	26.5
Nord Est Square Habitat	▲		France	Associate	26.5	26.5	10.6	26.5
Normandie Seine Foncière	▲		France	Associate	25.6	25.6	25.6	25.6
NS Immobilier Finance	▲	S4	France	Associate		25.0		25.0
S.A. Foncière de l'Erable	▲		France	Associate	25.0	25.0	25.0	25.0
S.A.S. Arcadim Fusion	▲	S4	France	Associate		25.0		25.0
S.A.S. Chalons Mont Bernard	▲		France	Associate	26.5	26.5	26.5	26.5
S.A.S. Charleville Forest	▲		France	Associate	26.5	26.5	26.5	26.5
SCI Euralliance Europe	▲		France	Associate	25.0	25.0	25.0	25.0
S.A.S. Immnord	▲	S4	France	Associate		25.0		25.0
S.A.S. Laon Brosselette	▲		France	Associate	26.5	26.5	26.5	26.5
SCI Crystal Europe	▲		France	Associate	25.0	25.0	25.0	25.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
SCI Quartz Europe	▲		France	Associate	25.0	25.0	25.0	25.0
Square Habitat Nord de France	▲	D1	France	Associate	25.0	25.0	25.0	25.0
Other								
Adret Gestion	▲		France	Structured associate	25.0	25.0	25.0	25.0
Alsace Elite	▲		France	Structured associate	25.0	25.0	23.7	23.7
Amundi diversifié 1	▲	E2	France	Subsidiary	25.6		25.6	
Anjou Maine Gestion	▲		France	Associate	25.0	25.0	25.0	25.0
Aquitaux Rendement	▲		France	Associate	29.3	29.3	29.3	29.3
Armor Fonds Dédié	▲		France	Associate	25.0	25.0	25.0	25.0
Bercy Champ de Mars	▲		France	Associate	25.6	25.6	25.6	25.6
BFT diversifié 1	▲	E2	France	Subsidiary	25.6		25.6	
Brie Picardie Croissance	▲	E2	France	Associate	27.3		27.3	
C.L. Verwaltungs und Beteiligungsgesellschaft GmbH	■		Germany	Subsidiary	100.0	100.0	95.1	95.1
CA Aquitaine Agences Immobilières	▲		France	Associate	29.3	29.3	29.3	29.3
CA Aquitaine Immobilier	▲		France	Associate	29.3	29.3	29.3	29.3
CA Participations	▲		France	Associate	25.0	25.0	25.0	25.0
Caapimmo 4	▲		France	Associate	25.2	25.2	24.9	24.9
Caapimmo 6	▲		France	Associate	25.2	25.2	25.2	25.2
CAP Actions 2	▲		France	Associate	25.2	25.2	25.2	25.2
CAP ACTIONS 3	▲		France	Structured associate	25.2	25.2	25.2	25.2
CAP Obligataire	▲		France	Associate	25.2	25.2	25.2	25.2
CAP Régulier 1	▲		France	Structured associate	25.2	25.2	25.2	25.2
CAPI Centre-Est	▲		France	Associate	25.0	25.0	25.0	25.0
Centre France Location Immobilière	▲		France	Associate	25.0	25.0	25.0	25.0
CFM Opalis	▲	S1	France	Associate		25.0		6.3
Chabrillac	▲		France	Associate	25.0	25.0	22.2	22.0
CPR diversifié 1	▲	E2	France	Subsidiary	25.6		25.6	
CR Provence Cote d'Azur LCR	▲	S2	France	Structured associate		25.0		25.0
Crédit Lyonnais Développement Économique (CLDE)	■		France	Subsidiary	100.0	100.0	95.1	95.1
Edokial	▲		France	Associate	25.0	25.0	14.7	14.7
Emeraude Croissance	▲		France	Structured associate	26.0	26.0	26.0	26.0
Europimmo	▲		France	Associate	25.0	25.0	25.0	25.0
ARGOAT Finances	▲	E2	France	Subsidiary	25.0		25.0	
Everbreizh	▲	E2	France	Controlled structured entity	26.0		26.0	
FCP Centre Loire	▲	E2	France	Controlled structured entity	27.7		27.7	
FCT Crédit Agricole Habitat 2015[2]	▲	E2	France	Controlled structured entity	Approx. 25%		Approx. 25%	
Financière PCA	▲		France	Structured associate	25.0	25.0	25.0	25.0
Finarmor Gestion	▲		France	Associate	25.0	25.0	25.0	25.0
Fonds dédié Elstar	▲		France	Associate	25.0	25.0	25.0	25.0
Force 29	▲		France	Associate	25.0	25.0	25.0	25.0
Force Alsace	▲		France	Structured associate	25.0	25.0	25.0	25.0
Force Charente Maritime Deux Sèvres	▲		France	Associate	25.0	25.0	25.0	25.0
Force Iroise	▲		France	Structured associate	25.0	25.0	25.0	25.0
Force Languedoc	▲		France	Structured associate	25.8	25.8	25.8	25.8
Force Lorraine Duo	▲		France	Structured associate	25.0	25.0	25.0	25.0
Force Profile 20	▲		France	Associate	25.6	25.6	25.8	25.8
Force Run	▲		France	Associate	25.0	25.0	25.0	25.0
Force Toulouse Diversifié	▲		France	Structured associate	26.5	26.5	26.5	26.5
Force 4	▲		France	Structured associate	25.0	25.0	25.0	25.0
GB Affichage	▲	S3	France	Associate		12.5		3.9
GB Sud	▲	S1	France	Associate		25.0		6.3
Immobilière de Picardie	▲	S4	France	Associate		27.4		27.4
Inforsud Diffusion	▲		France	Associate	25.0	25.0	22.2	22.2
Inforsud Gestion	▲		France	Associate	25.0	25.0	22.2	22.2
Merico Delta Print	▲		France	Associate	25.0	25.0	22.2	22.2
Morbihan Gestion	▲		France	Structured associate	28.1	28.0	28.1	28.0
NMP Gestion	▲		France	Structured associate	25.0	25.0	25.0	25.0

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(1) Consolidation method: ■ Full ▲ Equity accounted ● Parent

(2) Each compartment of FCT Crédit Agricole Habitat 2015 is consolidated at the same holding percentage and according to the same consolidation method than its holding Regional Bank.

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Ozenne Institutionnel	▲		France	Structured associate	26.5	26.5	26.5	26.5
PCA IMMO	▲		France	Associate	25.0	25.0	25.0	25.0
PG IMMO	▲		France	Associate	25.0	25.0	25.0	25.0
PG Invest	▲		France	Associate	25.0	25.0	25.0	25.0
Pyrénées Gascogne Altitude	▲		France	Associate	25.0	25.0	25.0	25.0
Pyrénées Gascogne Gestion	▲		France	Associate	25.0	25.0	25.0	25.0
SAS Brie Picardie Expansion	▲		France	Associate	27.3	27.4	27.3	27.4
SNC Les Fauvins	▲		France	Associate	25.2	25.2	25.2	25.2
Scica HL	▲		France	Associate	25.4	25.4	25.1	25.1
Sud Rhône Alpes Placement	▲		France	Associate	25.8	25.8	26.0	26.0
Toulouse 31 Court Terme	▲		France	Structured associate	26.5	26.5	26.5	26.5
Val de France Rendement	▲		France	Associate	25.0	25.0	25.0	25.0
Société d'exploitation des Téléphériques Tarentaise-Maurienne	▲	E1	France	Associate	25.0		9.5	
SCI 15 place du Général de Gaulle	■	E1	France	Subsidiary	70.0		70.0	
SCI Centre d'affaires du parc Lumiere	■	E1	France	Subsidiary	100.0		100.0	
SCI Le Bretagne	■	E1	France	Subsidiary	75.0		75.0	
Télé Saint Quentin	▲	E1	France	Associate	5.6		1.4	
Imprimerie du Messager	▲	E1	France	Associate	25.0		6.3	
INTERNATIONAL RETAIL BANKING								
Banking and financial institutions								
Arc Broker	■	E2	Poland	Subsidiary	100.0		100.0	
Banca Popolare Friuladria S.p.A.	■		Italy	Subsidiary	80.2	80.2	61.3	61.3
Bankoa	▲		Spain	Associate	30.0	30.0	28.7	28.7
Cariparma	■		Italy	Subsidiary	76.5	76.5	76.5	76.5
Carispezia	■		Italy	Subsidiary	80.0	80.0	61.2	61.2
CREDIT AGRICOLE BANK	■		Ukraine	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Financement	▲		Switzerland	Associate	34.9	36.4	32.2	33.3
Crédit Agricole Group Solutions	■	E2	Italy	Subsidiary	100.0		74.8	
Credit Agricole Bank Albania S.A.	■	S2	Albania	Subsidiary		100.0		100.0
Crédit Agricole Bank Polska S.A.	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Banka Srbija a.d. Novi Sad	■		Serbia	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Egypt S.A.E.	■		Egypt	Subsidiary	60.5	60.5	60.2	60.2
Crédit Agricole Polska S.A.	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
Credit Agricole Romania	■		Romania	Subsidiary	100.0	100.0	100.0	100.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Credit Agricole Serivce sp z o.o.	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
Crédit du Maroc	■		Morocco	Subsidiary	78.7	78.7	78.7	78.7
Centea (entité opaque abs par E31910)	▲	S2	Belgium	Associate		5.0		16.6
Crelan SA	▲	S2	Belgium	Associate		5.0		16.6
Crelan Insurance SA	▲	S2	Belgium	Associate		5.0		16.6
Europabank	▲	S2	Belgium	Associate		5.0		16.6
Lukas Finanse S.A.	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
Other								
Belgium CA S.A.S.	▲		France	Associate	10.0	10.0	33.2	33.2
Crédit du Maroc branch France	■		France *(Morocco)*	Branch	100.0	100.0	78.7	78.7
IUB Holding	■		France	Subsidiary	100.0	100.0	100.0	100.0
Keytrade	▲	S2	Belgium	Associate		5.0		16.6
Specialised financial services								
Banking and financial institutions								
Aetran Administrative Dientverlening B.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
Agos	■		Italy	Subsidiary	61.0	61.0	61.0	61.0
Alsolia	▲		France	Associate	20.0	20.0	20.0	20.0
Antera Incasso B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Assfibo Financieringen B.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
BCC Credito Consumo	▲	S2	Italy	Associate		40.0		24.4
Crealfi	■		France	Subsidiary	51.0	51.0	51.0	51.0
Credibom	■		Portugal	Subsidiary	100.0	100.0	100.0	100.0
Credicom Consumer Finance Bank S.A.	■	S3	Greece	Subsidiary		100.0		100.0
Crediet Maatschappij "De Ijssel" B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
EUROFACTOR POLSKA S.A.	■	D1	Poland	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Consumer Finance	■		France	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Consumer Finance Nederland	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Creditplus Bank AG	■		Germany	Subsidiary	100.0	100.0	100.0	100.0
Credium Slovakia	■	S3	Slovakia	Subsidiary		100.0		100.0
De Kredietdesk B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Dealerservice B.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
DMC Groep N.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
DNV B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
EFL Services	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
EUROFACTOR GmbH	■	D1	Germany	Subsidiary	100.0	100.0	100.0	100.0
Eurofactor Hispania S.A.	■		Spain	Subsidiary	100.0	100.0	100.0	100.0
Eurofactor Italia S.p.A.	■		Italy	Subsidiary	100.0	100.0	100.0	100.0
Eurofactor SA - NV (Benelux)	■		Belgium	Branch	100.0	100.0	100.0	100.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location *(Country of incorporation if different from location)*	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Eurofactor S.A. (Portugal)	■		Portugal	Subsidiary	100.0	100.0	100.0	100.0
Eurofintus Financieringen B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Euroleenlijn B.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
FCA Capital France S.A.	▲	D1	France	Joint venture	50.0	50.0	50.0	50.0
FCA Bank	▲	D1	Italy	Joint venture	50.0	50.0	50.0	50.0
FCA Capital Danmark A/S	▲	D1	Denmark	Joint venture	50.0	50.0	50.0	50.0
FCA Capital España EFC S.A.	▲	D1	Spain	Joint venture	50.0	50.0	50.0	50.0
FCA Capital Ireland Plc	▲	D1	Ireland	Joint venture	50.0	50.0	50.0	50.0
FCA Capital Nederland B.V.	▲	D1	Netherlands	Joint venture	50.0	50.0	50.0	50.0
FCA Capital Suisse S.A.	▲	D1	Switzerland	Joint venture	50.0	50.0	50.0	50.0
FCA Bank Polska	▲	D1	Poland	Joint venture	50.0	50.0	50.0	50.0
FCA Bank Germany GmbH	▲	D1	Germany	Joint venture	50.0	50.0	50.0	50.0
FCA Bank GmbH	▲	D1	Austria	Joint venture	50.0	50.0	50.0	50.0
FCA Bank Gmbh, Hellenic Branch	▲	E2	Greece	Joint venture	50.0		50.0	
FCA Capital Belgium S.A.	▲	D1	Belgium	Joint venture	50.0	50.0	50.0	50.0
FGA Capital Danmark A/S, Finland Branch	▲	D3	Finland	Joint venture	50.0		50.0	
FCA Capital Hellas S.A.	▲	D1	Greece	Joint venture	50.0	50.0	50.0	50.0
FCA Capital IFIC	▲	D1	Portugal	Joint venture	50.0	50.0	50.0	50.0
FCA Capital Re Limited	▲	D1	Ireland	Joint venture	50.0	50.0	50.0	50.0
FCA Automotive Services UK Ltd	▲	D1	United Kingdom	Joint venture	50.0	50.0	50.0	50.0
FCA Dealer Services Portugal S.A.	▲	D1	Portugal	Joint venture	50.0	50.0	50.0	50.0
FGA Finance Polska Sp. Zo.o.	▲		Poland	Joint venture		50.0		50.0
FCA Insurance Hellas S.A.	▲	D1	Greece	Joint venture	50.0	50.0	50.0	50.0
FCA Leasing GmbH	▲	D1	Austria	Joint venture	50.0	50.0	50.0	50.0
FCA Leasing Polska	▲	D1	Poland	Joint venture	50.0	50.0	50.0	50.0
FCA Dealer Services UK Ltd	▲	D1	United Kingdom	Joint venture	50.0	50.0	50.0	50.0
Financierings Data Netwerk B.V.	▲		Netherlands	Joint venture	50.0	44.0	50.0	44.0
NL Findio B.V	■	D1	Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Finata Bank N.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Finata Sparen N.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
Finata Zuid-Nederland B.V.	■		Netherlands	Subsidiary	97.9	100.0	97.9	100.0
FCA Leasing France	▲	D1	France	Joint venture	50.0	50.0	50.0	50.0
FL Location SNC	▲	S1	France	Joint venture		50.0		50.0
FORSO Denmark	▲		Denmark	Joint venture	50.0	50.0	50.0	50.0
Forso Finance OY	▲		Finland	Joint venture	50.0	50.0	50.0	50.0
Forso Norge	▲		Norway	Joint venture	50.0	50.0	50.0	50.0
Forso Nordic A.B.	▲		Sweden	Joint venture	50.0	50.0	50.0	50.0
GAC - Sofinco Auto Finance Co.	▲		China	Joint venture	50.0	50.0	50.0	50.0
GSA Ltd	■	E2	Maurice	Subsidiary	100.0		100.0	
IDM Finance B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location *(Country of incorporation if different from location)*	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
IDM Financieringen B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
IDM lease maatschappij N.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Iebe Lease B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
FCA Capital Norge AS	▲	E2	Norway	Joint venture	50.0		50.0	
InterBank group	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
FCA Capital Sverige	▲	E2	Sweden	Joint venture	50.0		50.0	
J.J.P. Akkerman Financieringen B.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
Krediet '78 B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Mahuko Financieringen B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Matriks N.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
Menafinance	▲		France	Joint venture	50.0	50.0	50.0	50.0
Money Care B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
New Theo	■	S1	United Kingdom	Subsidiary		100.0		100.0
NVF Voorschotbank B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Regio Kredietdesk B.V.	■	S1	Netherlands	Subsidiary		100.0		100.0
Ribank	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Ste Européenne de développement du financement	■		France	Subsidiary	100.0	100.0	100.0	100.0
Teotys	■	S2	France	Subsidiary		100.0		100.0
Theofinance LTD	■	S2	Maurice *(France)*	Subsidiary		100.0		100.0
Theofinance SA	■	S2	Uruguay *(France)*	Subsidiary		100.0		100.0
Tunisie Factoring	▲	S2	Tunisia	Associate		36.4		36.4
VoordeelBank B.V.	■		Netherlands	Subsidiary	100.0	100.0	100.0	100.0
Wafasalaf	▲		Morocco	Associate	49.0	49.0	49.0	49.0
Lease financing companies								
Auxifip	■		France	Subsidiary	100.0	100.0	100.0	100.0
CAL Espagne	■		Spain *(France)*	Branch	100.0	100.0	100.0	100.0
Carefleet S.A.	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Leasing & Factoring	■		France	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Leasing Italia	■		Italy	Subsidiary	100.0	100.0	80.0	80.0
Crédit du Maroc Leasing	■		Morocco	Subsidiary	100.0	100.0	85.8	85.8
Credium	■	S3	Czech Republic	Subsidiary		100.0		100.0
Emporiki Rent L.T.L	■	S3	Greece	Subsidiary		100.0		100.0
Europejski Fundusz Leasingowy (E.F.L.)	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
FAL Fleet Services	▲		France	Joint venture	50.0	50.0	50.0	50.0
FCA Dealer services España, S.A.	▲	D1	Spain	Joint venture	50.0	50.0	50.0	50.0
FCA Fleet Services Uk Ltd	▲	D1	United Kingdom	Joint venture	50.0	50.0	50.0	50.0
Finamur	■		France	Subsidiary	100.0	100.0	100.0	100.0
Leasys	▲		Italy	Joint venture	50.0	50.0	50.0	50.0

(1) Consolidation method: ■ Full ▲ Equity accounted ● Parent

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Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Lixxbail	■		France	Subsidiary	100.0	100.0	100.0	100.0
Lixxcourtage	■		France	Subsidiary	100.0	100.0	100.0	100.0
Lixxcredit	■		France	Subsidiary	100.0	100.0	100.0	100.0
Ucafleet	▲		France	Associate	35.0	35.0	35.0	35.0
Unifergie	■		France	Subsidiary	100.0	100.0	100.0	100.0
Investment companies								
Argence Investissement S.A.S.	■		France	Subsidiary	100.0	100.0	100.0	100.0
Insurance								
ARES Reinsurance Ltd.	■		Ireland	Subsidiary	100.0	100.0	61.0	61.0
Other								
CCDS (Carte Cadeaux Distribution Services)	▲		France	Associate	49.0	49.0	49.0	49.0
Crédit LIFT	■		France	Subsidiary	100.0	100.0	100.0	100.0
Green FCT Lease	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Ste Européenne de développement d'assurances	■		France	Subsidiary	100.0	100.0	100.0	100.0
EFL Finance S.A.	■		Poland	Subsidiary	100.0	100.0	100.0	100.0
Sofinco Participations	■		France	Subsidiary	100.0	100.0	100.0	100.0
SAVINGS MANAGEMENT								
Banking and financial institutions								
ABC-CA Fund Management CO	▲		China	Associate	33.3	33.3	24.7	26.2
AMUNDI ASSET MANAGEMENT	■	D1	France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI (UK) Ltd.	■		United Kingdom	Subsidiary	100.0	100.0	74.2	78.6
Amundi AI LONDON BRANCH	■		United Kingdom	Branch	100.0	100.0	74.2	78.6
AMUNDI AI S.A.S.	■		France	Subsidiary	100.0	100.0	74.2	78.6
Amundi Belgium	■		Belgium	Branch	100.0	100.0	74.2	78.6
AMUNDI DEUTSCHLAND	■		Germany	Branch	100.0	100.0	74.2	78.6
Amundi Distributors Usa Llc	■		United States	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Finance	■		France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Finance Emissions	■		France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI GLOBAL SERVICING	■		Luxembourg	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI	■	D1	France	Subsidiary	74.2	78.6	74.2	78.6
AMUNDI Hellas MFMC S.A.	■		Greece	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI HONG KONG BRANCH	■		Hong-Kong	Branch	100.0	100.0	74.2	78.6
AMUNDI Hong Kong Ltd.	■		Hong-Kong	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Iberia S.G.I.I.C S.A.	■		Spain	Subsidiary	100.0	100.0	84.8	87.2
AMUNDI Immobilier	■		France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI India Holding	■		France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Intermédiation	■		France	Subsidiary	100.0	100.0	74.2	78.6
Amundi Investments USA LLC	■	S4	United States	Subsidiary		100.0		78.6

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
AMUNDI Japan	■		Japan	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Japan Holding	■		Japan	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Japan Securities Cy Ltd.	■		Japan	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI LONDON BRANCH	■		United Kingdom	Branch	100.0	100.0	74.2	78.6
AMUNDI Luxembourg S.A.	■		Luxembourg	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Malaysia Sdn Bhd	■		Malaysia	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Nederland (Amsterdam)	■		Netherlands	Branch	100.0	100.0	74.2	78.6
AMUNDI Polska	■		Poland	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Private Equity Funds	■		France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Real Estate Italia SGR S.p.A.	■		Italy	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI SGR S.p.A.	■		Italy	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Singapore Ltd.	■		Singapore	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Smith Breeden	■		United States	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Suisse	■		Switzerland	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Tenue de Comptes	■		France	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI USA Inc	■		United States	Subsidiary	100.0	100.0	74.2	78.6
AMUNDI Ventures	■		France	Subsidiary	100.0	100.0	74.2	78.6
Bawag PSK Invest	■	E3	Austria	Subsidiary	100.0		74.2	
BFT INVESTMENT MANAGERS	■	D1	France	Subsidiary	100.0	100.0	74.2	78.6
CA Indosuez Gestion	■		France	Subsidiary	100.0	100.0	97.8	97.8
CA Indosuez Private Banking	■		France	Subsidiary	100.0	100.0	97.8	97.8
CACEIS S.A.	■		France	Subsidiary	85.0	85.0	85.0	85.0
CACEIS (USA) Inc.	■		United States	Subsidiary	100.0	100.0	85.0	85.0
CACEIS (Canada) Ltd.	■		Canada	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Bank Deutschland GmbH	■		Germany	Subsidiary	100.0	100.0	85.0	85.0
CACEIS BANK France	■		France	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Bank Luxembourg	■		Luxembourg	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Bank Luxembourg (Amsterdam)	■		Netherlands	Branch	100.0	100.0	85.0	85.0
CACEIS Bank Luxembourg (Brussels)	■		Belgium	Branch	100.0	100.0	85.0	85.0
CACEIS Bank Luxembourg (Dublin)	■		Ireland	Branch	100.0	100.0	85.0	85.0
CACEIS Bank Luxembourg (London)	■	E2	United Kingdom	Branch	100.0		85.0	
CACEIS Bank Luxembourg (Milan)	■		Italy	Branch	100.0	100.0	85.0	85.0
CACEIS Bank Luxembourg (Nyon)	■	E2	Switzerland	Branch	100.0		85.0	
CACEIS Belgium	■		Belgium	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Corporate Trust	■		France	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Fund Administration	■		France	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Ireland Limited	■		Ireland	Subsidiary	100.0	100.0	85.0	85.0
CACEIS Switzerland S.A.	■		Switzerland	Subsidiary	100.0	100.0	85.0	85.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Clam Philadelphia	■		France	Subsidiary	100.0	100.0	74.2	78.6
CPR AM	■		France	Subsidiary	100.0	100.0	74.2	78.6
Crédit Agricole CIB (Miami)	■		United States *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole Luxembourg	■		Luxembourg	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Luxembourg (Belgique)	■		Belgium *(Luxembourg)*	Branch	100.0	100.0	97.8	97.8
Crédit Agricole Luxembourg (Espagne)	■		Spain *(Luxembourg)*	Branch	100.0	100.0	97.8	97.8
Crédit Agricole Luxembourg (Italy)	■	E2	Italy *(Luxembourg)*	Branch	97.8		97.8	
Crédit Agricole Suisse	■		Switzerland	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Suisse (Bahamas) Ltd.	■	S3	Bahamas	Subsidiary		100.0		97.8
Crédit Agricole Suisse (Hong-Kong)	■		Hong-Kong *(Switzerland)*	Branch	100.0	100.0	97.8	97.8
Crédit Agricole Suisse (Singapour)	■		Singapore *(Switzerland)*	Branch	100.0	100.0	97.8	97.8
Crédit Foncier de Monaco	■		Monaco	Subsidiary	70.1	70.1	67.4	67.4
Etoile Gestion	■		France	Subsidiary	100.0	100.0	74.2	78.6
Finanziaria Indosuez International Ltd.	■		Switzerland	Subsidiary	100.0	100.0	97.8	97.8
Fund Channel	▲		Luxembourg	Associate	50.0	50.0	37.1	39.3
IKS KB	■		Czech Republic	Subsidiary	100.0	100.0	74.2	78.6
LCL Emissions	■		France	Subsidiary	100.0	100.0	74.2	78.6
NH-CA Asset Management Ltd.	▲		South Korea	Associate	30.0	40.0	22.2	31.4
Société Générale Gestion (S2G)	■		France	Subsidiary	100.0	100.0	74.2	78.6
State Bank of India Fund Management	▲		India	Associate	37.0	37.0	27.4	29.1
WAFA Gestion	▲		Morocco	Associate	34.0	34.0	25.2	26.7
Investment companies								
CA Brasil DTVM	■		Brazil	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Private Banking	■		France	Subsidiary	100.0	100.0	97.8	97.8
Insurance								
Assurances Mutuelles Fédérales	■	S3	France	Subsidiary		100.0		100.0
CA Assicurazioni	■		Italy	Subsidiary	100.0	100.0	100.0	100.0
CACI DANNI	■		Italy *(Ireland)*	Branch	100.0	100.0	100.0	100.0
CACI LIFE LIMITED	■		Ireland	Subsidiary	100.0	100.0	100.0	100.0
CACI NON LIFE LIMITED	■		Ireland	Subsidiary	100.0	100.0	100.0	100.0
CACI NON VIE	■		France *(Ireland)*	Branch	100.0	100.0	100.0	100.0
CACI Reinsurance Ltd.	■		Ireland	Subsidiary	100.0	100.0	100.0	100.0
CACI VIE	■		France *(Ireland)*	Branch	100.0	100.0	100.0	100.0
CACI VITA	■		Italy *(Ireland)*	Branch	100.0	100.0	100.0	100.0
CALI Europe France Branch	■		France	Branch	100.0	100.0	100.0	99.9
CALI Europe Poland Branch	■		Poland *(Luxembourg)*	Branch	100.0	100.0	100.0	99.9

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Crédit Agricole Assurances (CAA)	■		France	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Creditor Insurance (CACI)	■		France	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Life	■	D4	Greece	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Life Insurance Company Japan Ltd.	■		Japan	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Life Insurance Europe	■		Luxembourg	Subsidiary	100.0	100.0	99.9	99.9
Crédit Agricole Reinsurance S.A.	■		Luxembourg	Subsidiary	100.0	100.0	100.0	100.0
Crédit Agricole Vita S.p.A.	■		Italy	Subsidiary	100.0	100.0	100.0	100.0
Finaref Assurances S.A.S.	■		France	Subsidiary	100.0	100.0	100.0	100.0
Finaref Risques Divers	■		France	Subsidiary	100.0	100.0	100.0	100.0
Finaref Vie	■		France	Subsidiary	100.0	100.0	100.0	100.0
GNB SEGUROS (formerly BES SEGUROS)	■		Portugal	Subsidiary	50.0	50.0	50.0	50.0
Médicale de France	■		France	Subsidiary	100.0	100.0	100.0	100.0
Pacifica	■		France	Subsidiary	100.0	100.0	100.0	100.0
Predica	■		France	Subsidiary	100.0	100.0	100.0	100.0
Predica - Prévoyance Dialogue du Crédit Agricole	■		Spain	Branch	100.0	100.0	100.0	100.0
Space Holding (Ireland) Limited	■		Ireland	Subsidiary	100.0	100.0	100.0	100.0
Space Lux	■		Luxembourg	Subsidiary	100.0	100.0	100.0	100.0
Spirica	■		France	Subsidiary	100.0	100.0	100.0	100.0
UCITS								
ACACIA	■		France	Consolidated structured entity	100.0	100.0	74.2	78.6
ACAJOU	■		France	Consolidated structured entity	100.0	100.0	74.2	78.6
Amundi Absolute Credit	■	S2	France	Consolidated structured entity		29.8		23.5
AMUNDI ARMONIA (ex Amundi Corporate 3 Anni)	■		Italy	Consolidated structured entity	100.0	100.0	100.0	100.0
Amundi Funds Equity Global Minimum Variance	■	S2	Luxembourg	Consolidated structured entity		23.0		18.1
AMUNDI GRD 24 FCP	■		France	Controlled structured entity	100.0	100.0	100.0	100.0
Amundi Hk - Green Planet Fund	■		Hong-Kong	Consolidated structured entity	98.9	99.0	73.4	77.9
Amundi Money Market Fund - Short Term (GBP)	■	S2	Luxembourg	Consolidated structured entity		100.0		78.6
Amundi Money Market Fund - Short Term (USD) - part OC	■	S2	Luxembourg	Consolidated structured entity		100.0		78.6
Amundi Money Market Fund - Short Term (USD) - part OV	■	S2	Luxembourg	Consolidated structured entity		53.2		41.8
Amundi Performance Absolue Equilibre	■		France	Consolidated structured entity	100.0	100.0	74.2	78.6

(1) Consolidation method: ■ Full ▲ Equity accounted ● Parent

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Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
AMUN TRESO CT PC 3D	■		France	Consolidated structured entity	54.2	77.3	54.2	77.3
BFT opportunité	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2013 COMPARTIMENT 5 A5	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2013-2	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2013-3	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2014 COMPARTIMENT 1 PART A1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2014 INVESTISSMENT PART A3	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA PRIV.FINANC. COMP.1 A1 FIC	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA PRIV.FINANC. COMP.2 A2 FIC	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Chorial Allocation	■		France	Consolidated structured entity	99.7	99.9	73.9	78.5
CNP ACP 10 FCP	▲	E1	France	Structured joint venture	49.9		49.9	
CNP ACP OBLIG	▲	E1	France	Structured joint venture	50.0		50.0	
CA-EDRAM OPPORTUNITES FCP 3DEC	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR CAA 2013	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2013 FCPR B1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2013 FCPR C1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2013 FCPR D1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR CAA COMP TER PART A3	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR CAA COMPART BIS PART A2	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR CAA COMPARTIMENT 1 PART A1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR CAA France croissance 2 A	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR PREDICA 2007 A	■		France	Consolidated structured entity	99.9	99.9	99.9	99.9
FCPR PREDICA 2007 C2	■		France	Consolidated structured entity	100.0	99.9	100.0	99.9
FCPR PREDICA 2008 A1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
FCPR PREDICA 2008 A2	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR PREDICA 2008 A3	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
ARTEMID	■	E2	France	Consolidated structured entity	90.0		90.0	
FCPR PREDICA SECONDAIRE I A1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR PREDICA SECONDAIRE I A2	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR PREDICA SECONDAIRES II A	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR PREDICA SECONDAIRES II B	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR Roosevelt Investissements	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR UI CAP AGRO	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCPR UI CAP SANTE A	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCT CAREPTA - COMPARTIMENT 2014-1	■		France	Consolidated structured entity	93.8	93.8	93.8	93.8
CA VITA PRIVATE EQUITY CHOISE	■	E3	France	Consolidated structured entity	100.0		100.0	
FCT CAREPTA - COMPARTIMENT 2014-2	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCT MID CAP 2 05/12/22	■	E2	France	Controlled structured entity	100.0		100.0	
Federval	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Genavent	■		France	Consolidated structured entity	52.3	52.3	38.8	41.1
Genavent Partners Lp	■		United States	Consolidated structured entity	100.0	100.0	74.2	78.6
GRD TOBAM AB A	■	E2	France	Controlled structured entity	100.0		100.0	
GRD01	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD02	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD03	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD04	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD05	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
GRD07	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD08	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD09	■		France	Consolidated structured entity	97.1	97.4	97.1	97.4
GRD10	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD11	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD12	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD13	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD14	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD16	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD17	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD18	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD19	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD20	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
FCT CAREPTA - RE 2015 -1	■	E2	France	Consolidated structured entity	100.0		100.0	
GRD21	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
GRD23	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Londres Croissance C16	■		France	Consolidated structured entity	100.0	100.0	74.2	78.6
FEDERIS CORE EU CR 19 MM	■	E1	France	Consolidated structured entity	43.6		43.6	
LRP - CPT JANVIER 2013 0.30 13-21 11/01A	■		Luxembourg	Consolidated structured entity	84.2	84.2	84.2	84.2
OBJECTIF LONG TERME FCP	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Peg - Portfolio Eonia Garanti	■		France	Consolidated structured entity	95.1	89.3	70.6	70.2
Predica 2005 FCPR A	■		France	Consolidated structured entity	99.9	99.9	99.9	99.9
Predica 2006 FCPR A	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Predica 2006-2007 FCPR	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
PREDICA 2010 A1	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
PREDICA 2010 A2	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
PREDICA 2010 A3	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
PREDICA SECONDAIRES III	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Predicant A1 FCP	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Predicant A2 FCP	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Predicant A3 FCP	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Prediquant opportunité	■		France	Consolidated structured entity	100.0	99.7	100.0	99.7
PREDIQUANT STRATEGIES	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
PREDIPARK	■		France	Subsidiary	100.0	100.0	100.0	100.0
PREMIUM GR 0% 28	■		Ireland	Consolidated structured entity	94.9	94.9	94.9	94.9
PREMIUM GREEN 4.52%06-21 EMTN	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN 4.54%06-13.06.21	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN 4.5575%21 EMTN	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN 4.56%06-21	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN 4.7% EMTN 08/08/21	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN 4.72%12-250927	■		Ireland	Consolidated structured entity	80.7	78.9	80.7	78.9
PREMIUM GREEN PLC 4.30%2021	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV 06/22	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV 07/22	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV 07-22	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV 22	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0

(1) *Consolidation method: ■ Full ▲ Equity accounted ● Parent*

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
PREMIUM GREEN TV 26/07/22	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV06-16 EMTN	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV07-17 EMTN	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN TV2027	■		Ireland	Consolidated structured entity	75.9	75.9	75.9	75.9
PREMIUM GREEN TV23/05/2022 EMTN	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
PREMIUM GREEN4.33%06-29/10/21	■		Ireland	Consolidated structured entity	100.0	100.0	100.0	100.0
CAA 2015 COMPARTIMENT 1	■	E2	France	Consolidated structured entity	100.0		100.0	
CAA 2015 COMPARTIMENT 2	■	E2	France	Consolidated structured entity	100.0		100.0	
CORSAIR 1.5255% 25/04/35	■	E2	Ireland	Consolidated structured entity	100.0		100.0	
PREMIUM GREEN 1.24% 25/04/35	■	E2	Ireland	Consolidated structured entity	100.0		100.0	
AGRICOLE RIVAGE DETTE	■	E2	France	Consolidated structured entity	88.0		88.0	
Unit-linked funds (Fonds UC)								
91 United-linked funds with a detention rate equal or above 95%	■		France	Consolidated structured entity	> 95 %		> 95 %	
AF EQUI.GLOB.AHE CAP	■	E2	Luxembourg	Controlled structured entity	50.8		50.8	
AF INDEX EQ JAPAN AE CAP	■		Luxembourg	Consolidated structured entity	48.5	43.8	48.5	43.8
AF INDEX EQ USA A4E	■		Luxembourg	Consolidated structured entity	82.7	87.7	82.7	87.7
AM.AC.EU.ISR-P-3D	■	E1	France	Controlled structured entity	81.2		41.6	
AM CR 1-3 EU PC 3D	■		France	Consolidated structured entity	75.3	76.8	75.3	76.8
AMUN.TRES.EONIA ISR E FCP 3DEC	■		France	Consolidated structured entity	88.9	29.6	86.3	29.6
AMUNDI ABSOLUTE GLOB DIVID AE 3D	■	E1 ; S1	Luxembourg	Controlled structured entity				
AMUNDI ACT.MONDE P	■	S4	France	Consolidated structured entity		60.2		60.2
AMUNDI ACTIONS FRANCE C 3DEC	■	E1	France	Controlled structured entity	36.1		36.1	
AMUNDI AFD AV DURABL P1 FCP 3DEC	■		France	Consolidated structured entity	67.2	63.5	67.2	63.5

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
AMUNDI B EU COR AEC	■		Luxembourg	Consolidated structured entity	59.4	23.7	59.4	23.7
AMUNDI BOND GLOBAL CORP AE 3DEC	■	S2	Luxembourg	Consolidated structured entity		40.1		40.1
AMUNDI CRED.EURO ISR P FCP 3DEC	■		France	Consolidated structured entity	62.5	61.2	62.5	61.2
AMUNDI EQ E IN AHEC	■		Luxembourg	Consolidated structured entity	68.8	67.1	68.8	67.1
AMUNDI GBL MACRO MULTI ASSET P	■		France	Consolidated structured entity	70.8	72.2	70.8	72.2
AMUNDI HORIZON 3D	■	E1	France	Controlled structured entity	64.0		64.0	
AMUNDI LCL DH2-4 AV MAI 13 3D	■	S1	France	Consolidated structured entity		99.9		99.9
AMUNDI PATRIMOINE C 3DEC	■		France	Consolidated structured entity	77.1	69.7	77.1	69.7
AMUNDI PULSACTIONS	■		France	Consolidated structured entity	44.4	90.7	44.4	90.7
AMUNDI VALEURS DURAB	■	E1	France	Controlled structured entity	45.1		45.1	
AMUNDI 12 M P	■	E2	France	Controlled structured entity	88.8		88.8	
ANTINEA FCP	■		France	Consolidated structured entity	54.3	54.8	54.3	54.8
ARAMIS PATRIM D 3D	■		France	Consolidated structured entity	48.0	55.9	48.0	55.9
ARC FLEXIBOND-D	■		France	Consolidated structured entity	61.4	64.7	61.4	64.7
ATOUT EUROPE C FCP 3DEC	■		France	Consolidated structured entity	80.6	80.9	80.6	80.9
ATOUT FRANCE C FCP 3DEC	■		France	Consolidated structured entity	40.7	41.7	40.7	41.7
AM.AC.MINER.-P-3D	■	E1	France	Controlled structured entity	42.6		42.6	
ATOUT HORIZON DUO FCP 3DEC	■	S4	France	Consolidated structured entity		74.8		74.8
ATOUT MONDE C FCP 3DEC	■		France	Consolidated structured entity	87.6	87.9	87.6	87.9
ATOUT QUANTEUROLAND SI 3DEC	■	S4	France	Consolidated structured entity		40.9		40.9
ATOUT VERT HORIZON FCP 3 DEC	■		France	Consolidated structured entity	34.3	34.3	34.3	34.3
AMUNDI BD EU HY AEC	■	E1	Luxembourg	Consolidated structured entity	32.0		32.0	
ACTIONS 70	■	S4	France	Controlled structured entity		37.1		37.1

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
AXA EUR.SM.CAP E 3D	■	E1	France	Consolidated structured entity	40.8	19.2	40.8	19.2
AXA FIIS US CORPORATE BONDS F	■	E2 ; S1	Luxembourg	Controlled structured entity				
BEST BUS MODELS RC	■		France	Consolidated structured entity	44.5	34.4	44.5	34.4
CA MASTER EUROPE	■		France	Consolidated structured entity	49.3	51.4	49.3	51.4
CAPITOP MONDOBLIG SI.3DEC	■	S2	France	Consolidated structured entity		51.1		51.1
CONVERT.EUROP.AE	■		Luxembourg	Controlled structured entity	39.1	53.9	39.1	53.9
CPR CONSO ACTIONNAIRE FCP P	■		France	Consolidated structured entity	52.2	57.2	52.2	57.2
CPR OBLIG 12 M.P 3D	■	E1	France	Consolidated structured entity	37.5		37.5	
CPR REFL.RESP.0-100 P FCP 3DEC	■		France	Consolidated structured entity	62.6	100.0	62.6	100.0
CPR REFLEX CIBL.100 P FCP 3DEC	■	S4	France	Consolidated structured entity		68.3		68.3
CPR RENAISSANCE JAPON HP 3D	■		France	Consolidated structured entity	44.5	52.2	44.5	52.2
CPR SILVER AGE P 3DEC	■		France	Consolidated structured entity	41.3	45.2	41.3	45.2
DNA 0% 12-211220	■		Luxembourg	Consolidated structured entity	86.8	89.7	86.8	89.7
DNA 0% 16/10/2020	■		Luxembourg	Consolidated structured entity	92.6	93.5	92.6	93.5
DNA 0% 21/12/20 EMTN	■		Luxembourg	Consolidated structured entity	70.6	71.1	70.6	71.1
DNA 0% 23/07/18 EMTN INDX	■		Luxembourg	Consolidated structured entity	77.9	78.0	77.9	78.0
DNA 0% 27/06/18 INDX	■		Luxembourg	Consolidated structured entity	80.9	74.3	80.9	74.3
DNA 0%11-231216 INDX	■		Luxembourg	Consolidated structured entity	76.8	77.8	76.8	77.8
DNA 0%12-240418 INDX	■		Luxembourg	Controlled structured entity	82.7	79.2	82.7	79.2
DOLCEYS 2 FCP 3DEC	■	S1	France	Consolidated structured entity		99.4		99.4
ECOFI MULTI OPPORTUN. FCP 3DEC	■		France	Consolidated structured entity	84.5	86.8	84.5	86.8
CPR CROIS.REA.-P	■	E1	France	Consolidated structured entity	20.3		20.3	
FONDS AV ECHUS N°2	■		France	Consolidated structured entity	91.5	99.0	91.5	99.0

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
HMG GLOBETROTTER D	■	E1	France	Consolidated structured entity	61.8		61.8	
IND.CAP EMERG.-C-3D	■		France	Consolidated structured entity	59.0	71.4	59.0	71.4
INDO.FLEX.100 -C-3D	■		France	Consolidated structured entity	92.6	93.9	92.6	93.9
INDOSUEZ CRESCENDO FCP	■	S4	France	Consolidated structured entity		46.8		46.8
INDOSUEZ EUROPE EXPENSION FCP	■	S4	France	Consolidated structured entity		46.8		46.8
INVEST RESP S3 3D	■		France	Consolidated structured entity	63.2	68.8	63.2	68.8
JAYANNE FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
JAYANNE 2 FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
JAYANNE 3 FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
JAYANNE 4 3DEC FCP	■	S1	France	Consolidated structured entity		100.0		100.0
JPM-US S E P-AEURA	■		Luxembourg	Consolidated structured entity	88.0	76.6	88.0	76.6
LCL AC.DEV.DU.EURO	■		France	Controlled structured entity	46.2	42.7	46.2	42.7
LCL AC.EMERGENTS 3D	■		France	Consolidated structured entity	47.1	48.4	47.1	48.4
LCL ACT.EME.(EU.)3D	■	E1 ; S1	France	Consolidated structured entity				
LCL ACT.IMMOBI.3D	■		France	Controlled structured entity	48.1	45.7	48.1	45.7
LCL ACT.USA ISR 3D	■		France	Consolidated structured entity	48.9	49.3	48.9	49.3
LCL ACTIONS EURO C	■	E2	France	Consolidated structured entity	77.5		77.5	
LCL ALLOCATION DYNAMIQUE 3D FCP	■		France	Consolidated structured entity	99.9	48.1	94.6	48.1
LCL ALLOCATION EQUILIBRE 3DEC	■		France	Consolidated structured entity	96.5	48.2	92.1	48.2
LCL CAPTURE 40 VIE FCP 3DEC	■	S1	France	Consolidated structured entity		89.1		89.1
LCL D.CAPT.JU.10 3D	■		France	Consolidated structured entity	84.4	84.7	84.4	84.7
LCL DEVELOPPEM.PME C	■		France	Consolidated structured entity	80.2	89.0	80.2	89.0
LCL FDS ECH.MONE.3D	■		France	Consolidated structured entity	85.1	84.6	85.1	84.6

(1) Consolidation method: ■ Full ▲ Equity accounted ● Parent

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (*Country of incorporation if different from location*)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
INDOS.EURO.PAT.PD 3D	■	E1	France	Consolidated structured entity	40.5		40.5	
LCL FLEX 30	■		France	Consolidated structured entity	60.0	67.7	60.0	67.7
LCL MGEST 60 3DEC	■		France	Consolidated structured entity	85.3	87.6	85.3	87.6
LCL MGEST FL.0-100	■		France	Consolidated structured entity	81.9	81.2	81.9	81.2
LCL OBLIGATIONS INFLATION C EUR	■		France	Consolidated structured entity	39.8	43.4	39.8	43.4
LCL ORIENTATION DYNAM FCP3D	■		France	Consolidated structured entity	89.9	89.3	89.9	89.3
LCL ORIENTATION EQUIL. FCP 3DEC	■		France	Consolidated structured entity	91.0	90.6	91.0	90.6
LCL ORIENTATION PRUDENT	■		France	Consolidated structured entity	92.6	92.4	92.6	92.4
LCL PREMIUM J VIE 2014	■	S1	France	Consolidated structured entity		95.9		95.9
LCL SECU.100(JUIL.11)	■		France	Consolidated structured entity	48.7	48.7	48.7	48.7
LCL STRATEGIE 100	■	S4	France	Consolidated structured entity		59.6		59.6
LCL TRIPLE H 2013	■	S1	France	Consolidated structured entity		100.0		100.0
LCL VOCATION RENDEMENT NOV 12 3D	■		France	Consolidated structured entity	79.7	79.0	79.7	79.0
LCL MONETAIRE -C-	■	E1	France	Consolidated structured entity	40.2		40.2	
OBJECTIF RENDEMENT 1 3DEC FCP	■	S2	France	Consolidated structured entity		100.0		100.0
OCELIA FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
OPCIMMO LCL SPPICAV 5DEC	■		France	Consolidated structured entity	94.1	95.0	94.1	95.0
OPTALIS DYNAMIQUE C FCP 3DEC	■		France	Consolidated structured entity	92.6	92.6	92.6	92.6
OPTALIS EQUILIBRE C FCP 3DEC	■	S4	France	Consolidated structured entity		83.0		83.0
LCL TR 3 MOIS PC 3D	■	E1	France	Consolidated structured entity	65.5		65.5	
OPTALIS SERENITE C FCP 3DEC	■	S4	France	Consolidated structured entity		85.1		85.1
OPTIMIZ BES TIMING II 3DEC	■		France	Consolidated structured entity	88.6	82.4	88.6	82.4
PARC.RETRAIT.21 3D	■	S2	France	Consolidated structured entity		93.1		93.1
PARCOURS RETRAITE 26 FCP 3DEC	■	S2	France	Consolidated structured entity		81.7		81.7
PERSPECTIVE FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
PIMENTO 3 FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
PROTEIN'VIE 3 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
OPTALIS EXPANSION C FCP 3DEC	■	S2	France	Consolidated structured entity		44.7		44.7
RONDEYS FCP 3DEC	■	S1	France	Consolidated structured entity		100.0		100.0
PARCOURS RETRAITE 31 3DEC	■	S2	France	Controlled structured entity		82.2		82.2
SOLIDARITE INITIATIS SANTE	■		France	Consolidated structured entity	56.7	50.0	56.7	50.0
TRIALIS C	■	E2	France	Consolidated structured entity	67.0		67.0	
TRIANANCE N5 C	■	S2	France	Controlled structured entity		48.6		48.6
TRIANANCE 5 ANS	■		France	Consolidated structured entity	57.6	58.6	57.6	58.6
TRIANANCE 6 ANS	■	E2	France	Consolidated structured entity	61.3		61.3	
TRIANANCE N6 C	■	S2	France	Consolidated structured entity		53.3		53.3
VEND.DOUBOPP.IV 3D	■	S2	France	Consolidated structured entity		41.6		41.6
VENDOME DOUBLE OPP II FCP 3DEC	■	S2	France	Consolidated structured entity		45.7		45.7
SEVALES 3D	■	S1	France	Consolidated structured entity		70.3		70.3
VENDOME DOUBLE OPPORT FCP 3DEC	■	S2	France	Consolidated structured entity		41.1		41.1
CPR ACTIVE US -P-	■	E1	France	Consolidated structured entity	29.9		29.9	
LCL ACT.E-U ISR 3D	■	E1	France	Consolidated structured entity	39.7		39.7	
AMUNDI OBLIG EURO C	■	E1	France	Consolidated structured entity	41.2		41.2	
CPR RENAI.JAP.-P-3D	■	E1	France	Consolidated structured entity	46.2		46.2	
AM AC FR ISR PC 3D	■	E1	France	Consolidated structured entity	44.5		44.5	
BNP PAR.CRED.ERSC	■	E2	France	Consolidated structured entity	65.7		65.7	

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
OBLIG INF CM CIC 3D	■	E2	France	Consolidated structured entity	45.0		45.0	
VENDOME INV.FCP 3DEC	■		France	Consolidated structured entity	90.6	91.1	90.6	91.1
TRIALIS 6 ANS	■	E2	France	Consolidated structured entity	69.1		69.1	
Real estate collective investment fund (OPCI)								
OPCI Camp Invest	■		France	Consolidated structured entity	68.8	68.8	68.8	68.8
OPCI ECO CAMPUS SPPICAV	■	E2	France	Controlled structured entity	100.0		100.0	
OPCI Immanens	■		France	Consolidated structured entity	100.0	100.0	74.2	78.6
OPCI Immo Emissions	■		France	Consolidated structured entity	100.0	100.0	74.2	78.6
OPCI Iris Invest 2010	■		France	Consolidated structured entity	80.1	80.1	80.1	80.1
OPCI KART	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
OPCI MASSY BUREAUX	■	E2	France	Controlled structured entity	89.4		89.4	
OPCI Messidor	■		France	Consolidated structured entity	93.7	93.6	93.6	93.6
Predica OPCI Bureau	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Predica OPCI Commerces	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Predica OPCI Habitation	■		France	Consolidated structured entity	100.0	100.0	100.0	100.0
Non-trading real estate investment company (SCI)								
SCI BMEDIC HABITATION	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI CAMPUS MEDICIS ST DENIS	■		France	Subsidiary	70.0	70.0	70.0	70.0
SCI CAMPUS RIMBAUD ST DENIS	■		France	Subsidiary	70.0	70.0	70.0	70.0
SCI FEDERALE PEREIRE VICTOIRE	■		France	Subsidiary	99.0	99.0	99.0	99.0
SCI FEDERALE VILLIERS	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI FEDERCOM	■	S4	France	Subsidiary		100.0		100.0
SCI FEDERLOG	■		France	Subsidiary	99.9	99.9	99.9	99.9
SCI FEDERLONDRES	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI FEDERPIERRE	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI GRENIER VELLEF	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 001	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 003	■	E1	France	Subsidiary	100.0		100.0	
SCI IMEFA 004	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 005	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 006	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 008	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 011	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 012	■	E1	France	Subsidiary	100.0		100.0	
SCI IMEFA 013	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 016	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 017	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 018	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 020	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 022	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 025	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 032	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 033	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 034	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 035	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 036	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 037	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 038	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 039	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 042	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 043	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 044	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 047	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 048	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 051	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 052	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 054	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 057	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 058	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 060	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 061	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 062	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 063	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 064	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 067	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 068	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 069	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 072	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 073	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 074	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 076	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 077	■		France	Subsidiary	100.0	100.0	100.0	100.0

(1) Consolidation method: ■ Full ▲ Equity accounted ● Parent

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location (Country of incorporation if different from location)	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
SCI IMEFA 078	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 079	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 080	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 081	■	E1	France	Subsidiary	100.0		100.0	
SCI IMEFA 082	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 083	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 084	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 085	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 089	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 091	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 092	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 096	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 100	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 101	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 102	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 103	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 104	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 105	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 107	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 108	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 109	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 110	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 112	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 113	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 115	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 116	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 117	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 118	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 120	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 121	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 122	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 123	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 126	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 128	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 129	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 131	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 132	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 139	■	S4	France	Subsidiary		100.0		100.0
SCI IMEFA 140	■		France	Subsidiary	99.0	99.0	99.0	99.0
SCI IMEFA 148	■	E1	France	Subsidiary	99.0		99.0	
SCI IMEFA 156	■	E1	France	Controlled structured entity	99.0		99.0	
SCI LE VILLAGE VICTOR HUGO	■		France	Subsidiary	96.4	96.4	96.4	96.4
SCI MEDI BUREAUX	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI PACIFICA HUGO	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI PORTE DES LILAS - FRERES FLAVIEN	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI VALHUBERT	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI IMEFA 150	■	E1	France	Subsidiary	99.0		99.0	
SCI IMEFA 155	■	E1	France	Subsidiary	74.0		74.0	
SCI IMEFA 158	■	E1	France	Subsidiary	99.0		99.0	
SCI IMEFA 159	■	E1	France	Subsidiary	99.0		99.0	
SCI IMEFA 164	■	E1	France	Subsidiary	99.0		99.0	
Other								
AMUNDI IT Services	■		France	Subsidiary	99.8	99.8	76.3	80.0
CACI Gestion	■		France	Subsidiary	82.0	82.0	82.0	82.0
CAL Conseil	■		Luxembourg	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Private Banking Management Company	■		Luxembourg	Subsidiary	100.0	100.0	97.8	97.8
Investor Service House S.A.	■		Luxembourg	Subsidiary	100.0	100.0	85.0	85.0
Partinvest S.A.	■		Luxembourg	Subsidiary	100.0	100.0	85.0	85.0
SCI LA BAUME	■	S3	France	Subsidiary		100.0		97.8
SA RESICO	■		France	Subsidiary	100.0	100.0	100.0	100.0
SAS Caagis	■		France	Subsidiary	50.0	50.0	62.9	62.9
Via Vita	■		France	Subsidiary	100.0	100.0	100.0	100.0
ALTAREA	▲	E1	France	Subsidiary	27.7		27.7	
EUROSIC	▲	E1	France	Subsidiary	21.3		21.3	
FREY	▲	E1	France	Subsidiary	20.0		20.0	
RAMSAY - GENERALE DE SANTE	▲	E1	France	Subsidiary	38.4		38.4	
INFRA FOCH TOPCO	▲	E1	France	Subsidiary	36.9		36.9	
KORIAN	▲	E1	France	Subsidiary	23.9		23.9	
CORPORATE AND INVESTMENT BANKING								
Banking and financial institutions								
Banco Crédit Agricole Brasil S.A.	■		Brazil	Subsidiary	100.0	100.0	97.8	97.8
Banque Saudi Fransi - BSF	▲		Saudi Arabia	Associate	31.1	31.1	30.4	30.4
Crédit Agricole CIB S.A.	■		France	Subsidiary	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Abu Dhabi)	■		United Arab Emirates *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Hong-Kong)	■		Hong-Kong *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Allemagne)	■		Germany *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Îles Caïmans)	■		Cayman Islands *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Inde)	■		India *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Italie)	■		Italy *(France)*	Branch	97.8	97.8	97.8	97.8

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location *(Country of incorporation if different from location)*	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Crédit Agricole CIB (Japon)	■		Japan *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Luxembourg)	■		Luxembourg *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Belgique)	■		Belgium *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Chicago)	■		United States *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Corée du Sud)	■		South Korea *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Dubai)	■		United Arab Emirates *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Dubai DIFC)	■		United Arab Emirates *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (New-York)	■		United States *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Royaume-Uni)	■		United Kingdom *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Singapour)	■		Singapore *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Suède)	■		Sweden *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Espagne)	■		Spain *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Finlande)	■		Finland *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Taipei)	■		Taiwan *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB (Vietnam)	■		Vietnam *(France)*	Branch	97.8	97.8	97.8	97.8
Crédit Agricole CIB Algérie Bank Spa	■		Algeria	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB AO	■	D1	Russia	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB Australia Ltd.	■		Australia	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB China Ltd.	■		China	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB Services Private Ltd.	■		India	Subsidiary	100.0	100.0	97.8	97.8
Ester Finance Titrisation	■		France	Subsidiary	100.0	100.0	97.8	97.8
UBAF	▲		France	Joint venture	47.0	47.0	46.0	46.0
UBAF (Corée du Sud)	▲		South Korea *(France)*	Joint venture	47.0	47.0	46.0	46.0
UBAF (Japon)	▲		Japan *(France)*	Joint venture	47.0	47.0	46.0	46.0
UBAF (Singapour)	▲		Singapore *(France)*	Joint venture	47.0	47.0	46.0	46.0
Stockbrokers								
Crédit Agricole Securities (USA) Inc	■		United States	Subsidiary	100.0	100.0	97.8	97.8
Investment companies								
Compagnie Française de l'Asie (CFA)	■		France	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB Air Finance S.A.	■		France	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB Holdings Ltd.	■		United Kingdom	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Global Partners Inc.	■		United States	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Securities Asia BV	■		Netherlands	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Securities Asia BV (Tokyo)	■		Japan *(Netherlands)*	Branch	100.0	100.0	97.8	97.8
Crédit Agricole Securities Taiwan	■	D4	Taiwan	Subsidiary	100.0	100.0	97.8	97.8
Doumer Finance S.A.S.	■		France	Subsidiary	100.0	100.0	97.8	97.8
Fininvest	■		France	Subsidiary	98.3	98.3	96.1	96.1
Fletirec	■		France	Subsidiary	100.0	100.0	97.8	97.8
I.P.F.O.	■		France	Subsidiary	100.0	100.0	97.8	97.8
Indosuez CM II Inc.	■		United States	Subsidiary	100.0	100.0	97.8	97.8
L.F. Investment Inc.	■		United States	Subsidiary	100.0	100.0	97.8	97.8
L.F. Investment L.P.	■		United States	Subsidiary	100.0	100.0	97.8	97.8
Insurance								
CAIRS Assurance S.A.	■		France	Subsidiary	100.0	100.0	97.8	97.8
Other								
Acieralliage EURO FCC	■		France	Consolidated structured entity	100.0	100.0		
Acieralliage USD FCC	■		United States	Consolidated structured entity	100.0	100.0		
Armo-Invest	■		France	Subsidiary	100.0	100.0	94.5	97.3
Atlantic Asset Securitization LLC	■		United States	Consolidated structured entity	100.0	100.0		
Benelpart	■		Belgium	Subsidiary	100.0	99.0	94.5	96.3
Calciphos	■		France	Subsidiary	100.0	100.0	94.4	97.3
Calixis Finance	■		France	Consolidated structured entity	100.0	100.0	97.8	97.8
Calliope SRL	■		Italy	Consolidated structured entity	100.0	100.0	97.8	97.8
Calyce P.L.C.	■	S3	United Kingdom	Consolidated structured entity		100.0		97.8
Crédit Agricole CIB Pension Limited Partnership	■	E2	United Kingdom	Subsidiary	100.0		97.8	
Clifap	■		France	Subsidiary	100.0	100.0	97.8	97.8
CLSA Financial Products Ltd	■		Bermuda	Consolidated structured entity	100.0	100.0	97.8	97.8
Crédit Agricole America Services Inc.	■		United States	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Asia Shipfinance Ltd.	■		Hong-Kong	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole CIB Finance (Guernsey) Ltd.	■		Guernesey	Consolidated structured entity	99.9	99.9	97.7	97.7
Crédit Agricole CIB Financial Prod. (Guernsey) Ltd.	■		Guernesey	Consolidated structured entity	99.9	99.9	97.7	97.7
Crédit Agricole CIB Financial Solutions	■		France	Consolidated structured entity	99.6	99.6	97.3	97.4
Crédit Agricole CIB Global Banking	■		France	Subsidiary	100.0	100.0	97.8	97.8
Crédit Agricole Leasing (USA) Corp.	■		United States	Subsidiary	100.0	100.0	97.8	97.8
DGAD International SARL	■		Luxembourg	Subsidiary	100.0	100.0	97.8	97.8

(1) Consolidation method: ■ Full ▲ Equity accounted • Parent

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location *(Country of incorporation if different from location)*	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
Elipso Finance S.r.l	▲		Italy	Joint venture	50.0	50.0	48.9	48.9
ESNI (compartiment Crédit Agricole CIB)	■		France	Consolidated structured entity	100.0	100.0	97.8	97.8
Eucalyptus FCT	■		France	Consolidated structured entity	100.0	100.0		
FCT Cablage FCT	■		France	Consolidated structured entity	100.0	100.0		
FIC-FIDC	■		Brazil	Consolidated structured entity	100.0	100.0	97.8	97.8
Financière des Scarabées	■		Belgium	Subsidiary	100.0	100.0	96.2	97.6
Héphaïstos EUR FCC	■		France	Consolidated structured entity	100.0	100.0		
Héphaïstos GBP FCT	■		France	Consolidated structured entity	100.0	100.0		
Héphaïstos Multidevises FCT	■		France	Consolidated structured entity	100.0	100.0		
Héphaïstos USD FCT	■		France	Consolidated structured entity	100.0	100.0		
Himalia P.L.C.	■	S3	United Kingdom	Consolidated structured entity		100.0		97.8
Immobilière Sirius S.A.	■		Luxembourg	Subsidiary	100.0	100.0	97.8	97.8
Indosuez Holding SCA II	■		Luxembourg	Consolidated structured entity	100.0	100.0	97.8	97.8
Indosuez Management Luxembourg II	■		Luxembourg	Consolidated structured entity	100.0	100.0	97.8	97.8
Island Refinancing SRL	■		Italy	Consolidated structured entity	100.0	100.0	97.8	97.8
Lafina	■		Belgium	Subsidiary	100.0	100.0	94.9	96.6
LMA SA	■		France	Consolidated structured entity	100.0	100.0		
Merisma	■		France	Consolidated structured entity	100.0	100.0	97.8	97.8
Miladim	■		France	Subsidiary	99.2	99.0	93.6	96.9
Molinier Finances	■		France	Subsidiary	100.0	100.0	94.4	96.5
Pacific EUR FCC	■		France	Consolidated structured entity	100.0	100.0		
Pacific IT FCT	■		France	Consolidated structured entity	100.0	100.0		
Pacific USD FCT	■		France	Consolidated structured entity	100.0	100.0		
Placements et réalisations immobilières (SNC)	■		France	Subsidiary	100.0	100.0	94.6	97.3
Sagrantino Italy SRL	■		Italy	Consolidated structured entity	100.0	100.0	97.8	97.8
Segemil	■	S4	Luxembourg	Subsidiary		100.0		97.3
Shark FCC	■		France	Consolidated structured entity	100.0	100.0		
SNGI	■		France	Subsidiary	100.0	100.0	97.8	97.8
SNGI Belgium	■		Belgium	Subsidiary	100.0	100.0	97.8	97.8
Sococlabecq	■		Belgium	Subsidiary	100.0	100.0	94.9	96.6
Sofipac	■		Belgium	Subsidiary	99.6	99.0	94.0	97.3
TCB	■		France	Subsidiary	98.6	86.5	95.0	97.5
Triple P FCC	■		France	Consolidated structured entity	100.0	100.0		
Vulcain EUR FCT	■		France	Consolidated structured entity	100.0	100.0		
Vulcain GBP FCT	■		France	Consolidated structured entity	100.0	100.0		
Vulcain USD FCT	■		France	Consolidated structured entity	100.0	100.0		
ItalAsset Finance SRL	■	E2	Italy	Consolidated structured entity	100.0		97.0	
Corporate centre								
Crédit Agricole S.A.								
Crédit Agricole S.A.	•		France	Parent Company	100.0	100.0	100.0	100.0
Branch Credit Agricole SA	■		United Kingdom *(France)*	Branch	100.0	100.0	100.0	100.0
Banking and financial institutions								
BFC Antilles Guyane	■	S4	France	Subsidiary		100.0		95.1
Caisse régionale de Crédit Agricole mutuel de la Corse	■		France	Subsidiary	99.9	99.9	99.9	99.9
CL Développement de la Corse	■		France	Subsidiary	99.9	99.9	99.9	99.9
Crédit Agricole Home Loan SFH	■		France	Subsidiary	100.0	100.0	100.0	100.0
Fia-Net	■		France	Subsidiary	50.0	50.0	50.0	50.0
Foncaris	■		France	Subsidiary	100.0	100.0	100.0	100.0
Investment companies								
Crédit Agricole Capital Investissement et Finance (CACIF)	■		France	Subsidiary	100.0	100.0	100.0	100.0
Delfinances	■		France	Subsidiary	100.0	100.0	100.0	100.0
Eurazeo	▲		France	Associate	22.1	21.5	15.1	14.7
Sodica	■		France	Subsidiary	100.0	100.0	100.0	100.0
Other								
CA Grands Crus	■		France	Subsidiary	100.0	100.0	82.5	82.5
CA Preferred Funding LLC	■	S1	United States	Subsidiary		100.0		6.5
Crédit Agricole Cards & Payments	■		France	Subsidiary	50.0	50.0	63.0	63.0
Crédit Agricole Immobilier	▲		France	Joint venture	50.0	50.0	50.0	50.0
Crédit Agricole Immobilier Facilities	▲		France	Joint venture	50.0	50.0	50.0	50.0
Crédit Agricole Public Sector SCF	■		France	Subsidiary	100.0	100.0	100.0	100.0
ESNI (compartiment Crédit Agricole S.A.)	■	E2	France	Consolidated structured entity	100.0		100.0	

Crédit Agricole S.A. Group Scope of consolidation	(1)	(a)	Location *(Country of incorporation if different from location)*	Nature of entity and control (b)	% control 31/12/2015	% control 31/12/2014	% interest 31/12/2015	% interest 31/12/2014
FCT Evergreen HL1	■		France	Controlled structured entity	100.0	100.0	100.0	100.0
Fia Net Europe	■		Luxembourg	Subsidiary	50.0	50.0	50.0	50.0
Finasic	■		France	Subsidiary	100.0	100.0	100.0	100.0
IDIA	■	E2	France	Subsidiary	100.0		100.0	
S.A.S. Evergreen Montrouge	■		France	Subsidiary	100.0	100.0	100.0	100.0
SCI D2 CAM	▲	D2	France	Subsidiary	50.0	100.0	50.0	100.0
SCI Quentyvel	■		France	Subsidiary	100.0	100.0	100.0	100.0
SILCA	■		France	Subsidiary	100.0	100.0	94.9	95.0
SIS (Société Immobilière de la Seine)	■		France	Subsidiary	72.9	72.9	79.8	79.8
SNC Kalliste Assur	■		France	Subsidiary	100.0	100.0	99.9	99.9
UI Vavin 1	■		France	Subsidiary	100.0	100.0	100.0	100.0
Unibiens	▲		France	Joint venture	50.0	50.0	50.0	50.0
Uni-Edition	■		France	Subsidiary	100.0	100.0	100.0	100.0
Tourism – property development								
Crédit Agricole Immobilier Entreprise	▲		France	Joint venture	50.0	50.0	50.0	50.0
Crédit Agricole Immobilier Résidentiel	▲		France	Joint venture	50.0	50.0	50.0	50.0
Monné-Decroix Gestion S.A.S.	▲		France	Joint venture	50.0	50.0	50.0	50.0
SASU Crédit Agricole Immobilier Investors	▲		France	Joint venture	50.0	50.0	50.0	50.0
SA Projénor	▲	D3 ; S2	France	Subsidiary				
Selexia S.A.S.	▲		France	Joint venture	50.0	50.0	50.0	50.0
SNC Alsace	▲		France	Joint venture	50.0	50.0	50.0	50.0
SNC Eole	▲		France	Joint venture	50.0	50.0	50.0	50.0

Branches are mentioned in italic.

(a) Scope changes

Inclusions *(E) into the scope of consolidation :*

E1 : Breach of threshold

E2 : Creation

E3 : Acquisition (including controlling interests)

Hold exclusions (S) from the scope of consolidation:

S1 : Discontinuation of business (including dissolution and liquidation)

S2 : Sale to non-Group companies or deconsolidation following loss of control

S3 : Deconsolidated due to non-materiality

S4 : Merger or takeover

S5 : Transfer of all assets and liabilities

Other:

D1 : Change of company name

D2 : Change in consolidation method

D3 : First time listed in the Note on scope of consolidation

D4 : IFRS 5 entities

(b) Nature of control

Subsidiary

Branch

Consolidated structured entity

Joint venture

Structured joint venture

Joint operation

Associate

Structured associate

From January 18th 2016, there are some changes in Private Banking companies' names:

- CA Brasil DTVM becomes CA Indosuez Wealth (Brazil) S.A. DTVM;
- CA Indosuez Private Banking becomes CA Indosuez Wealth (France);
- CA Luxembourg (Spain) becomes CA Indosuez Wealth (Europe) Spain Branch;
- CA Luxembourg (Italy) becomes CA Indosuez Wealth (Europe) Italy Branch;
- CA Private Banking becomes CA Indosuez Wealth (Group);
- CA Private Banking Management Company becomes CA Indosuez Wealth (Asset Management);
- CA Suisse becomes CA Indosuez (Switzerland) S.A.;
- CFM becomes CFM Indosuez Wealth;
- Credit Agricole Luxembourg becomes CA Indosuez Wealth (Europe);
- Credit Agricole Luxembourg (Belgium) becomes CA Indosuez Wealth (Europe) Belgium Branch;
- Credit Agricole Luxembourg Conseil S.A. becomes CA Indosuez Wealth (Global Structuring);
- Finanziaria Indosuez International Ltd. becomes CA Indosuez Finanziaria S.A.;
- CA Suisse S.A. Hong Kong Branch becomes CA Indosuez (Switzerland) S.A. Hong Kong Branch;
- CA Suisse S.A. Singapore Branch becomes CA Indosuez (Switzerland) S.A. Singapore Branch.

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NOTE 13 Investments in non-consolidated companies and structured entities

13.1 Investments in non-consolidated companies

This line item amounts to €8,404 million at 31 December 2015, compared with €7,908 million at 31 December 2014. At 31 December 2015, the main investment in non-consolidated companies where percentage of control is greater than 20% and which have significant value on the balance sheet is Crédit Logement (shares A and B). The Group's investment represents 33% of Crédit Logement's capital and amounts to €500 million but does not confer any significant influence on this entity, which is jointly held by various French banks and companies.

13.2 Non-consolidated structured entities

INFORMATION ON THE NATURE AND EXTENT OF INTERESTS HELD

At 31 December 2015, Crédit Agricole S.A. and its subsidiaries had interests in certain non-consolidated structured entities, the main characteristics of which are presented below on the basis of their type of activity:

Securitisation

Crédit Agricole S.A. Group, mainly through its subsidiaries in the Corporate and investment banking business line, is tasked with structuring securitisation vehicles through the purchase of trade or financial receivables. The vehicles fund such purchases by issuing multiple tranches of debt and equity investments, with repayment being linked to the performance of the assets in such vehicles. It invests in and provides liquidity facilities to the securitisation vehicles it has sponsored on behalf of customers.

Asset management

Crédit Agricole S.A. Group, through its subsidiaries in the Savings management and Insurance business line, structures and manages entities on behalf of customers wishing to invest in specific assets in order to obtain the best possible return having regard to the chosen level of risk. Crédit Agricole S.A. Group entities may thus either be required to hold interests in such entities in order to ensure a successful launch or to guarantee the performance of such structures.

Investment funds

Entities in the Savings management and Insurance business line of Crédit Agricole S.A. Group invest in companies established in response to requests from investors in connection a) with treasury management and b) with the investment of insurance premiums received from insurance company customers pursuant to the regulatory provisions set out in the French Insurance Code. Insurance company investments are meant to cover commitments to policyholders over the life of insurance policies. Their value and returns are correlated to these commitments.

Structured finance

Lastly, Crédit Agricole S.A. Group, *via* its subsidiaries in the Corporate and investment banking business line, is involved in special purpose asset acquisition entities. These entities may take the form of asset financing companies or lease financing companies. In structured entities, the financing is secured by the asset. The Group's involvement is often limited to the financing or to financing commitments.

Sponsored entities

Crédit Agricole S.A. Group sponsors structured entities in the following instances:

- Crédit Agricole S.A. Group is involved in establishing the entity and that involvement, which is remunerated, is deemed essential for ensuring the proper completion of transactions;
- structuring takes place at the request of Crédit Agricole S.A. Group and it is the main user thereof;
- Crédit Agricole S.A. Group transfers its own assets on the structured entity;
- Crédit Agricole S.A. Group is the manager;
- the name of a subsidiary or of the parent company of Crédit Agricole S.A. Group is linked to the name of structured entity or to financial instruments issued by it.

Gross revenues mainly commissions in securitisation and asset management from sponsored entities in which Crédit Agricole CIB did not hold any interest at the reporting date, amounted to €6 million at 31 December 2015.

INFORMATION ON THE RISKS RELATED TO INTERESTS

Financial support for structured entities

In 2015, Crédit Agricole Group did not provide financial support to any non-consolidated structured entities.

At 31 December 2015, Crédit Agricole Group did not intend to provide financial support to any non-consolidated structured entities.

RISKS RELATED TO INTERESTS IN NON-CONSOLIDATED STRUCTURED ENTITIES

	31/12/2015							
	Securitisation vehicles		Asset management		Investment Funds[1]		Structured finance[1]	
		Maximum loss		Maximum loss		Maximum loss		Maximum loss
(in millions of euros)	*Carrying amount*	*Maximum exposure to losses*	*Carrying amount*	*Maximum exposure to losses*	*Carrying amount*	*Maximum exposure to losses*	*Carrying amount*	*Maximum exposure to losses*
Financial assets held for trading	379	396	604	604	350	350	109	109
Financial assets designated at fair value through profit or loss	-	-	1,163	1,163	16,954	16,954	-	-
Available-for-sale financial assets	43	43	1,228	1,227	5,536	5,536	107	107
Loans and receivables	13,183	13,183	-	-	5	5	3,602	3,371
Held-to-maturity financial assets	-	-	-	-	-	-	-	-
Total assets recognised relating to non-consolidated structured entities	**13,605**	**13,622**	**2,995**	**2,994**	**22,845**	**22,845**	**3,818**	**3,587**
Equity instruments issued	-		-		-		-	
Financial liabilities held for trading	976		1,265		144		6	
Financial liabilities designated at fair value through profit or loss	-		-		-		-	
Liabilities	1,570		-		436		775	
Total liabilities recognised relating to non-consolidated structured entities	**2,546**	**-**	**1,265**	**-**	**580**	**-**	**781**	**-**
Commitments given		**-**		**-**		**-**		**-**
Financing commitments		15,539		-		1,237		735
Guarantee commitments		33		18,150		-		237
Others		-		-		-		-
Provisions for execution risks - commitments given		2		(6)		-		-
Total commitments (net of provision) to non-consolidated structured entities		**15,574**		**18,144**		**1,237**		**972**
TOTAL BALANCE SHEET RELATING TO NON-CONSOLIDATED STRUCTURED ENTITIES	**17,117**		**82,398**		**220,502**		**4,893**	

(1) Non-sponsored structured entities generate no specific risk related to the nature of the entity. Information concerning these exposures is set out in Note 3.1 "Exposure to credit risk" and Note 3.2 "Market risk". These are investment funds in which the Group is not a manager, and structured financing entities in which the Group has only granted a loan.

	31/12/2014 Restated							
	Securitisation vehicles		Asset management		Investment Funds[1]		Structured finance[1]	
		Maximum loss		*Maximum loss*		*Maximum loss*		*Maximum loss*
(in millions of euros)	*Carrying amount*	*Maximum exposure to losses*	*Carrying amount*	*Maximum exposure to losses*	*Carrying amount*	*Maximum exposure to losses*	*Carrying amount*	*Maximum exposure to losses*
Financial assets held for trading	1,216	1,270	535	535	1,320	1,320	118	118
Financial assets designated at fair value through profit or loss	-	-	382	382	15,578	15,578	-	-
Available-for-sale financial assets	262	257	1,303	1,303	5,202	5,199	73	73
Loans and receivables	11,082	11,082	-	-	553	553	3,422	3,422
Held-to-maturity financial assets	-	-	-	-	-	-	-	-
Total assets recognised relating to non-consolidated structured entities	**12,560**	**12,609**	**2,219**	**2,219**	**22,653**	**22,650**	**3,613**	**3,613**
Equity instruments issued	-		-		-		-	
Financial liabilities held for trading	984	20	1,741	-	796	-	7	7
Financial liabilities designated at fair value through profit or loss	-		-		-		-	
Liabilities	3,196		-		1,600		781	
Total liabilities recognised relating to non-consolidated structured entities	**4,180**	**20**	**1,741**	**-**	**2,396**	**-**	**788**	**7**
Commitments given								
Financing commitments		13,116		-		69		531
Guarantee commitments		24		22,761		-		240
Others		-		-		199		-
Provisions for execution risks – commitments given		-		(6)		-		-
Total commitments (net of provision) to non-consolidated structured entities		**13,140**		**22,754**		**268**		**771**
TOTAL BALANCE SHEET RELATING TO NON-CONSOLIDATED STRUCTURED ENTITIES	**15,072**		**98,497**		**184,742**		**4,369**	

(1) Non-sponsored structured entities generate no specific risk related to the nature of the entity. Information concerning these exposures is set out in Note 3.1 "Exposure to credit risk" and Note 3.2 "Market risk". These are investment funds in which the Group is not a manager, and structured financing entities in which the Group has only granted a loan.

MAXIMUM EXPOSURE TO LOSS RISK

The maximum exposure to loss risk on financial instruments corresponds to the value recognised on the balance sheet, with the exception of option sale derivatives and credit default swaps for which the exposure corresponds to assets for the notional amount and to liabilities for the notional amount less the mark-to-market. The maximum exposure to loss risk on commitments given corresponds to the notional amount and the provision for commitments given in the amount recognised on the balance sheet.

NOTE 14 Events after 31 December 2015

PROJECT INVOLVING INVESTMENTS HELD BY CRÉDIT AGRICOLE S.A. IN THE REGIONAL BANKS

Crédit Agricole S.A. ("CASA") and the Crédit Agricole Regional Banks ("CRCAs") are considering a transaction (the "Transaction") to simplify the Group's structure, involving the intragroup reclassification of the Cooperative Investment Certificates (*Certificats Coopératifs d'Investissement* or "CCIs") and Cooperative Associate Certificates (*Certificats Coopératifs d'Associé* or "CCAs") currently owned by CASA through a holding company ("Sacam Mutualisation") jointly owned by the CRCAs.

This project is being undertaken with a view to (i) simplifying the Group structure in relation to the market and the Supervisor, (ii) achieving greater clarity regarding CASA's activity and that of its business lines, (iii) strengthening the financial structure and capital of CASA, and (iv) enhancing the mutualisation of the CRCAs' results.

The achievement of the Transaction is subject to the *Autorité des marchés financiers'* decision that there is no requirement for a public offer to withdraw.

The main components of the Transaction are as follows:

- the repurchase of the majority of the CCI/CCAs owned by CASA by Sacam Mutualisation, for an initial value of €18 billion at 31 December 2015, to be adjusted according to changes in the CRCAs' shareholders' equity between this date and the closing of the Transaction, with dividends paid by the CRCAs in respect of 2015 being payable to CASA.

  NB: for legal reasons inherent to their business activity, CASA and Predica will retain an interest in the CCA/CCIs:

  - the CCAs of four Regional Banks (for these four Regional Banks, the CCI/CCAs represent more than 50% of the capital of the said Regional Bank: in this case, the law requires that the CCI/CCAs issued by the Regional Bank and not owned by the central body may not represent more than 50% of its capital),
  - CCIs owned by Predica (an insurance subsidiary of CASA) and which are owned in respect of life-insurance contracts, will remain in Predica's portfolio,
  - CCIs owned as part of liquidity contracts (and currently not consolidated using the equity method);
- Sacam Mutualisation will be financed through a capital contribution from the CRCAs (each Regional Bank will subscribe to a capital increase, allowing them to acquire the CCI/CCAs held by CASA).

  CASA will grant the CRCAs mid- and long-term loans in the total amount of €11 billion at a fixed rate of 2.15% in order to finance part of Sacam Mutualisation's capital increase;
- the Switch guarantee will be unwound for the component covering the CCI/CCAs as provided in the agreement, and the deposit related to this guarantee (€5 billion) will be repaid.

Context of the transaction

Since its initial public offering in 2001, CASA has owned around 25% of the capital of 38 CRCAs through "CCI/CCAs" (shares without voting rights, but giving right to participation in profits).

In its capacity as the central body, CASA has significant influence over the CRCAs. As a result, CASA's holding in the CRCAs is consolidated using the equity method in the financial statements.

The transaction would involve:

- a significant simplification of the structure of CASA and of Crédit Agricole Group; and
- an improvement in the regulatory position of CASA by reinforcing its shareholders' equity and, in particular, enabling an attractive cash dividend payment policy to be secured with a distribution rate of 50%.

The sale price of the CCI/CCAs to Sacam Mutualisation would be set as a multiple of their consolidated IFRS shareholders' equity, established on the basis of a standardised valuation of all of the CRCAs, and reviewed by independent experts. The price that CASA will actually receive at the time of the transaction would be increased by the change in the CRCAs' shareholders equity over the period up to the closing date.

Accounting and regulatory consequences of the transaction

At 31 December 2015, the CCI/CCAs held by CASA are still consolidated using the equity method.

As soon as the letter of intent is signed and the Transaction seems likely, the concerned securities will be reclassified as "Assets held for sale" under IFRS 5, and will be measured at their lowest carrying amount between their equity-accounted value at the date they are reclassified and their fair value corresponding to the net sales price after costs of sale. From the time of this reclassification, the share of net income of the CCI/CCAs will no longer be recognised in the net income of CASA Group (net income of equity-accounted entities).

The negligible quantity of CCI/CCAs that would be retained by CASA and Predica (see legal reasons set out above) would be deconsolidated and recognised as "available for sale" securities, with the difference between the equity-accounted values and their fair value at the deconsolidation date being included in net income.

The immediate positive net impact on CASA would be +41 basis points[1] on its fully-loaded CET1 ratio, bringing the latter to 11% from 1 January 2016.

The impact of the Transaction for the full year would have been in 2015 a negative net contribution of some -€470 million; this dilutive effect on earnings per share is reduced to less than 9% when taking into account the fact that the Transaction will allow the return to a cash dividend to be brought forward by one year.

Tax issues

"Sacam Mutualisation", would be consolidated for tax purposes. Consequently, the gains generated by the transaction would be fiscally neutral.

(1) *Unaudited.*

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STATUTORY AUDITORS' REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

This is a free translation into English of the Statutory Auditors' report issued in French. It is provided solely for the convenience of English speaking users. The Statutory Auditors' report includes information required specifically by French law in such reports, whether qualified or not. This information presents below the opinion on the consolidated financial statements and includes an explanatory paragraph discussing the auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the consolidated financial statements taken as a whole and not to provide separate assurance on individual account captions or on information taken outside of the consolidated financial statements.

This report should be read and construed in accordance with French law and professional auditing standards applicable in France.

For the year ended December 31, 2015

To the Shareholders

In compliance with the assignment entrusted to us by your General Meeting of Shareholders, we hereby report to you, for the year ended December 31, 2015, on:

- the audit of the accompanying consolidated financial statements of Crédit Agricole S.A.;
- the justification of our assessments;
- the specific verification required by law.

These consolidated financial statements have been approved by Board of Directors Our role is to express an opinion on these consolidated financial statements based on our audit.

I - Opinion on the consolidated financial statements

We conducted our audit in accordance with professional standards applicable in France; those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit involves performing procedures, using sample techniques or other methods of selection, to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made, as well as the overall presentation of the consolidated financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the consolidated financial statements give a true and fair view of the assets and liabilities and of the financial position of the Group as at December 31,2015 and of the results of its operations for the year then ended in with International Financial Reporting Standards as adopted by the European Union.

II - Justification of our assessments

In accordance with the requirements of article L.823-9 of the French Commercial Code *(Code de Commerce)* relating to the justification of our assessments, we bring to your attention the following matters:

- Your Group accounts for impairment reserves to cover identified credit risk, which are inherent to its business activities. We have reviewed the procedures implemented by management to identify and assess these risks and to determine the amount of impairment considered necessary, and we have verified that these accounting estimates were based on documented methods that comply with the principles described in Note 1.3 to the consolidated financial statements.
- As stated in Notes 1.3 and 10.2 to the consolidated financial statements, your Group uses internal models to measure financial instruments with unobservable inputs, and to assess some fair value adjustments of financial instruments. We have reviewed the control procedures around these models, the assumptions used and the way the risks associated with such instruments are taken into consideration.
- As stated in Notes 1.4 and 6.18 to the consolidated financial statements, your Group has performed impairment tests on goodwills and investments. We have reviewed the terms and conditions related to these tests, the main parameters and assumptions used, and have verified that the presentation in the notes to the consolidated financial statements was appropriate.
- As stated in Notes 1.3 to the consolidated financial statements, your Group establishes provisions to cover the legal and tax risks to which it is exposed. We have examined the mechanism implemented by management to identify and evaluate these risks and to determine the necessary amount of provisions. We have also verified the appropriateness of the information given in Notes 2 and 6.20 to the financial statements.

- As part of its consolidated financial statements preparation process, your Group has made other accounting estimates, as explained in Note 1.3 to the consolidated financial statements, in particular regarding the valuation and impairment of non-consolidated equity securities, the pension and future employee benefits engagements, reserves for operational risks, reserves for legal risks, insurance company technical reserves and deferred taxes assets. We have reviewed the methods and assumptions used and ensured that the accounting estimates are appropriately documented in conformity with the principles described in Note 1.3 of the consolidated financial statements.

These assessments were made as part of our audit of the consolidated financial statements taken as a whole, and therefore contributed to the opinion we formed which is expressed in the first part of this report.

III - Specific verification

As required by law, we have also verified in accordance with professional standards applicable in France the information presented in the Group's management report.

We have no matters to report as to its fair presentation and its consistency with the consolidated financial statements.

Neuilly-sur-Seine and Paris-La Défense, on March 15, 2016

The Statutory Auditors

PricewaterhouseCoopers Audit	ERNST & YOUNG and Others
Anik Chaumartin	Valérie Meeus

7 PARENT COMPANY FINANCIAL STATEMENTS

at 31 December 2015 approved by Crédit Agricole S.A. Board of Directors on 16 February 2016

Parent company financial statements

Key Figures

Net Income	**€1,446 m**
• Revenues	€1,899 m
Total assets	**€561,791 m**
• Crédit Agricole internal transactions (assets)	€257,947 m
• Financial investments	€65,311 m
• Equity (excluding FGBR)	€35,430 m

PARENT COMPANY FINANCIAL STATEMENTS

BALANCE SHEET AT 31 DECEMBER 2015

ASSETS

(in millions of euros)	Notes	31/12/2015	31/12/2014
Money market and interbank items		**151,285**	**152,295**
Cash, due from central banks		2,891	2,008
Treasury bills and similar securities	5	24,351	24,847
Loans and receivables due from credit institutions	3	124,043	125,440
Crédit Agricole internal transactions	**3**	**275,947**	**265,969**
Loans and receivables due from customers	**4**	**3,082**	**4,716**
Portfolio securities		**36,152**	**37,256**
Bonds and other fixed income securities	5	36,142	37,246
Equities and other variable income securities	5	10	10
Fixed assets		**65,457**	**66,520**
Equity investments and other long term equity investments	6,7	7,413	7,597
Investments in subsidiaries and affiliates	6,7	57,899	58,746
Intangible assets	7	30	37
Property, plant and equipment	7	115	140
Due from shareholders – unpaid capital		**-**	**-**
Treasury shares	**8**	**45**	**48**
Accruals, prepayments and sundry assets		**29,824**	**33,157**
Other assets	9	7,842	6,740
Accruals and deferred income	9	21,982	26,417
TOTAL ASSETS		**561,791**	**559,961**

EQUITY AND LIABILITIES

(in millions of euros)	Notes	31/12/2015	31/12/2014
Money market and interbank items		**95,181**	**93,425**
Due to Central banks		3	1
Due to credit institutions	11	95,178	93,424
Crédit Agricole internal transactions	**11**	**45,523**	**41,667**
Due to customers	**12**	**230,655**	**225,918**
Debt instruments	**13**	**87,273**	**94,210**
Accruals, deferred income and sundry liabilities		**31,467**	**36,645**
Other liabilities	14	7,984	8,458
Accruals and deferred income	14	23,483	28,187
Provisions and subordinated debt		**35,222**	**32,957**
Provisions	15,16,17	1,569	1,672
Subordinated debt	19	33,653	31,285
Fund for general banking risk (FGBR)	**18**	**1,040**	**1,005**
Equity (excluding FGBR)	**20**	**35,430**	**34,134**
Share capital		7,918	7,729
Share premiums		11,227	21,316
Reserves		12,605	1,947
Revaluation adjustments		-	-
Regulated provisions and investment subsidies		26	28
Retained earnings		2,208	2
Net income/(loss) for the year		1,446	3,112
TOTAL EQUITY AND LIABILITIES		**561,791**	**559,961**

OFF-BALANCE SHEET AT 31 DECEMBER 2015

(in millions of euros)	Notes	31/12/2015	31/12/2014
COMMITMENTS GIVEN		**36,782**	**34,264**
Financing commitments	26	14,254	14,453
Guarantee commitments	26	22,528	19,807
Commitments on securities		-	4

(in millions of euros)	Notes	31/12/2015	31/12/2014
COMMITMENTS RECEIVED		**51,104**	**58,397**
Financing commitments	26	26,370	33,173
Guarantee commitments	26	24,734	25,224
Commitments on securities		-	-

INCOME STATEMENT AT 31 DECEMBER 2015

(in millions of euros)	Notes	31/12/2015	31/12/2014
Interest and similar income	28	10,566	11,625
Interest and similar expenses	28	(12,866)	(14,331)
Income from variable-income securities	29	4,014	4,750
Fee and commission income	30	921	782
Fee and commission expenses	30	(974)	(1,062)
Net gains (losses) on trading book	31	(146)	(116)
Net gains (losses) on short term investment portfolios and similar	32	356	564
Other banking income	33	80	79
Other banking expenses	33	(52)	(48)
Revenues		**1,899**	**2,243**
Operating expenses	34	(735)	(672)
Depreciation, amortisation and impairment of property, plant & equipment and intangible assets		(15)	(13)
Gross operating income		1,149	1,558
Cost of risk	35	(220)	(115)
Operating income		**929**	**1,443**
Net gains (losses) on fixed assets	36	(807)	198
Pre-tax income on ordinary activities		**122**	**1,641**
Net extraordinary items		-	-
Income tax charge	37	1,357	1,509
Net allocation to FGBR and regulated provisions		(33)	(38)
NET INCOME FOR THE FINANCIAL YEAR		**1,446**	**3,112**

NOTES TO THE PARENT COMPANY FINANCIAL STATEMENTS

Detailed summary of the notes

Detailed summary of the notes

NOTE 1 Legal and financial background – significant events in 2015

1.1 Legal and financial background

Crédit Agricole S.A. is a French Public Limited Company (*société anonyme*) with share capital of €7,917,981 thousand, divided into 2,639,326,957 shares with a par value of €3 each.

At 31 December 2015, the share capital of Crédit Agricole S.A. was held as follows:

- 56.70% by SAS Rue La Boétie;
- 43.15% free float (including employees).

In addition, Crédit Agricole S.A. held 4,027,798 treasury shares at 31 December 2015, representing 0.15% of its share capital, compared with 4,855,393 treasury shares at 31 December 2014.

Crédit Agricole's Regional Banks are co-operative companies whose status and operating procedures are defined by laws and regulations codified in the French Monetary and Financial Code. Crédit Agricole S.A. in turn holds around 25% of the cooperative associate certificates (*Certificats coopératifs d'associés*) and/or the cooperative investment certificates (*Certificats coopératifs d'investissement*) issued by the Regional Banks (except for Caisse régionale de la Corse which is wholly owned by Crédit Agricole S.A.).

Crédit Agricole S.A. coordinates the activities of the Regional Banks, is responsible for exercising administrative, technical and financial control over them and a has right of supervision in accordance with the French Monetary and Financial Code. By virtue of its duties as a central body, as confirmed by the Monetary and Financial Code, it is responsible for ensuring the cohesion and proper functioning of the network, as well as each Regional Bank's compliance with operating standards. It guarantees their liquidity and solvency. Similarly, the Regional Banks guarantee Crédit Agricole S.A.'s liabilities up to the amount of their equity.

1.2 Crédit Agricole internal funding mechanisms

Affiliation with Crédit Agricole Group moreover means being part of a system of financial relationships that operates as described below:

REGIONAL BANKS' CURRENT ACCOUNTS

Each Regional Bank holds a current account with Crédit Agricole S.A., which records the financial movements resulting from internal financial transactions within the Group. This account may be in credit or debit and is presented in the balance sheet under "Crédit Agricole internal transactions – Current accounts".

SPECIAL SAVINGS ACCOUNTS

Funds held in special savings accounts (popular savings plans (*Livret d'épargne populaire*), sustainable development passbook accounts (*Livret de développement durable*), home purchase savings plans and accounts, youth passbook accounts and *Livret A* passbook savings accounts) are collected by the Regional Banks on behalf of Crédit Agricole S.A. These funds are required to be transferred to the latter. Crédit Agricole S.A. recognises them on its balance sheet as "Due to customers".

TERM DEPOSITS AND ADVANCES

The Regional Banks also collect savings funds (passbook accounts, bonds, certain term accounts and related accounts, etc.) on behalf of Crédit Agricole S.A. These funds are transferred to Crédit Agricole S.A. and are recognised as such on its balance sheet.

Special savings accounts and time deposits and advances are used by Crédit Agricole S.A. to make "advances" (loans) to the Regional Banks, with a view to funding their medium and long-term loans.

A series of four internal financial reforms has been implemented. These reforms have permitted the transfer back to the Regional Banks, in the form of advances (loans) of a specific percentage of the funds collected by them (first 15%, 25%, then 33% and, lastly, with effect since 31 December 2001, 50%), *via* "mirror advances" with maturities and interest rates precisely matching those of the savings funds received, and which they are free to use at their discretion.

Since 1 January 2004, the financial margins generated by the centralised management of funds collected (and not transferred back *via* mirror advances) are shared by the Regional Banks and Crédit Agricole S.A. and are determined by using replacement models and applying market rates.

Furthermore, 50% of new loans written since 1 January 2004 and falling within the field of application of financial relations between Crédit Agricole S.A. and the Regional Banks may be refinanced in the form of advances negotiated at market rates with Crédit Agricole S.A.

Hence, there are currently two types of advances: advances governed by financial rules from before 1 January 2004 and those governed by the new rules.

Crédit Agricole S.A. may also make additional financing available to the Regional Banks at market rates.

TRANSFER OF REGIONAL BANKS' LIQUIDITY SURPLUSES

The Regional Banks may use their monetary deposits (demand deposits, non-centralised term deposits and negotiable certificates of deposit) to finance lending to their customers. Surpluses must be transferred to Crédit Agricole S.A. where they are booked as current or term accounts, under "Crédit Agricole internal transactions".

INVESTMENT OF REGIONAL BANKS' SURPLUS CAPITAL WITH CRÉDIT AGRICOLE S.A.

Available surplus capital may be invested with Crédit Agricole S.A. in the form of three to ten-year instruments with the same characteristics of interbank money market transactions in all respects.

FOREIGN CURRENCY TRANSACTIONS

Crédit Agricole S.A. represents the Regional Banks with respect to the Bank of France and centralises their foreign currency transactions.

MEDIUM AND LONG-TERM NOTES ISSUED BY CRÉDIT AGRICOLE S.A.

These are placed mainly on the market or by the Regional Banks with their customers. They are booked by Crédit Agricole S.A. under liabilities either as "Debt securities" or "Provisions and subordinated debt", depending on the type of security issued.

COVERAGE OF LIQUIDITY AND SOLVENCY RISKS

European legislation relating to the resolution of banking crises adopted in 2014 (the BRRD directive and the regulation establishing a Single Resolution Mechanism, transposed into French law by Ordinance 2015-1024 of 20 August 2015) introduced a number of significant changes to the regulations applicable to credit institutions.

The new framework, which includes measures to prevent and to resolve banking crises, is intended to preserve financial stability, to ensure the continuity of activities, services and operations of institutions whose failure could significantly impact the economy, to protect depositors and to avoid or limit, as much as possible, the use of public financial support. In this context, the European resolution authorities, including the Single Resolution Board, were granted extensive powers to take all necessary measures in connection with the resolution of all or part of a credit institution or the group to which it belongs.

The resolution framework does not affect the legal internal financial solidarity mechanism enshrined in Article L. 511-31 of the French Monetary and Financial Code, which applies to the Crédit Agricole network, as defined in Article R. 512-18 of the same Code. Crédit Agricole S.A., considers that, in practice, this mechanism should be implemented prior to any resolution procedure, given that, as central body, Crédit Agricole must take all measures necessary to ensure the liquidity and solvency of each network member, as well as the network as a whole. As a result, each member of the network (including Crédit Agricole S.A.) benefits from this internal financial solidarity mechanism.

Besides, in connection with the institution of a resolution procedure, the Single Resolution Board (SRB) should respect the fundamental principle that no creditor must suffer losses in connection with a resolution procedure that are greater than those it would suffer if the entity had been liquidated in a normal insolvency procedure (the "No Creditor Worse Off than on Liquidation" – NCWOL – principle, set forth in Article L.613-57-I - of the French Monetary and Financial Code, and Article 73 of the BRRD directive). Because this principle must be respected, Crédit Agricole S.A. considers that the existence of the guarantee granted in 1988 by the Regional Banks in favour of the creditors of Crédit Agricole S.A., which may be called upon in the event when it is determinated that Credit Agricole S.A. has insufficient assets further to its judicial liquidation or its dissolution, will have to be taken into account by the SRB, although it is not possible to determine how this will be done. This guarantee of the obligations of Crédit Agricole S.A. to third party creditors was granted in 1988 by the Regional Banks on a joint and several basis, up to the aggregate amount of their own funds.

Lastly, in the context of IPO of Crédit Agricole S.A., CNCA (now Crédit Agricole S.A.) signed an agreement with the Regional Banks in 2001, establishing the rules governing internal relations within Crédit Agricole Group. The agreement notably provided for the creation of a Fund for Bank Liquidity and Solvency Risks (FRBLS) designed to enable Crédit Agricole S.A. to fulfil its role as central body by providing assistance to any affiliated members that may experience difficulties. The main provisions of this agreement are set out in Chapter III of the registration document filed by Crédit Agricole S.A. with the Commission des Opérations de Bourse on 22 October 2001 under number R. 01-453. The fund was originally endowed with €610 million in assets. At 31 December 2015 it totalled €1,040 million, having been allocated by €35 million for the year.

SPECIFIC GUARANTEES PROVIDED BY THE REGIONAL BANKS TO CRÉDIT AGRICOLE S.A. (SWITCH)

The "Switch" guarantee mechanism established on 23 December 2011 and supplemented by an addendum signed on 19 December 2013 forms part of the financial arrangements between Crédit Agricole S.A., as central body, and the mutual network of Crédit Agricole Regional Banks. The new guarantees took effect on 2 January 2014, replacing the previous guarantees, and expire on 1 March 2027, subject to total or partial early termination or extension in accordance with the terms of the contract.

With this mechanism, and subject to the upper limit specified in the agreement, the Regional Banks assume, on behalf of Crédit Agricole S.A., regulatory requirements relating to the equity method of accounting for certain equity investments held by Crédit Agricole S.A. They also assume the associated economic risks in the form of compensation, where applicable.

The guarantees allow the transfer of regulatory requirements both in relation to Crédit Agricole S.A.'s equity investments in the Regional Banks (CCI/CCA), and in Crédit Agricole Assurances (CAA), the latter being equity-accounted for regulatory reasons. They are subject to fixed remuneration covering the present value of the risk and the cost of capital for the Regional Banks.

The effectiveness of the mechanism is secured by cash deposits paid by the Regional Banks to Crédit Agricole S.A. The security deposits are calibrated to show the capital savings generated by Crédit Agricole S.A., and are remunerated at a fixed rate based on conditions prevailing for long-term liquidity.

The mechanism therefore protects Crédit Agricole S.A. from a decline in the overall equity-accounted value of these equity investments, subject to payment by the Regional Banks of compensation from the security deposit. Likewise, if the overall equity-accounted value later recovers, Crédit Agricole S.A. returns previously paid compensation in accordance with a clawback provision.

Guarantees are recognised as off-balance sheet commitments. They are treated as first demand guarantees received and their remuneration is recognised in stages as a deduction from the interest margin under Revenues. In the event of a call on guarantees, or following a return to better fortune, where applicable, the compensation payment or redemption proceeds would be recognised under cost of risk.

The Switch guarantee was used for the first time on 30 June 2015 (see Note 1.3 on significant events over the period).

1.3 Significant events in 2015

EXERCISE OF THE OPTION ON CRÉDIT AGRICOLE CIB DEEPLY SUBORDINATED NOTES

On 27 March 2015, Crédit Agricole CIB exercised the redemption option covering an issue purchased by Crédit Agricole S.A. in the amount of €1.6 billion.

ESNI

On 10 April 2015, Crédit Agricole S.A. participated in ESNI, a securitisation vehicle with compartments established in 2014 by the major banks in the French market to ensure the refinancing of private debt. Crédit Agricole S.A. sold, through its subsidiary Crédit Agricole CIB, €2 billion in collateralised loans in the compartment, and subsequently purchased all ESNI issues backed by these loans.

CHEQUE IMAGE EXCHANGE LITIGATION

In a ruling of 20 September 2010, 11 French banks including Crédit Agricole S.A. Group were convicted by the Competition Authority of illegal collusion on the fees for processing cheques. The expense recognised for this fine was €103 million, of which €21 million was for LCL and €82 million for Crédit Agricole Group, split equally among the Regional Banks and Crédit Agricole S.A.

On 23 February 2012, the Paris Court of Appeals struck down the Competition Authority ruling of 20 September 2010, finding that collusion had not been proved.

On 23 March 2012, the Competition Authority filed a further appeal against this decision by the Paris Court of Appeal. Since the Court of Appeal's decision is final and the further appeal did not stay the decision, the fines previously paid by the credit institutions in 2010 were refunded on 11 April 2012. In light of the estimated likelihood of legal risk and of the decision by the other banks party to the litigation, the Group decided not to provision for a liability.

Since the decision by the Paris Court of Appeals was overturned by the Court of Cassation on 14 April 2015 on procedural grounds and since the matter has been sent back before the same Court of Appeals, the Group gave back the amount received in 2012 and has decided to pursue the matter in the court to which it has been referred and not to provision for a liability.

SPECIFIC GUARANTEES PROVIDED BY THE REGIONAL BANKS TO CRÉDIT AGRICOLE S.A. (SWITCH)

During fiscal 2015, the overall equity accounting value covered by the mechanism underwent, first, a decrease in the period ended 30 June 2015, leading to a guarantee call, then, in the period ended 30 September 2015, an increase resulting in a return to better fortune. As such, the allowance of €173 million recognised in the period ended 30 June 2015 was repaid in full by Crédit Agricole S.A. to the Regional Banks on 1 December. This was reflected in Crédit Agricole S.A.'s financial statements by the recognition in the second-quarter income statement of income in respect of cost of risk in the amount of €173 million and a tax expense of €66 million, and the cancellation of these impacts on the same line of the income statement for the third quarter.

SALE OF CRÉDIT AGRICOLE ASSURANCES UNDATED SUBORDINATED NOTES (TSDI)

To take into account developments by rating agency Standard & Poor's on the treatment of insurance subsidiaries in calculating the Risk Adjusted Capital Ratio (RAC), and to maintain such subsidiaries' solvency ratios, Crédit Agricole Assurances reduced its issues held by other entities of the Group *via* redemptions.

In 2015, Crédit Agricole S.A. realised a capital gain of €185 million following the redemption by Crédit Agricole Assurances of three undated subordinated notes with the nominal value of €1 billion.

EARLY REDEMPTION OF CA PREFERRED FUNDING LLC NOTES AND SALE OF ORDINARY SHARES

In 2015, Crédit Agricole S.A. exercised its early redemption option on subordinated notes purchased by CA Preferred Funding in the amount of €2 billion. In conjunction with this transaction, Crédit Agricole S.A. completed the sale of its CA Preferred Funding ordinary shares for €89 million.

PURCHASES OF "ADDITIONAL TIER 1" SUBORDINATED BONDS OF GROUP SUBSIDIARIES

As part of the process designed to strengthen their regulatory capital, some subsidiaries (Crédit Agricole CIB, LCL, CA Consumer Finance and Crédit Agricole Leasing and Factoring) conducted, during 2015, several "Additional Tier 1" deeply subordinated perpetual bond issuance programmes in euros, purchased by Crédit Agricole S.A. in the amount of €3.5 billion.

AMUNDI – IPO

As part of the IPO of Amundi, Crédit Agricole S.A. sold, on 13 November 2015, 3,333,333 shares (*i.e.* 2% of Amundi's share capital) to a subsidiary of Agricultural Bank of China, Amundi's Chinese partner, at the IPO price (approximately €150 million).

Crédit Agricole S.A. also decided to grant a Greenshoe option to the banks coordinating the IPO so as to improve the liquidity of Amundi shares and help stabilise the share price during the first days of trading. On 25 November 2015, Crédit Agricole S.A. announced the partial exercise of the Greenshoe option and sold 3,779,010 shares (2.3% of Amundi's share capital) at the IPO price (approximately €170 million).

Following the transaction, Crédit Agricole S.A. remains the majority shareholder of Amundi, with 74.2% of capital and voting rights, Société Générale having sold its entire stake.

EMPORIKI – MONITORING OF THE CAPITAL ADJUSTMENT

At the completion date of the Emporiki Bank sale (October 2012), given the lack of visibility over the Bank of Greece's requirements in terms of Core Tier 1 ratio, the recapitalisation amount of Emporiki Bank by Crédit Agricole S.A. was calculated assuming a ratio of 10%. Under the terms of the contract for the sale of Emporiki Bank to Alpha Bank, approved by local and European supervisors, if the minimal Core Tier 1 ratio required by the Bank of Greece for Greek banks was less than 10%, Alpha Bank would compensate Crédit Agricole S.A. In the first half of 2013, since the Bank of Greece set the minimum Core Tier 1 ratio for Greek banks at 9%, Alpha Bank paid a €164 million compensation corresponding to the differential in the ratio.

1.4 Events after the 2015 reporting period

ISSUANCE OF ADDITIONAL TIER 1 (AT1) SECURITIES

On 19 January 2016, Crédit Agricole S.A. issued Additional Tier 1 deeply subordinated notes in the amount of €1.1 billion. The notes meet the new CRD 4 rules on coupon payment and bail-in.

PROJECT INVOLVING INVESTMENTS HELD BY CRÉDIT AGRICOLE S.A. IN THE REGIONAL BANKS

Crédit Agricole S.A. ("CASA") and the Crédit Agricole Regional Banks ("CRCAs") are considering a transaction (the "Transaction") to simplify the Group's structure, involving the intragroup reclassification of the Cooperative Investment Certificates (Certificats Coopératifs d'Investissement or "CCIs") and Cooperative Associate Certificates (Certificats Coopératifs d'Associé or "CCAs") currently owned by Crédit Agricole S.A. through a holding company ("Sacam Mutualisation") jointly owned by the CRCAs.

This project is being undertaken with a view to (i) simplifying Crédit Agricole Group's structure in relation to the market and the Supervisor, (ii) achieving greater clarity regarding Crédit Agricole S.A.'s activity and that of its business lines, (iii) strengthening the financial structure and capital of Crédit Agricole S.A., and (iv) enhancing the mutualisation of the Régional Banks' results.

The achievement of the Transaction is subject to the Autorité des marchés financiers' decision that there is no requirement for a public offer to withdraw.

The main components of the Transaction are as follows:

- **the repurchase of the majority of the CCI/CCAs owned by Crédit Agricole S.A. by Sacam Mutualisation**, for an initial value of €18 billion at 31 December 2015, to be adjusted according to changes in the CRCAs' consolidated IFRS shareholders' equity between this date and the closing of the Transaction, with dividends paid by the CRCAs in respect of 2015 being payable to CASA.

  NB: for legal reasons inherent to their business activity, Crédit Agricole S.A. and Predica (insurance subsidiary of Crédit Agricole S.A.) will retain an interest in the CCA/CCIs:

  - the CCAs of four Regional Banks (for these four Regional Banks, the CCI/CCAs represent more than 50% of the capital of the said Regional Bank: in this case, the law requires that the CCI/CCAs issued by the Regional Bank and not owned by the central body may not represent more than 50% of its capital),
  - CCIs owned by Predica and which are owned in respect of life-insurance contracts, will remain in Predica's portfolio,
  - CCIs owned as part of liquidity contracts (and currently not consolidated using the equity method);
- **Sacam Mutualisation** will be financed through a capital contribution from the CRCAs (each Regional Bank will subscribe to a capital increase, allowing them to acquire the CCI/CCAs held by CASA).

  CASA will grant the CRCAs mid- and long-term loans in the total amount of €11 billion at a fixed rate of 2.15% in order to finance part of Sacam Mutualisation's capital increase;
- **the Switch guarantee will be unwound for the component covering the CCI/CCAs** as provided in the agreement, and the deposit related to this guarantee (€5 billion) will be repaid.

Context of the transaction

Since its initial public offering in 2001, Crédit Agricole S.A. has owned around 25% of the capital of 38 CRCAs through "CCI/CCAs" (shares without voting rights, but giving right to participation in profits).

In its capacity as the central body, Crédit Agricole S.A. has significant influence over the Regional Banks. As a result, Crédit Agricole S.A.'s holding in the Regional Banks is consolidated using the equity method in the financial statements.

The transaction would involve:

- a significant simplification of the structure of CASA and of Crédit Agricole Group;
- And an improvement in the regulatory position of Crédit Agricole S.A. by reinforcing its shareholders' equity and, in particular, enabling an attractive cash dividend payment policy to be secured with a distribution rate of 50%.

The sale price of the CCI/CCAs to Sacam Mutualisation would be set as a multiple of their consolidated IFRS shareholders' equity, established on the basis of a standardised valuation of all of the Regional banks, and reviewed by independent experts. The price that Crédit Agricole S.A. will actually receive at the time of the transaction would be increased by the change in the CRCAs' shareholders equity over the period up to the closing date.

NOTE 2 Accounting policies and principles

Crédit Agricole S.A. prepares its financial statements in accordance with the accounting principles applicable to banks in France.

The presentation of the financial statements of Crédit Agricole S.A. complies with the provisions of ANC Regulation 2014-07 of 26 November 2014, which, for periods beginning on or after 1 January 2015, combines in a single regulation all accounting standards applicable to credit institutions, pursuant to established law.

Changes in accounting policies and the presentation of the financial statements compared with the previous year relate to the following:

Regulations	Date published by the French State	Date of first-time application: financial years from	Applicable within Crédit Agricole S.A.
ANC regulation on the financial statements of companies operating in the banking sector	26 November 2014 No. 2014-07	1 January 2015	Yes

ANC Regulation no. 2014-07 had no impact on the income and net equity of Crédit Agricole S.A.

2.1 Loans and financing commitments

Loans and receivables to credit institutions, entities of the Crédit Agricole Group and customers are governed by Articles 2211-1 to 2251-13 (Part 2 "Accounting Treatment of Credit Risk" of Book II "Special Transactions") of ANC Regulation 2014-07 of 26 November 2014.

They are presented in the financial statements according to their initial term or the nature of the receivable:

- demand and time deposits for banks;
- current accounts, time loans and advances for Crédit Agricole internal transactions;
- trade receivables and other loans and receivables to customers.

In accordance with regulations, the customers category also includes transactions with financial customers.

Subordinated loans and repurchase agreements (represented by certificates or securities) are included under the various categories of loans and receivables according to counterparty type (interbank, Crédit Agricole internal transactions, customers).

Amounts receivable are recognised on the balance sheet at face value.

Pursuant to Article 2131-1 of ANC Regulation 2014-07 of 26 November 2014, the fees and commissions received and the marginal transaction costs borne are deferred over the effective term of the loan and are thus included in the outstanding amount of the relevant loan.

Accrued interest is recognised on the balance sheet under the appropriate category of loans and advances and booked to the income statement as interest income.

Financing commitments recognised as off-balance sheet represent irrevocable commitments to cash advances and guarantee commitments that have not resulted in fund movements.

Advances made by Crédit Agricole S.A. to the Regional Banks do not represent a direct risk for Crédit Agricole S.A. with respect to the corresponding customer loans made by the Regional Banks. They do, however, represent a potential indirect risk with respect to the financial strength of the Regional Banks. Crédit Agricole S.A. has not made any provisions for such advances to the Regional Banks.

The application of Part 2 "Accounting Treatment of Credit Risk" of Book II "Special Transactions" of ANC Regulation 2014-07 of 26 November 2014 has led Crédit Agricole S.A. to account for loans with a risk of arrears in accordance with the following rules. External and/or internal rating systems are used to help assess whether there is a credit risk.

RESTRUCTURED LOANS

These are loans to counterparties in financial difficulty, such that the bank alters their initial characteristics (term, interest rate, etc.) to allow counterparties to honour the repayment schedule.

They consist of loans classified as in default and performing loans at the date they are restructured.

Restructured loans do not include loans whose characteristics have been renegotiated on a commercial basis with counterparties not showing any insolvency problems.

The reduction of future flows granted to a counterparty, or the postponing of these flows as part of a restructuring, results in the recognition of a discount. It represents future loss of cash flow discounted at the original effective interest rate. It is equal to the difference between:

- the nominal value of the loan; and
- the sum of theoretical future cash flows from the restructured loan, discounted at the original effective interest rate (defined at the date of the financing commitment).

The discount recognised when a loan is restructured is recorded under cost of risk. Its amortisation then affects the interest margin.

Restructured loans are rated in accordance with Basel rules and are impaired on the basis of the estimated credit risk. They are individually impaired within thirty days of a missed payment.

At 31 December 2015, Crédit Agricole S.A. did not hold any restructured loans.

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DOUBTFUL OR IRRECOVERABLE LOANS

Loans and receivables of all kinds, even those which are guaranteed, are classified as doubtful if they carry an identified credit risk arising from one of the following events:

- the loan or advance is at least three months in arrears (six months for home loans and property leases and nine months for loans to local authorities, to take account of their specific characteristics);
- the borrower's financial position is such that an identified risk exists regardless of whether the loan or advance is in arrears;
- the bank and borrower are in legal proceedings.

For overdrafts, the age of the overdue amount is calculated as from the date on which the borrower has exceeded an authorised limit that the bank has brought to its attention, has been notified that the outstanding overdraft exceeds a limit set by the bank as part of its internal control procedures, or has drawn sums without an overdraft authorisation.

Subject to certain conditions, in lieu of the above criteria, the bank may calculate the age of the overdue amount from the date on which the bank has issued a demand for total or partial repayment of the overdraft by the borrower.

Crédit Agricole S.A. makes the following distinction between doubtful loans and irrecoverable loans:

- **doubtful loans**

  All doubtful loans which do not fall into the irrecoverable loans category are classified as doubtful loans;
- **irrecoverable loans**

  Irrecoverable loans are those for which the prospects of recovery are highly impaired and which are likely to be written off in time.

In the case of doubtful loans, interest continues to be recognised so long as the receivable is deemed to be doubtful, but is no longer recognised after the loss has been transferred to irrecoverable loans.

IMPAIRMENT RESULTING FROM IDENTIFIED CREDIT RISK

Once a loan is classified as doubtful, an impairment loss is deducted by Crédit Agricole S.A. from the asset in an amount equal to the probable loss. These impairment losses represent the difference between the carrying amount of the receivable and estimated future cash flows discounted at the contractual rate, taking into account the borrower's financial condition, its business prospects and any guarantees, after deducting the cost of enforcing such guarantees.

Possible losses in respect of portfolios of small loans with similar characteristics may be estimated on a statistical basis rather than individually assessed.

Probable losses in respect off-balance sheet commitments are covered by provisions recognised as liabilities.

ACCOUNTING TREATMENT OF IMPAIRMENT LOSSES

Impairment losses and reversals of impairment losses for non-recovery risk on doubtful loans are recognised in cost of risk and any increase in the carrying amount resulting from the reversal of impairment losses as a result of the passage of time is recognised in the interest margin.

PROVISIONS FOR CREDIT RISK NOT INDIVIDUALLY ALLOCATED TO LOANS

Crédit Agricole S.A. also books provisions on the liabilities side of the balance sheet to cover customer risks that are not individually allocated to loans, such as provisions for country risks or sector provisions generally calculated based on Basel 2 models. These provisions are designed to cover identified risks for which there is a statistical or historical probability of partial non-recovery against loans classified as performing or not individually impaired.

COUNTRY RISKS

Country risks (or risks on international commitments) consist of "the total amount of doubtful loans, both on and off-balance sheet, carried by an institution directly or *via* hive-off vehicles, involving private or public debtors residing in the countries identified by the French Regulatory and Resolution Supervisory Authority (ACPR), or where settlement thereof depends on the position of public or private debtors residing in those countries". (Memo from the French Banking Commission dated 24 December 1998).

Where these receivables are not classified as doubtful, they continue to be carried under their original classification.

WRITE-OFFS

Decisions as to when to write off are taken on the basis of expert opinion. Crédit Agricole S.A. determines this in conjunction with its Risk Management department, having regard to its business knowledge.

2.2 Securities portfolio

The rules on recognition of securities portfolios are defined by Articles 2311-1 to 2391-1 (Part 3 "Recognition of Securities Transactions" of Book II "Special Transactions") and Articles 2211-1 to 2251-13 (Part 2 "Accounting Treatment of Credit Risk" of Book II "Special Transactions") of ANC Regulation 2014-07 of 26 November 2014 for the determination of credit risk and the impairment of fixed income securities.

These securities are presented in the financial statements according to their asset class: treasury bills (treasury bonds and similar securities), bonds and other fixed income securities (negotiable debt securities and interbank market instruments) and equities and other variable-income securities.

They are classified in portfolios defined by regulation (trading, short term investment, long term investment, medium term portfolio, other long term equity investments and investments in subsidiaries and affiliates), depending on the initial intention for holding the securities as identified in the accounting IT system at the time they were acquired.

2.2.1 TRADING SECURITIES

These are securities that were originally:

- bought with the intention of selling them in the near future, or sold with the intention of repurchasing them in the near future;
- or held by the bank as a result of its market-making activity. The classification of these securities as trading securities depends on the effective turnover of the securities and on a significant trading volume taking into account market opportunities.

These securities must be tradable on an active market and resulting market prices must represent real transactions regularly undertaken in the market on an arm's length basis.

Trading securities also include:

- securities bought or sold as part of specialised management of the trading portfolio, including forward financial instruments, securities or other financial instruments that are managed collectively and on which there is an indication of recent short term profit taking;
- securities on which there is a commitment to sell as part of an arbitrage transaction on an organised exchange for financial instruments or similar market.

Except as provided in accordance with Articles 2381-1 to 2381-5 (Part 3 "Recognition of Securities Transactions" of Book II "Special Transactions") of ANC Regulation 2014-07 of 26 November 2014, trading securities may not be reclassified into another accounting category. They continue to be presented and measured as trading securities until they are removed from the balance sheet after being sold, fully redeemed or written off.

Trading securities are recognised on the date they are purchased in the amount of their purchase price, excluding transaction expenses and including accrued interest.

Liabilities relating to securities sold short are recognised on the liabilities side of the seller's balance sheet in the amount of the selling price excluding transaction expenses.

At each reporting date, securities are measured at the most recent market price. The overall amount of differences resulting from price changes is taken to profit and loss and recorded under "Net gains (losses) on trading book".

2.2.2 SHORT-TERM INVESTMENT SECURITIES

This category consists of securities that do not fall into any other category.

The securities are recorded at purchase price, including transaction expenses.

Crédit Agricole S.A.'s portfolio of short term investment securities consists mostly of bonds denominated in euros and foreign currencies and Mutual Fund Units.

- **Bonds and other fixed income securities**

These securities are recognised at acquisition cost including interest accrued at the acquisition date. The difference between the purchase price and the redemption value is spread over the remaining life of the security on an actuarial basis.

Income is recorded in the income statement under "Interest income from bonds and other fixed income securities".

- **Equities and other variable-income securities**

Equities are recognised on the balance sheet at their purchase price including transaction expenses. The associated dividends are recorded as income under "Income from variable-income securities".

Income from mutual funds is recognised when received under the same heading.

At each reporting date, short-term investment securities are measured at the lesser of acquisition cost and market value. If the current value of an item or a homogeneous set of securities (calculated from market prices at the reporting date, for example) is lower than its carrying amount, an impairment loss is recorded for the unrealised loss without being offset against any gains recognised on other categories of securities. Gains from hedging within the meaning of Article 2514-1 of ANC Regulation 2014-07 of 26 November 2014, in the form of purchases or sales of forward financial instruments, are factored in for the purposes of calculating impairment losses. Potential gains are not recorded.

Impairment intended to take into account counterparty risk and recognised under the cost of risk is booked on fixed income securities as follows:

- in the case of listed securities, impairment is based on market value, which intrinsically reflects credit risk. However, if Crédit Agricole S.A. has specific information on the issuer's financial position that is not reflected in the market value, a specific impairment loss is recorded;
- in the case of unlisted securities, impairment is recorded in the same way as on loans and receivables to customers based on identified probable losses (see Note 2.1 Loans and financing commitments – Impairment resulting from identified credit risk).

Sales of securities are deemed to take place on a first-in, first-out basis.

Impairment losses and reversals and disposal gains or losses on short term investment securities are recorded under "Net gains (losses) on short term investment portfolios" in the income statement.

2.2.3 LONG-TERM INVESTMENT SECURITIES

Long term investment securities are fixed income securities with a fixed maturity date that have been acquired or transferred to this category with the manifest intention of holding them until maturity.

This category only includes securities for which Crédit Agricole S.A. has the necessary financial ability to continue holding them until maturity and that are not subject to any legal or other restriction that could interfere with its intention to hold them until maturity.

Long term investment securities are recognised at their purchase price, including acquisition costs and accrued interest.

The difference between the purchase price and the redemption price is spread over the remaining life of the security.

Impairment is not booked for long term investment securities if their market value falls below cost. On the other hand, if the impairment arises from a risk relating specifically to the issuer of the security, impairment is recorded under "Cost of risk", in accordance with Part 2 "Accounting Treatment of Credit Risk" of Book II "Special Transactions" of ANC Regulation 2014-07 of 26 November 2014.

In the case of the sale or reclassification to another category of long-term investment securities representing a material amount, the reporting entity is no longer authorised to classify securities previously bought or to be bought as long-term investment securities during the current financial year and the two subsequent financial years, in accordance with Article 2341-2 of ANC Regulation 2014-07 of 26 November 2014.

2.2.4 MEDIUM TERM PORTFOLIO SECURITIES

In accordance with Articles 2351-2 to 2352-6 (Part 3 "Recognition of Securities Transactions" of Book II "Special Transactions") of ANC Regulation 2014-07 of 26 November 2014, these securities are "investments made on a normal basis, with the sole aim of securing a capital gain in the medium term, with no intention of investing in the issuer's business on a long-term basis or taking an active part in its management".

Securities can only be included in this category if the activity is carried out to a significant extent and on an ongoing basis within a structured framework and gives the reporting entity a recurring return mainly in the form of capital gains on disposals.

Crédit Agricole S.A. meets these conditions and some of its securities can be classified in this category.

Medium term portfolio securities are recorded at purchase price, including transaction expenses.

They are recognised at the end of the reporting period at the lower of historical cost or value in use, which is determined on the basis of the issuer's general outlook and the estimated remaining time horizon for holding the securities.

For listed companies, value in use is generally the average quoted price over a sufficiently long period of time, depending on the estimated time horizon for holding the securities, to mitigate the impact of substantial fluctuations in stock prices.

Impairment losses are booked for any unrealised losses calculated for each line of securities, and are not offset against any unrealised gains. Unrealised losses are recorded under "Net gains or losses on short term investment portfolios" along with impairment losses and reversals on these securities.

Unrealised gains are not recognised.

2.2.5 INVESTMENTS IN SUBSIDIARIES AND AFFILIATES, EQUITY INVESTMENTS AND OTHER LONG-TERM EQUITY INVESTMENTS

- investments in subsidiaries and affiliates are investments in companies that are under exclusive control and that are or are liable to be fully consolidated into a given group that can be consolidated.
- equity investments are investments (other than investments in subsidiaries and affiliates), of which the long term ownership is judged beneficial to the reporting entity, in particular because it allows it to exercise influence or control over the issuer.
- other long term equity investments consist of securities held with the intention of promoting long term business relations by creating a special relationship with the issuer, but with no influence on the issuer's management due to the small percentage of voting rights held.

These securities are recognised at purchase price, including transaction expenses.

At the reporting date, the value of these securities is measured individually, based on value in use, and they are recorded on the balance sheet at the lower of historical cost or value in use.

Value in use represents the price the reporting entity would be prepared to pay to acquire these securities if it had to buy them having regard to its reasons for holding them.

Value in use may be estimated on the basis of various factors such as the issuer's profitability and prospective profitability, its equity, the economic environment, the average share price in the preceding months or the mathematical value of the security.

When value in use is lower than historical cost, impairment losses are booked for these unrealised gains and are not offset against any unrealised gains.

Impairment losses and reversals and disposal gains or losses on these securities are recorded under "Net gains (losses) on fixed assets".

2.2.6 MARKET PRICE

The market price at which the various categories of securities are measured is determined as follows:

- securities traded on an active market are measured at the latest price;
- if the market on which the security is traded is not or no longer considered active or if the security is unlisted, Crédit Agricole S.A. determines the likely value at which the security concerned would be traded using valuation techniques. Firstly, these techniques take into account recent transactions carried out in normal competition conditions. If required, Crédit Agricole S.A. uses valuation techniques commonly used by market participants to price these securities, when it has been demonstrated that these techniques provide reliable estimates of prices obtained in actual market transactions.

2.2.7 RECORDING DATES

Crédit Agricole S.A. records securities classified as long term investment securities on the settlement date. Other securities, regardless of type or classification, are recognised on the trading date.

2.2.8 SECURITIES SOLD/BOUGHT UNDER REPURCHASE AGREEMENTS

Securities sold under repurchase agreements are kept on the balance sheet. The amount received, representing the liability to the buyer, is recorded as a liability.

Securities bought under repurchase agreements are not recorded on the balance sheet, but the amount paid, representing the receivable from the seller, is recorded as an asset on the balance sheet.

Securities sold under repurchase agreements are subject to the accounting principles corresponding to the portfolio from which they originate.

2.2.9 RECLASSIFICATION OF SECURITIES

In accordance with Articles 2381-1 to 2381-5 (Part 3 "Recognition of Securities Transactions" of Book II "Special Transactions") of ANC Regulation 2014-07 of 26 November 2014, the following securities reclassifications are allowed:

- from "Trading securities" to "Long term investment securities" or "Short term investment securities" in case of exceptional market conditions or, for fixed income securities that are no longer tradable in an active market and if the entity has the intention and ability to hold the securities for the foreseeable future or until maturity;
- from "short term investment securities" to "long term investment securities" in case of exceptional market conditions or for fixed income securities that are no longer tradable in an active market.

In 2015, Crédit Agricole S.A. did not make any reclassifications as allowed by ANC Regulation 2014-07 of 26 november 2014.

2.2.10 TREASURY SHARES BUYBACK

Treasury shares bought back by Crédit Agricole S.A., including shares and stock options held to cover stock option plans, are recognised as assets under a specific balance sheet heading.

They may, where necessary, be impaired where the current value is below the purchase price, except for transactions connected with employee free share allocation plans and stock option and share subscription plans as per ANC Regulation 2014-03 of 5 June 2014.

2.3 Fixed assets

Crédit Agricole S.A. applies ANC Regulation 2014-03 of 26 November 2014 relating to the depreciation, amortisation and impairment of assets.

Crédit Agricole S.A. applies component accounting for all of its property, plant and equipment. In accordance with this method, the depreciable base takes account of the potential remaining value of property, plant and equipment.

The acquisition cost of fixed assets includes the purchase price plus any incidental expenses, namely expenses directly or indirectly incurred in connection with bringing the asset into service or "into inventory".

Land is stated at acquisition cost.

Buildings and equipment are stated at acquisition-cost less accumulated depreciation, amortisation and impairment losses since the time they were placed in service.

Purchased software is measured at purchase price less accumulated depreciation, amortisation and any impairment losses since acquisition.

Proprietary software is measured at cost less accumulated depreciation, amortisation and impairment losses booked since completion.

Intangible assets other than software, patents and licences are not amortised. They may be subject to impairment.

Fixed assets are depreciated over their estimated useful lives.

The following components and depreciation periods have been adopted by Crédit Agricole S.A. following the application of component accounting for fixed assets. These depreciation periods are adjusted according to the type of asset and its location:

Component	Depreciation period
Land	Not depreciable
Structural works	30 to 80 years
Non-structural works	20 to 40 years
Plant and equipment	10 to 25 years
Fixtures and fittings	5 to 15 years
Computer equipment	4 to 7 years (accelerated or straight-line)
Special equipment	4 to 5 years (accelerated or straight-line)

Based on available information on the value of its fixed assets, Crédit Agricole S.A. has concluded that impairment testing would not lead to any change in the existing depreciable base.

2.4 Amounts due to customers and credit institutions

Amounts due to credit institutions, to Crédit Agricole entities and to customers are presented in the financial statements according to their initial term or their nature:

- demand and time deposits for banks;
- current accounts, time loans and advances for Crédit Agricole internal transactions;
- special savings accounts and other deposits for customers (notably including financial customers).

Repurchase agreements (represented by certificates or securities) are included under these various headings, according to counterparty type.

Accrued interest on these deposits is recognised under accrued interest and taken to profit and loss.

2.5 Debt securities

Debt securities are presented according to their form: interest bearing notes, interbank market instruments, negotiable debt securities and bonds, excluding subordinated securities, which are classified in liabilities under "Subordinated debt".

Accrued interest but not yet due is recognised under accrued interest and taken to profit and loss.

Issue or redemption premiums on bonds are amortised over the maturity period of each bond issue. The corresponding charge is recorded under "Interest expenses on bonds and other fixed income securities".

Redemption premiums can be amortised in two ways:

- based on accrued interest on a pro-rata basis for bonds issued before 1 January 1993, or for those with a redemption premium of less than 10% of the issue price; or
- on an actuarial basis for debt issued after 1 January 1993 with a redemption premium of more than 10% of the issue price.

Crédit Agricole also amortises borrowing expenses in its parent company's financial statements.

Fee and commission expenses on financial services paid to the Regional Banks are recognised as expenses under "Fee and commission expenses".

2.6 Provisions

Crédit Agricole S.A. applies ANC Regulation 2014-03 of 5 June 2014 for the recognition and measurement of provisions.

Provisions include provisions relating to financing commitments, retirement and early retirement liabilities, litigation and various risks.

The provisions also include country risks. All these risks are reviewed quarterly.

Provisions are set aside for country risks following an analysis of the types of transactions, the term of commitments, their form (receivables, securities, market products) as well as country quality.

Crédit Agricole S.A. partially hedges provisions on these foreign currency-denominated receivables by buying foreign currency, to limit the impact of changes in exchange rates on provision levels.

The provision for home purchase savings scheme imbalance risk is designed to cover obligations in the event of unfavourable movements in home purchase savings schemes. These obligations are: i) to pay a fixed rate of interest on the savings contract from inception for an undefined period of time; and ii) to grant a loan to home purchase savings plan savers at a rate fixed at inception of the contract. The provision is calculated for each generation of a home purchase savings plan and for all home purchase savings accounts, with no netting of obligations between generations.

The amount of these obligations is calculated taking account notably of:

- saver behaviour, as well as an estimate of the amount and term of the loans that will be granted in the future. These estimates are based on historical observations over a long period;
- the yield curve for market rates and reasonably foreseeable trends.

This provision is calculated in accordance with Part 6 “Regulated Savings” of Book II “Special Transactions” of ANC Regulation 2014-07 of 26 November 2014.

2.7 Fund for general banking risks (FGBR)

In accordance with the Fourth European directive and CRBF regulation 90-02 of 23 February 1990 as amended relating to capital, funds for general banking risks are constituted by Crédit Agricole S.A., at the discretion of its management, to meet any charges or risks relating to banking operations but whose incidence is not certain.

Provisions are released to cover any incidence of these risks during a given period.

At 31 December 2015, the fund for general banking risks corresponded with the fund for banking liquidity and solvency risks, which is intended to enable Crédit Agricole S.A. to discharge its duties as central body of Crédit Agricole.

2.8 Transactions on forward financial instruments and options

Hedging and market transactions on forward interest rate, foreign exchange or equity instruments are recorded under the provisions of Part 5 “Financial Futures” of Book II “Special Transactions” of ANC Regulation 2014-07 of 26 November 2014.

Commitments relating to these transactions are recorded off the balance sheet at the nominal value of the contracts. This amount represents the volume of pending transactions.

Gains or losses relating to these transactions are recorded on the basis of the type of instrument and the strategy used:

HEDGING TRANSACTIONS

Gains or losses realised on hedging transactions (category “b” Article 2522-1 of ANC regulation 2014-07) are taken to profit and loss symmetrically with the recognition of income and expenses on the hedged item and under the same accounting heading.

Income and expenses relating to forward financial instruments used for hedging and managing Crédit Agricole S.A.’s overall interest rate risk (category “c” Article 2522-1 of ANC regulation 2014-07) are recorded on a pro-rata basis under “interest and similar income (expenses) – Net gains (losses) on macro-hedging transactions”. Unrealised gains and losses are not recorded.

MARKET TRANSACTIONS

Market transactions include:

- isolated open positions (category “a” Article 2522-1 of ANC Regulation 2014-07);
- specialised management of a trading portfolio (category “d” Article 2522 of ANC Regulation 2014-07).

They are measured in reference to their market value on the closing date.

If there is an active market, the instrument is stated at the quoted price on that market. In the absence of an active market, fair value is determined using internal valuation techniques and models.

Instruments

- For isolated open positions traded on organised or similar exchanges, all realised and unrealised gains and losses are taken to profit or loss.
- For isolated open positions traded over the counter, only unrealised losses are recognised, *via* a provision. Realised gains and losses are taken to profit or loss when the transaction is completed.
- As part of a trading portfolio, all realised or unrealised gains and losses are taken to profit or loss.

Counterparty risk on derivative instruments

In accordance with ANC Regulation 2014-07 of 26 November 2014, Crédit Agricole S.A. makes a Credit Valuation Adjustment (CVA) to the market value of its derivative assets to reflect counterparty risk. For this reason, Credit Valuation Adjustments are only made to derivatives recognised as isolated open positions and as part of a trading portfolio (derivatives classified in categories “a” and “d” Article 2522-1 of the aforementioned regulation).

The CVA makes it possible to calculate counterparty losses expected by Crédit Agricole S.A.

The CVA is calculated on the basis of an estimate of expected losses based on the probability of default and loss given default. The methodology used maximises the use of observable market inputs.

It is based:

- primarily on market data such as registered and listed CDS (or Single Name CDS) or index CDS;
- in the absence of registered CDS on the counterparty, an approximation based on a basket of Single Name CDS of counterparties with the same rating operating in the same sector and located in the same area.

In certain circumstances, historical default data may also be used.

2.9 Foreign currency transactions

Monetary receivables and liabilities denominated in foreign currencies and forward foreign exchange contracts included in off-balance sheet commitments are translated using the exchange rate at the closing date or at the next earlier date.

Income received and expenses paid are recorded at the exchange rate on the transaction date. Accrued income and expenses not yet due are translated at the closing rate.

Capital funds allocated to branches, fixed assets in offices abroad and long term investment securities and equity investments bought in foreign currencies against euros are translated into euros at the transaction date.

A provision may be booked if there is a permanent deterioration in the exchange rate affecting Crédit Agricole S.A.'s foreign equity interests.

At each reporting date, forward foreign exchange transactions are measured at the relevant forward exchange rate. Recognised gains or losses are taken to the income statement under "Gains or losses on trading book – Gains (losses) on foreign currency transactions and similar financial instruments".

Pursuant to the implementation of Part 7 "Recognition of Foreign Currency Transactions" of Book II "Special Transactions" of ANC Regulation 2014-07 of 26 November 2014, Crédit Agricole S.A. has instituted multi-currency accounting to enable it to monitor its currency position and to measure its exposure to foreign exchange risk.

Crédit Agricole S.A.'s aggregate operating exposure to foreign currency was -€2,884 million at 31 December 2015. It stood at -€2,865 million at 31 December 2014.

2.10 Consolidation of foreign branches

Branches keep separate accounts that comply with the accounting rules in force in the countries in which they are based.

At each reporting date, the branches' balance sheets and income statements are adjusted according to French accounting rules, translated into euros and integrated with the accounts of their head office after the elimination of intra-group transactions.

The rules for translation into euros are as follows:

- balance sheet items are translated at the closing rate;
- expenses paid and income received are recorded at the exchange rate on the transaction date, whereas accrued income and expenses are translated at the closing rate.

Gains or losses resulting from this translation are recorded on the balance sheet under "Accruals, prepayments and sundry assets" or "Accruals, deferred income and sundry liabilities".

2.11 Off-balance sheet commitments

Off-balance sheet items mainly reflect the unused portion of financing commitments and guarantee commitments given and received.

A charge is booked to provisions for commitments given if there is a probability that calling in the commitment will result in a loss for Crédit Agricole S.A.

Reported off-balance sheet items do not mention commitments on forward financial instruments or foreign exchange transactions. Similarly, they do not include commitments received concerning treasury bonds, similar securities and other securities pledged as collateral.

However, these items are detailed in Notes 24, 25 and 26 to the financial statements.

2.12 Employee profit-sharing and incentive plans

Employee profit-sharing is recognised in the income statement in the year in which the employees' rights are earned.

Incentive plans are covered by the 21 June 2011 agreement.

The cost of employee profit-sharing and incentive plans is included in "Employee expenses".

2.13 Post-employment benefits

2.13.1 RETIREMENT, EARLY RETIREMENT AND END-OF-CAREER ALLOWANCE COMMITMENTS – DEFINED-BENEFIT PLANS

Since 1 January 2013, Crédit Agricole S.A. has applied ANC recommendation 2013-02 of 7 November 2013 relating to the measurement and recognition of retirement and similar benefit obligations, such recommendation having then been repealed and incorporated in section 4 of chapter II of part III of ANC Regulation 2014-03 of 5 June 2014.

In accordance with this regulation, Crédit Agricole S.A. sets aside provisions to cover its retirement and similar benefit obligations falling within the category of defined-benefit plans.

These obligations are stated on the basis of actuarial, financial and demographic assumptions, and in accordance with the projected unit credit method. Under this method, for each year of service, a charge is booked in an amount corresponding to the employee's vested benefits for the period. The charge is calculated based on the discounted future benefit.

Crédit Agricole S.A. has opted for method 2 which allows in particular for the recognition of gains or losses arising from changes to defined-benefit plans when the curtailment or settlement occurs.

The regulation also allows for the recognition of actuarial gains and losses using the "corridor method" or any other method that results in faster recognition in profit or loss.

Crédit Agricole S.A. elected to immediately recognise the actuarial gains or losses in profit or loss, and accordingly the amount of the provision is equal to:

- the present value of the obligation to provide the defined benefits at the reporting date, calculated in accordance with the actuarial method advised by the regulation;
- less, where applicable, the fair value of plan assets. These may be represented by an eligible insurance policy. In the event that the obligation is fully covered by such a policy, the fair value of the policy is deemed to be the value of the corresponding obligation, *i.e.* the amount of the corresponding actuarial liability.

2.13.2 RETIREMENT PLANS – DEFINED CONTRIBUTION PLANS

Employers contribute to a variety of compulsory pension schemes. Plan assets are managed by independent organisations and the contributing companies have no legal or implied obligation to pay additional contributions if the funds do not have sufficient assets to cover all benefits corresponding to services rendered by employees during the year and during prior years. Consequently, Crédit Agricole S.A. has no liabilities in this respect other than the contributions payable for the period ended.

The amount of contributions under the terms of these retirement plans is shown under "Employee expenses".

2.14 Stock options and share subscriptions offered to employees under the Employee Share Ownership Plan

STOCK OPTION PLANS

Stock option plans granted to certain categories of employees are recorded when exercised. Exercise gives rise to either an issue of shares, recorded in accordance with requirements relating to capital increases, or the transfer to employees of treasury shares, previously purchased by Crédit Agricole S.A. and recognised in accordance with the terms set out in the "Treasury share buyback" section.

SHARE SUBSCRIPTION UNDER THE EMPLOYEE SHARE OWNERSHIP PLAN

Share issues offered to employees under the employee share ownership plan, with a maximum discount of 20%, do not have a vesting period but are subject to a five-year lock-up period. These share subscriptions are recognised in accordance with requirements relating to capital increases.

2.15 Extraordinary income and expenses

These comprise income and expenses that are extraordinary in nature and relate to transactions that do not form part of Crédit Agricole S.A.'s ordinary activities.

2.16 Income tax charge

In general, only the current tax liability is recognised in the parent company's financial statements.

The tax charge appearing in the income statement is the income tax due in respect of the reporting period. It includes the impact of the 3.3% additional social contribution on profits, as well as the exceptional 10.7% increase in the income tax payable by companies generating revenue of over €250 million.

When tax credits on income from securities portfolios and amounts receivable are effectively used to pay income tax due for the year, they are recognised under the same heading as the income with which they are associated. The corresponding tax charge continues to be recognised under the "Income tax" charge heading in the income statement.

Crédit Agricole S.A. has had a tax consolidation mechanism since 1990. At 31 December 2015, 1,227 entities had signed tax consolidation agreements with Crédit Agricole S.A. Under these agreements, each company that is part of the tax consolidation mechanism recognises in its financial statements the tax that it would have had to pay in the absence of the mechanism.

Given that the legislative intent when introducing the tax credit for competitiveness and employment (*Crédit d'Impôt pour la Compétitivité et l'Emploi* – CICE) was to reduce employee expenses, Crédit Agricole S.A. chose to recognise the CICE (Article 244 *quater* C of the French General Tax Code) as a reduction in employee expenses rather than a tax reduction.

NOTE 3 Loans and receivables due from credit institutions – Analysis by remaining maturity

	31/12/2015							31/12/2014
(in millions of euros)	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Accrued interest	Total	Total
Credit institutions								
Loans and receivables								
• demand	3,018	-	-	-	**3,018**	1	**3,019**	**2,104**
• time	15,845	17,601	69,573	8,986	**112,005**	175	**112,180**	**116,190**
Pledged securities	-	-	-	-	**-**	-	**-**	**-**
Securities bought under repurchase agreements	325	-	500	-	**825**	1	**826**	**3,981**
Subordinated loans	-	125	1,607	6,279	**8,011**	11	**8,022**	**3,169**
Total	**19,188**	**17,726**	**71,680**	**15,265**	**123,859**	**188**	**124,047**	**125,444**
Impairment							**(4)**	**(4)**
NET CARRYING AMOUNT							**124,043**	**125,440**
Crédit Agricole internal transactions								
Current accounts	1,385	-	-	-	**1,385**	1	**1,386**	**1,131**
Time loans and advances	43,834	85,278	84,236	60,811	**274,158**	375	**274,533**	**264,822**
Securities bought under repurchase agreements	-	-	-	-	**-**	-	**-**	**-**
Subordinated loans	-	-	-	26	**26**	1	**27**	**15**
Total	**45,219**	**85,278**	**84,236**	**60,837**	**275,570**	**377**	**275,947**	**265,969**
Impairment								
NET CARRYING AMOUNT							**275,947**	**265,969**
TOTAL							**399,990**	**391,409**

NOTE 4 Loans and receivables due from customers – Analysis by remaining maturity

	31/12/2015							31/12/2014
(in millions of euros)	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Accrued interest	Total	Total
Loans and receivables due from customers								
Trade receivables	-	-	-	-	**-**	-	**-**	**-**
Other customer loans	69	850	986	974	**2,879**	6	**2,885**	**4,617**
Pledged securities	-	-	-	-	**-**	-	**-**	**-**
Current accounts in debit	197	-	-	-	**197**	1	**198**	**100**
Impairment							**(1)**	**(1)**
NET CARRYING AMOUNT							**3,082**	**4,716**

4.1 Loans and receivables due from customers – Geographic analysis

(in millions of euros)	31/12/2015	31/12/2014
France (including overseas departments and territories)	3,019	4,616
Other European Union countries	58	94
Rest of Europe	-	-
North America	-	-
Central and Latin America	-	-
Africa and Middle East	-	-
Asia-Pacific (ex. Japan)	-	-
Japan	-	-
Non allocated and international organisations	-	-
Total principal	**3,077**	**4,710**
Accrued interest	6	7
Impairment	(1)	(1)
NET CARRYING AMOUNT	**3,082**	**4,716**

4.2 Loans and receivables due from customers – Doubtful and irrevocable loans and impairment losses: geographical analysis

	31/12/2015					31/12/2014				
(in millions of euros)	Gross outstanding	o/w doubtful loans	o/w irrecoverable loans	Impairment of doubtful loans	Impairment of irrecoverable loans	Gross outstanding	o/w doubtful loans	o/w irrecoverable loans	Impairment of doubtful loans	Impairment of irrecoverable loans
France (including overseas departments and territories)	3,025	1	1	(1)	(1)	4,622	1	-	(1)	-
Other European Union countries	58	-	-	-	-	95	-	-	-	-
Rest of Europe	-	-	-	-	-	-	-	-	-	-
North America	-	-	-	-	-	-	-	-	-	-
Central and Latin America	-	-	-	-	-	-	-	-	-	-
Africa and Middle East	-	-	-	-	-	-	-	-	-	-
Asia-Pacific (ex. Japan)	-	-	-	-	-	-	-	-	-	-
Japan	-	-	-	-	-	-	-	-	-	-
Non allocated and international organisations	-	-	-	-	-	-	-	-	-	-
TOTAL	**3,083**	**1**	**1**	**(1)**	**(1)**	**4,717**	**1**	**-**	**(1)**	**-**

4.3 Loans and receivables due from customers – Analysis by customer type

	31/12/2015					31/12/2014				
(in millions of euros)	Gross outstanding	o/w doubtful loans	o/w irrecoverable loans	Impairment of doubtful loans	Impairment of irrecoverable loans	Gross outstanding	o/w doubtful loans	o/w irrecoverable loans	Impairment of doubtful loans	Impairment of irrecoverable loans
Individual customers	-	-	-	-	-	-	-	-	-	-
Farmers	-	-	-	-	-	-	-	-	-	-
Other small businesses	-	-	-	-	-	-	-	-	-	-
Financial institutions	570	-	-	-	-	461	-	-	-	-
Corporates	2,511	1	1	(1)	(1)	4,252	1	-	(1)	-
Local authorities	2	-	-	-	-	4	-	-	-	-
Other customers	-	-	-	-	-	-	-	-	-	-
TOTAL	**3,083**	**1**	**1**	**(1)**	**(1)**	**4,717**	**1**	**-**	**(1)**	**-**

NOTE 5 Trading, short term investment, long term investment and medium term portfolio securities

(in millions of euros)	31/12/2015 Trading securities	Short-term investment securities	Medium term portfolio securities	Long term investment securities	Total	31/12/2014 Total
Treasury bills and similar securities	-	21,482	-	2,632	**24,114**	**24,613**
o/w residual net premium	-	*744*	-	*249*	***993***	***893***
o/w residual net discount	-	*297*	-	*6*	***303***	***144***
Accrued interest	-	224	-	15	**239**	**235**
Impairment	-	(2)	-	-	**(2)**	**(1)**
Net carrying amount	**-**	**21,704**	**-**	**2,647**	**24,351**	**24,847**
Bonds and other fixed income securities[1]						
Issued by public bodies	-	1,113	-	-	**1,113**	**1,550**
Other issuers	-	34,937	-	-	**34,937**	**35,395**
o/w residual net premium	-	*197*	-	-	***197***	***217***
o/w residual net discount	-	*31*	-	-	***31***	***26***
Accrued interest	-	264	-	-	**264**	**305**
Impairment	-	(172)	-	-	**(172)**	**(4)**
Net carrying amount	**-**	**36,142**	**-**	**-**	**36,142**	**37,246**
Equities and other variable income securities	3	10	-	-	**13**	**12**
Accrued interest	-	-	-	-	**-**	**1**
Impairment	-	(3)	-	-	**(3)**	**(3)**
Net carrying amount	**3**	**7**	**-**	**-**	**10**	**10**
TOTAL	**3**	**57,853**	**-**	**2,647**	**60,503**	**62,103**
Estimated values	3	60,001	-	2,647	62,651	64,670

(1) Of which €5,449 million of subordinated debt (excluding accrued interest) at 31 December 2015 compared to €7,660 million at 31 December 2014.

5.1 Trading, short term investment, long term investment and medium term portfolio securities (excluding treasury bills) – Breakdown by major category of counterparty

(in millions of euros)	Outstandings 31/12/2015	Outstandings 31/12/2014
Government and central banks (including central governments)	1,113	1,550
Credit institutions	16,162	19,905
Financial institutions	14,952	10,748
Local authorities	-	-
Corporates, insurance companies and other customers	3,836	4,755
Other and non-allocated	-	-
Total principal	**36,063**	**36,958**
Accrued interest	264	305
Impairment	(175)	(7)
NET CARRYING AMOUNT	**36,152**	**37,256**

5.2 Breakdown of listed and unlisted securities between fixed and variable income securities

	31/12/2015				31/12/2014			
(in millions of euros)	Bonds and other fixed income securities	Treasury bills and similar securities	Equities and other variable income securities	Total	Bonds and other fixed income securities	Treasury bills and similar securities	Equities and other variable income securities	Total
Fixed income and variable income securities	36,050	24,114	13	**60,178**	36,945	24,613	12	**61,570**
o/w listed securities	*30,451*	*24,114*	*3*	***54,568***	*29,134*	*24,613*	*3*	***53,750***
o/w unlisted securities[(1)]	*5,599*	*-*	*10*	***5,609***	*7,811*	*-*	*9*	***7,820***
Accrued interest	264	239	-	**503**	305	235	-	**540**
Impairment	(172)	(2)	(3)	**(177)**	(4)	(1)	(2)	**(7)**
NET CARRYING AMOUNT	**36,142**	**24,351**	**10**	**60,503**	**37,246**	**24,847**	**10**	**62,103**

(1) UCITS break down as follows: Foreign UCITS €5 million in capitalisation UCITS.

BREAKDOWN OF MUTUAL FUNDS BY TYPE AT 31/12/2015

(in millions of euros)	Carrying amount	Cash-in value
Money market funds	-	-
Bond funds	-	-
Equity funds	-	-
Other funds	5	2
TOTAL	**5**	**2**

5.3 Treasury bills, bonds and other fixed income securities – Analysis by remaining maturity

	31/12/2015							31/12/2014
(in millions of euros)	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Loans and receivables	Total	Total
Bonds and other fixed income securities								
Gross amount	970	2,826	14,873	17,381	**36,050**	264	**36,314**	**37,250**
Impairment	-	-	-	-	**-**	-	**(172)**	**(4)**
NET CARRYING AMOUNT							**36,142**	**37,246**
Treasury bills and similar securities								
Gross amount	5,879	2,235	10,170	5,830	**24,114**	239	**24,353**	**24,848**
Impairment	-	-	-	-	**-**	-	**(2)**	**(1)**
NET CARRYING AMOUNT							**24,351**	**24,847**

5.4 Treasury bills, bonds and other fixed income securities – Geographical analysis

	Outstandings 31/12/2015	Outstandings 31/12/2014
France (including overseas departments and territories)	38,528	40,463
Other European Union countries	18,356	17,819
Rest of Europe	1,309	1,565
North America	1,266	1,129
Central and Latin America	-	-
Africa and Middle East	-	-
Asia-Pacific (ex. Japan)	706	582
Japan	-	-
Total principal	**60,165**	**61,558**
Accrued interest	503	539
Impairment	(174)	(4)
NET CARRYING AMOUNT	**60,493**	**62,094**

NOTE 6 Equity investments and subsidiaries

			(in millions of original currency)			*(in millions of euros)*		*(in millions of euros)*				
	Financial Information					Carrying amounts of securities owned						
Company	Address	Currency	Share capital 31/12/2015	Equity other than share capital 31/12/2015	Percentage of share capital owned (in %) 31/12/2015	Gross amount	Net amount	Loans and receivables outstanding granted by the Company and not yet paid back	Guarantees and other commitments given by the Company	NBI or revenue (ex VAT) for the year ended[2]	Net income for the year ended 31/12/2015	Dividends received by the Company during the financial year
Investments whose carrying amount exceeds 1% of Crédit Agricole S.A.'s share capital												
1) Investments in banking subsidiaries and affiliates (more than 50% owned)												
Banco Bisel	Corrientes 832, 1° Piso Rosario, Provincia De Santa Fe, Argentine	ARS	N.A.	N.A.	99	237	-	N.A.	N.A.	N.A.	N.A.	N.A.
Cariparma	Via Universita n°1, 43121 Parma, Italie	EUR	877	3,619[1]	77	5,086	4,079	2,183	227	1,607[1]	138[1]	75
Crédit Agricole Srbija	Brace Ribnikara 4-6, 21000 Novi Sad, Republic of Serbia	RSD	13,122	(4,753)[1]	100	249	66	112	127	47[1]	-	-
Crédit du Maroc	48-58, boulevard Mohamed V, Casablanca, Maroc	MAD	1,088	2,789[1]	79	377	377	-	169	274[1]	22[1]	15
EFL SA	Pl. Orlat Lwowskich 1, 53 605 Wroclaw, Pologne	PLN	674	129[1]	100	344	310	505	1,280	100[1]	12[1]	11
PJSC Crédit Agricole Ukraine	42/4 Pushkinska Street, Kiev 01004, Ukraine	UAH	1,222	263[1]	100	360	72	79	3	122[1]	6[1]	-
Crédit Agricole Polska SA	Pl. Orlat Lwowskich 1, 53 605 Wroclaw, Pologne	PLN	1	583[1]	78	449	449	511	-	6[1]	(10)[1]	-
Credit Agricole Corporate and Investment Bank	9, quai du Président Paul Doumer, 92920 Paris La Défense Cedex	EUR	7,327	3,179[1]	97	17,973	17,973	27,383	1,325	8,178[1]	1,318[1]	1,739
Amundi Group	91-93 boulevard Pasteur, Immeuble Cotentin, 75015 Paris	EUR	418	2,768[1]	74	3,693	3,693	548	1,234	278[1]	216[1]	191
Crédit Agricole Leasing & Factoring	12, place des États-Unis, CS 30002, 92548 Montrouge Cedex	EUR	195	275[1]	100	839	839	16,625	786	149[1]	116[1]	133

			(in millions of original currency)			*(in millions of euros)*		*(in millions of euros)*				
		Financial Information				Carrying amounts of securities owned						
Company	Address	Currency	Share capital 31/12/2015	Equity other than share capital 31/12/2015	Percentage of share capital owned (in %) 31/12/2015	Gross amount	Net amount	Loans and receivables outstanding granted by the Company and not yet paid back	Guarantees and other commitments given by the Company	NBI or revenue (ex VAT) for the year ended[2]	Net income for the year ended 31/12/2015	Dividends received by the Company during the financial year
Crédit Agricole Consumer Finance	Rue du Bois Sauvage, 91038 Evry Cedex	EUR	460	2,723[1]	100	6,709	5,473	21,936	1,528	825[1]	220[1]	198
Crédit Lyonnais	18, rue de la République, 69002 Lyon	EUR	1,848	1,824[1]	95	10,897	9,180	15,502	606	3,504[1]	520[1]	722
Crédit Agricole Home Loan SFH	12, place des États-Unis, 92127 Montrouge Cedex	EUR	550	3[1]	100	550	550	4,125	-	4[1]	-	-
Foncaris	12, place des États-Unis, 92127 Montrouge Cedex	EUR	225	132[1]	100	320	320	-	402	27[1]	17	17
Caisse régionale Corse	1, avenue Napoleon-III, BP 308, 20193 Ajaccio	EUR	99	22	100	99	99	885	5	70	6	-
2) Investments in banking associates (10 to 50% owned)												
Banco Espirito Santo	Avenida de Libertade 195, 1250 Lisbonne, Portugal	EUR	N.A.	N.A.	12	684	-	-	-	N.A.	N.A.	-
Crédit Agricole Egypt SAE	P/O Box 364, 11835 New Cairo, Egypte	EGP	1,243	1,101[1]	47	258	258	12	-	359	80	23
Crédit Logement	50, boulevard Sébastopol, 75003 Paris	EUR	1,260	183[1]	17	215	215	-	-	289	70	-
Caisse de Refinancement de l'habitat	35 rue La Boëtie, 75008 Paris	EUR	540	22[1]	25	141	141	-	-	1	1	-
Caisse régionale Alpes Provence	25, chemin des Trois-Cyprès, 13097 Aix-en-Provence Cedex 2	EUR	114	1,408	25	210	210	8,161	72	424	83	6
Caisse régionale Alsace Vosges	1, place de la Gare, BP 440, 67008 Strasbourg Cedex	EUR	48	1,117	25	131	131	5,312	52	276	70	5
Caisse régionale Anjou et Maine	40, rue Prémartine, 72000 Le Mans	EUR	211	1,903	25	234	234	9,105	145	470	114	9
Caisse régionale Aquitaine	304, boulevard du Président-Wilson, 33076 Bordeaux Cedex	EUR	129	2,333	29	310	310	8,696	105	534	123	10
Caisse régionale Atlantique Vendée	Route de Paris, 44949 Nantes Cedex	EUR	113	1,696	25	196	196	10,987	144	445	110	9
Caisse régionale Brie Picardie	500, rue Saint-Fuscien, 80095 Amiens	EUR	277	2,337	26	391	391	11,655	79	604	172	21
Caisse régionale Centre Est	1 rue Pierre de Truchis de Lays, 69541 Champagne-au Mont-d'Or	EUR	191	3,456	25	323	323	12,259	140	751	241	17
Caisse régionale Centre France	3 avenue de La Libération, 63045 Clermont-Ferrand Cedex 9	EUR	146	2,659	25	318	318	9,506	162	568	131	10
Caisse régionale Centre Loire	8, allée des Collèges, 18920 Bourges Cedex	EUR	56	1,409	28	175	175	7,650	86	386	82	7
Caisse régionale Centre Ouest	29 boulevard de Vanteaux, BP 509, 87044 Limoges Cedex	EUR	58	784	25	89	89	3,416	51	191	47	4
Caisse régionale Champagne Bourgogne	269, faubourg Croncels, 10000 Troyes	EUR	112	1,271	25	114	114	6,397	80	371	100	7
Caisse régionale Charente Maritime – Deux Sèvres	12, boulevard Guillet-Maillet, 17117 Saintes Cedex	EUR	53	1,326	25	130	130	6,065	69	332	83	7
Caisse régionale Côtes d'Armor	La Croix Tual, 22440 Ploufragan	EUR	92	983	25	118	118	4,262	60	239	59	5
Caisse régionale de Normandie	15 esplanade de la Laujardière, 14050 Caen Cedex	EUR	131	1,640	25	205	205	8,481	138	386	89	7

			(in millions of original currency)			*(in millions of euros)*		*(in millions of euros)*				
		Financial Information				Carrying amounts of securities owned						
Company	**Address**	**Currency**	**Share capital 31/12/2015**	**Equity other than share capital 31/12/2015**	**Percentage of share capital owned (in %) 31/12/2015**	**Gross amount**	**Net amount**	**Loans and receivables outstanding granted by the Company and not yet paid back**	**Guarantees and other commitments given by the Company**	**NBI or revenue (ex VAT) for the year ended[2]**	**Net income for the year ended 31/12/2015**	**Dividends received by the Company during the financial year**
Caisse régionale des Savoie	PAE Les Glaisins, 4 avenue du Pré Félin, 74985, Annecy Cedex 09	EUR	188	1,583	25	152	152	11,784	66	505	135	10
Caisse régionale Finistère	7, route du Loch, 29555 Quimper Cedex 9	EUR	100	1,057	25	135	135	5,966	78	256	62	5
Caisse régionale Franche-Comté	11, avenue Élisée-Cusenier, 25084 Besançon Cedex 9	EUR	78	958	25	109	109	6,324	59	281	68	5
Caisse régionale Ille-et-Vilaine	45, boulevard de la Liberté, 35000 Rennes	EUR	92	1,001	25	122	122	6,518	75	251	61	5
Caisse régionale Loire Haute Loire	94, rue Bergson, 42000 Saint-Étienne	EUR	31	1,139	25	131	131	5,214	96	293	78	6
Caisse régionale Lorraine	56, 58, avenue André Malraux, 54017 Metz Cedex	EUR	32	1,040	25	115	115	4,955	61	244	53	4
Caisse régionale Languedoc	Avenue du Montpellieret-Maurin, 34977 Lattes Cedex	EUR	200	2,291	26	239	239	12,707	128	582	156	12
Caisse régionale Morbihan	Avenue de Kéranguen, 56956 Vannes Cedex 9	EUR	80	770	26	92	92	4,761	85	211	34	3
Caisse régionale Nord de France	10 avenue Foch BP 369, 59020 Lille Cedex	EUR	179	2,701	25	378	378	12,744	150	603	135	11
Caisse régionale Nord Midi-Pyrénées	219 avenue François-Verdier, 81022 Albi Cedex 9	EUR	125	1,647	25	181	181	7,490	110	425	99	8
Caisse régionale Nord-Est	25, rue Libergier, 51100 Reims	EUR	197	1,787	26	247	247	8,454	80	430	91	6
Caisse régionale Normandie Seine	Chemin de la Bretèque, BP 800, 76230 Bois-Guillaume Cedex	EUR	92	1,452	25	162	162	6,953	69	401	111	8
Caisse régionale Paris et Ille-De-France	26, quai de la Rapée, 75012 Paris	EUR	114	4,104	25	488	488	18,281	41	956	267	27
Caisse régionale Provence Côte d'Azur	Avenue Paul-Arène les Négadis, 83002 Draguignan	EUR	83	1,698	25	166	166	8,438	88	481	105	8
Caisse régionale Pyrénées Gascogne	11 boulevard Pt Kennedy, BP 329, 65003 Tarbes Cedex	EUR	59	1,431	25	139	139	6,946	80	374	105	7
Caisse régionale Sud Rhône-Alpes	15-17 rue Paul Claudel, BP 67, 38041 Grenoble Cedex 09	EUR	70	1,463	25	138	138	9,744	97	434	111	8
Caisse régionale Toulouse	6-7 place Jeanne d'Arc, 31000 Toulouse	EUR	73	876	26	110	110	4,357	43	264	71	5
Caisse régionale Touraine et Poitou	18, rue Salvador-Allende, 86000 Poitiers	EUR	97	1,186	26	168	168	6,045	84	308	67	5
Caisse régionale Val de France	1, rue Daniel-Boutet, 28000 Chartres	EUR	43	1,018	25	104	104	4,092	51	250	64	5
3) Investments in other subsidiaries and affiliates (more than 50% owned)												
Crédit Agricole Assurances	50-56, rue de la Procession, 75015 Paris	EUR	1,449	6,846[1]	100	10,267	10,267	1,422	991	32[1]	856[1]	475
Crédit Agricole Capital Investissement & Finance	100, boulevard du Montparnasse, 75014 Paris	EUR	688	401[1]	100	1,145	1,145	-	-	-[1]	42[1]	39
Crédit Agricole Immobilier	12 place des États-Unis, 92545 Montrouge Cedex	EUR	125	63[1]	50	91	91	93	-	21[1]	7[1]	4
Delfinances	12, place des États-Unis, 92127 Montrouge Cedex	EUR	151	73[1]	100	171	171	-	-	-[1]	5[1]	5
Evergreen Montrouge	12, place des États-Unis, 92127 Montrouge Cedex	EUR	475	(93)[1]	100	475	443	28	-	27[1]	(17)[1]	-

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		Financial Information *(in millions of original currency)*				Carrying amounts of securities owned *(in millions of euros)*		*(in millions of euros)*				
Company	Address	Currency	Share capital 31/12/2015	Equity other than share capital 31/12/2015	Percentage of share capital owned (in %) 31/12/2015	Gross amount	Net amount	Loans and receivables outstanding granted by the Company and not yet paid back	Guarantees and other commitments given by the Company	NBI or revenue (ex VAT) for the year ended[2]	Net income for the year ended 31/12/2015	Dividends received by the Company during the financial year
IUB HOLDING	12, place des États-Unis, 92127 Montrouge Cedex	EUR	112	(32)	100	112	55	-	-	-[1]	(25)	-
CACEIS	1-3, place Valhubert, 75013 Paris	EUR	633	424[1]	85	1,359	1,359	275	11,502	14[1]	110[1]	31
4) Other investments (10 to 50% owned)												
Eurazeo	32, rue de Monceau, 75008 Paris	EUR	214	3,273[1]	15	364	364	-	-	192[1]	111[1]	12
Investments whose carrying amount is under 1% of Crédit Agricole S.A.'s share capital		**EUR**	**-**	**-**	**-**	**782**	**666**	**11,565**	**2,085**	**-**	**-**	**49**
TOTAL SUBSIDIARIES AND ASSOCIATES			**-**	**-**	**-**	**70,566**	**64,975**	**367,514**	**25,195**	**-**	**-**	**4,011**
Fundable advances and accrued interest		EUR	-	-	-	336	336	-	-	-	-	-
CARRYING AMOUNTS			**-**	**-**	**-**	**70,902**	**65,311**	**367,514**	**25,195**	**-**	**-**	**4,011**

(1) Data for 2014.

(2) Refers to revenues for subsidiaries other than the Regional Banks.

6.1 Estimated value of equity investments

	31/12/2015		31/12/2014	
(in millions of euros)	Net carrying amount	Estimated value	Net carrying amount	Estimated value
Investments in subsidiaries and affiliates				
Unlisted securities	58,139	64,986	61,639	67,047
Listed	4,328	6,982	628	701
Advances available for consolidation	327	327	151	151
Accrued interest	1	-	-	-
Impairment	(4,896)	-	(3,672)	-
NET CARRYING AMOUNT	**57,899**	**72,295**	**58,746**	**67,899**
Equity investments and other long term equity investments				
Equity investments				
Unlisted securities(1)	7,181	6,663	6,530	6,620
Listed	918	1,204	1,740	1,288
Advances available for consolidation	9	9	14	14
Accrued interest	-	-	-	-
Impairment	(695)	-	(688)	-
Sub-total of equity investments	**7,413**	**7,876**	**7,596**	**7,922**
Other long term equity investments				
Unlisted securities	1	1	1	1
Listed	-	-	-	-
Advances available for consolidation	-	-	-	-
Accrued interest	-	-	-	-
Impairment	-	-	-	-
Sub-total of other long term equity investments	**1**	**1**	**1**	**1**
NET CARRYING AMOUNT	**7,414**	**7,877**	**7,597**	**7,923**
TOTAL EQUITY INVESTMENTS	**65,313**	**80,172**	**66,343**	**75,822**

Estimated values include fundable advances and accrued interest. They are determined based on the value in use of the securities, which is not necessarily the market value.

(1) Including an estimated €85 million recorded on Visa Europe securities.

In view of the prospective acquisition of Visa Europe by Visa International, the (unlisted) Visa Europe securities were revalued based on estimates provided by Visa International, but nevertheless applying a discount of 25% on the estimated selling price (to be paid in the form of cash and preferred shares) as consideration for the following uncertainties:

- *the completion of the transaction, which is subject to approval by the European authorities;*
- *the liquidity of preferred shares;*
- *the allocation of the purchase price between the participating members;*
- *potential litigation in connection with Visa Europe's activities.*

This valuation does not take into account the earn-out clause payable after a period of four years, the terms of which are still poorly understood.

The transaction is expected to take place in the second quarter of 2016.

	31/12/2015		31/12/2014	
(in millions of euros)	Net carrying amount	Estimated value	Net carrying amount	Estimated value
Total gross amount				
Unlisted securities	65,322	-	68,171	-
Listed	5,245	-	2,368	-
TOTAL	**70,567**	**-**	**70,539**	**-**

NOTE 7 Movements in fixed assets

7.1 Financial investments

(in millions of euros)	01/01/2015	Increases (acquisitions)	Decreases (disposals) (due date)	Other movements[1]	31/12/2015
Investments in subsidiaries and affiliates					
Gross amount	62,267	383	(183)	-	**62,467**
Advances available for consolidation	151	182	(6)	-	**327**
Accrued interest	-	1	-	-	**1**
Impairment	(3,672)	(1,300)	76	-	**(4,896)**
NET CARRYING AMOUNT	**58,746**	**(734)**	**(113)**	**-**	**57,899**
Equity investments					
Gross amount	8,270	-	(172)	-	**8,098**
Advances available for consolidation	14	-	(5)	-	**9**
Accrued interest	-	-	-	-	**-**
Impairment	(688)	(12)	5	-	**(695)**
Sub-total of equity investments	**7,596**	**(12)**	**(172)**	**-**	**7,412**
Other long term equity investments					
Gross amount	1	-	-	-	**1**
Advances available for consolidation	-	-	-	-	**-**
Accrued interest	-	-	-	-	**-**
Impairment	-	-	-	-	**-**
Sub-total of other long term equity investments	**1**	**-**	**-**	**-**	**1**
NET CARRYING AMOUNT	**7,597**	**(12)**	**(172)**	**-**	**7,413**
TOTAL	**66,343**	**(746)**	**(285)**	**-**	**65,311**

(1) "Other movements" namely include the impact of exchange rate fluctuations on the value of fixed assets accounted for in foreign currencies.

7.2 Intangible assets and property, plant & equipment

(in millions of euros)	01/01/2015	Increases (acquisitions)	Decreases (disposals) (due date)	Other movements[1]	31/12/2015
property, plant & equipment					
Gross amount	177	1	(25)	-	**153**
Depreciation and impairment	(37)	(1)	-	-	**(38)**
NET CARRYING AMOUNT	**140**	**-**	**(25)**	**-**	**115**
intangible assets					
Gross amount	81	7	(4)	-	**84**
Depreciation and impairment	(44)	(14)	4	-	**(54)**
NET CARRYING AMOUNT	**37**	**(7)**	**-**	**-**	**30**
TOTAL	**177**	**(7)**	**(25)**	**-**	**145**

(1) "Other movements" namely include the impact of exchange rate fluctuations on the value of fixed assets accounted for in foreign currencies.

NOTE 8 Treasury shares

	31/12/2015				31/12/2014
	Trading securities	Short term investment securities	Fixed assets	Total	Total
Number	2,355,000	1,672,798	-	**4,027,798**	**4,855,393**
(in millions of euros)					
Carrying amounts	26	19	-	**45**	**48**
Market values	26	18	-	**44**	**52**

Par value of share: €3.00

NOTE 9 Accruals, prepayments and sundry assets

(in millions of euros)	31/12/2015	31/12/2014
Other assets(1)		
Financial options bought	104	184
Inventory accounts and miscellaneous	-	-
Miscellaneous debtors	7,735	6,552
Collective management of Livret de développement durable (LDD) savings account securities	-	-
Settlement accounts	2	4
NET CARRYING AMOUNT	**7,842**	**6,740**
Due from shareholders – unpaid capital		
Due from shareholders – unpaid capital	-	-
NET CARRYING AMOUNT		
Accruals and prepayments		
Items in course of transmission	4,442	4,705
Adjustment accounts	12,424	16,041
Unrealised losses and deferred losses on financial instruments	21	42
Accrued income on commitments on forward financial instruments	3,523	3,788
Other accrued income	94	82
Prepaid expenses	1,058	1,304
Deferred charges	420	430
Other accruals and deferred income [passif] ou accruals, prepayments and sundry assets [actif]	-	25
NET CARRYING AMOUNT	**21,982**	**26,417**
TOTAL	**29,824**	**33,157**

(1) Amounts including accrued interest.

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NOTE 10 Impairment losses deducted from assets

(in millions of euros)	Balance at 01/01/2015	Depreciation changes	Reversals and utilisations	Accretion	Other movements	Outstanding at 31/12/2015
Cash, money-market and interbank items	4	17	(15)	-	-	6
Loans and receivables due from customers	1	-	-	-	-	1
Securities transactions	7	214	(46)	-	-	175
Fixed assets	4,361	1,312	(82)	-	-	5,591
Other assets	38	37	(20)	-	(7)	48
TOTAL	**4,411**	**1,580**	**(163)**	**-**	**(7)**	**5,822**

NOTE 11 Due to credit institutions – Analysis by remaining maturity

	31/12/2015							31/12/2014
(in millions of euros)	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Accrued interest	Total	Total
Credit institutions								
Accounts and borrowings:								
● demand	13,965	-	-	-	**13,965**	5	**13,969**	**11,887**
● time	19,656	8,105	32,780	19,184	**79,725**	538	**80,263**	**75,582**
Pledged securities	-	-	-	-	**-**	-	**-**	**-**
Securities sold under repurchase agreements	325	120	500	-	**945**	1	**946**	**5,955**
NET CARRYING AMOUNT	**33,946**	**8,225**	**33,280**	**19,184**	**94,635**	**544**	**95,178**	**93,424**
Crédit Agricole internal transactions								
Current accounts	5,874	-	-	-	**5,874**	-	**5,874**	**5,982**
Term deposits and advances	1,872	11,365	9,170	16,960	**39,367**	281	**39,648**	**35,685**
Securities bought under repurchase agreements	-	-	-	-	**-**	-	**-**	**-**
NET CARRYING AMOUNT	**7,746**	**11,365**	**9,170**	**16,960**	**45,241**	**281**	**45,523**	**41,667**
TOTAL	**41,692**	**19,590**	**42,450**	**36,144**	**139,876**	**825**	**140,701**	**135,091**

NOTE 12 Due to customers – Analysis by remaining maturity

	31/12/2015							31/12/2014
(in millions of euros)	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Accrued interest	Total	Total
Current accounts in credit	1,419	-	-	-	**1,419**	-	**1,419**	**1,266**
Special savings accounts	166,133	17,894	24,798	1,658	**210,483**	-	**210,483**	**204,030**
• demand	122,464	-	-	-	**122,464**	-	**122,464**	**122,723**
• time	43,669	17,894	24,798	1,658	**88,019**	-	**88,019**	**81,307**
Other amounts due to customers	709	1,580	13,611	901	**16,801**	531	**17,332**	**17,277**
• demand	227	-	-	-	**227**	-	**227**	**415**
• time	482	1,580	13,611	901	**16,574**	531	**17,105**	**16,862**
Pledged securities	620	800	-	-	**1,420**	1	**1,421**	**3,344**
CARRYING AMOUNT	**168,881**	**20,274**	**38,409**	**2,559**	**230,123**	**532**	**230,655**	**225,918**

12.1 Due to customers – Geographic analysis

(in millions of euros)	31/12/2015	31/12/2014
France (including overseas departments and territories)	227,732	222,828
Other European Union countries	2,391	2,452
Rest of Europe	-	52
North America	-	-
Central and Latin America	-	-
Africa and Middle East	-	-
Asia-Pacific (ex. Japan)	-	-
Japan	-	-
Non allocated and international organisations	-	-
Total principal	**230,123**	**225,332**
Accrued interest	532	586
CARRYING AMOUNT	**230,655**	**225,918**

12.2 Due to customers – Analysis by customer type

(in millions of euros)	31/12/2015	31/12/2014
Individual customers	183,987	179,340
Farmers	13,604	13,551
Other small businesses	11,309	10,779
Financial institutions	13,643	12,867
Corporates	2,787	4,209
Local authorities	680	234
Other customers	4,113	4,352
Total principal	**230,123**	**225,332**
Accrued interest	532	586
CARRYING AMOUNT	**230,655**	**225,918**

NOTE 13 Debt securities – Analysis by remaining maturity

(in millions of euros)	31/12/2015							31/12/2014
	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Accrued interest	Total	Total
Interest bearing notes	-	-	-	-	-	-	-	-
Money-market instruments	139	1,070	3,717	6,504	**11,430**	243	**11,673**	**13,372**
Negotiable debt securities[(1)]	2,761	5,711	129	30	**8,631**	7	**8,638**	**11,315**
Bonds	3,540	4,505	25,625	30,992	**64,662**	2,300	**66,962**	**69,523**
Other debt instruments	-	-	-	-	-	-	-	-
CARRYING AMOUNT	**6,440**	**11,286**	**29,471**	**37,526**	**84,723**	**2,550**	**87,273**	**94,210**

(1) *Of which €2,231 million issued abroad.*

13.1 Bonds (by currency of issuance)

(in millions of euros)	Remaining maturity ≤ 1 year	Remaining maturity > 1 year ≤ 5 years	Remaining maturity > 5 years	Outstandings 31/12/2015	Outstandings 31/12/2014
Euro	**6,334**	**14,443**	**28,162**	**48,939**	**53,977**
Fixed-rate	2,894	11,154	22,409	36,457	33,846
Floating-rate	3,440	3,289	5,753	12,482	20,131
Other European Union currencies	**-**	**14**	**340**	**354**	**321**
Fixed-rate	-	-	340	340	321
Floating-rate	-	14	-	14	-
US Dollar	**1,286**	**7,128**	**1,148**	**9,562**	**8,353**
Fixed-rate	459	4,170	1,148	5,777	5,346
Floating-rate	827	2,958		3,785	3,007
Yen	**400**	**3,667**	**289**	**4,356**	**3,749**
Fixed-rate	267	1,833	289	2,389	1,964
Floating-rate	133	1,834	-	1,967	1,785
Other currencies	**25**	**374**	**1,053**	**1,452**	**1,120**
Fixed-rate	25	351	1,053	1,429	1,099
Floating-rate	-	23	-	23	21
Total principal	**8,045**	**25,626**	**30,992**	**64,663**	**67,520**
Fixed-rate	3,646	17,507	25,239	46,392	42,575
Floating-rate	4,399	8,118	5,753	18,270	24,944
Accrued interest				2,300	2,003
CARRYING AMOUNT				**66,962**	**69,523**

NOTE 14 Accruals, deferred income and sundry liabilities

(in millions of euros)	31/12/2015	31/12/2014
Other liabilities[1]		
Counterparty transactions (trading securities)	-	-
Liabilities relating to stock lending transactions	-	999
Optional instruments sold	92	90
Settlement and negotiation accounts	-	-
Miscellaneous creditors	7,889	7,366
Payments on securities in process	3	3
CARRYING AMOUNT	**7,984**	**8,458**
Accruals and deferred income		
Items in course of transmission	6,148	6,538
Adjustment accounts	11,667	15,097
Unrealised gains and deferred gains on financial instruments	17	17
Unearned income	2,962	3,592
Accrued expenses on commitments on forward financial instruments	2,001	2,285
Other accrued expenses	673	646
Other accruals and deferred income [passif] ou accruals, prepayments and sundry assets [actif]	15	12
CARRYING AMOUNT	**23,483**	**28,187**
TOTAL	**31,467**	**36,645**

(1) Amounts including accrued interest.

NOTE 15 Provisions

(in millions of euros)	Balance at 1/1/2015	Depreciation changes	Reversals, amounts used	Reversals, amounts not used	Other movements	Outstanding at 31/12/2015
Provisions						
Employee retirement and similar benefits	289	17	(6)	(6)	26	**320**
Other liabilities to employees	21	-	(8)	(1)	-	**12**
Financing commitment execution risks	140	43	(19)	(61)	(18)	**85**
Tax disputes[1]	88	-	-	-	-	**88**
Other litigations	3	151	-	(3)	-	**151**
Country risk	-	-	-	-	-	**-**
Credit risks	-	-	-	-	-	**-**
Restructuring	-	-	-	-	-	**-**
Income tax charge[2]	416	50	-	(47)	-	**419**
Equity investments[3]	3	-	-	(3)	-	**-**
Operational risk	-	-	-	-	-	**-**
Home purchase savings scheme imbalance risks	284	46	-	(66)	-	**264**
Other provisions[4]	428	189	(3)	(375)	(9)	**230**
NET CARRYING AMOUNT	**1,672**	**496**	**(36)**	**(562)**	**(1)**	**1,569**

(1) Provisions for tax adjustment notices received.

(2) Mainly comprises tax liabilities due to subsidiaries under the tax consolidation scheme.

(3) Including joint ventures, EIGs, property risks of equity instruments.

(4) Including provisions for economic interest group investment risks.

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Crédit Agricole S.A. tax audit

Crédit Agricole S.A. underwent a tax audit covering the years 2012 and 2013.

The tax authority issued a tax adjustment notice rejecting the tax deduction applied, following the loss on disposal of Emporiki shares resulting from the capital increase carried out on 28 January 2013, four days before Emporiki was sold to Alpha Bank.

The tax authorities dispute the fact that the securities of this subsidiary were treated as investment securities.

This adjustment is being contested. In view of the circumstances of the case, no provision has been set aside.

Euribor/Libor and other indices

The European Commission sent on 21st May of 2014 to Crédit Agricole S.A. and Crédit Agricole CIB, a list of grievances relative to joint agreements or practices aiming at preventing, restricting or distorting the competition on derivatives linked to Euribor. Crédit Agricole S.A. and Crédit Agricole CIB answered about those grievances to the European Commission and defended orally their own argues during June 2015. The date of the release of the decision by the European Commission is not known yet.

Furthermore, as contributors to several interbank rates, Crédit Agricole S.A. and Crédit Agricole CIB received demands of information from different authorities of several countries (the USA, Switzerland, Korea). These demands are part of inquiries relative on one hand to the determination of the Libor rate (London Interbank Offered Rates) on several currencies, of the Euribor rate (Euro Interbank Offered Rate) and of other market indexes and relative to operations linked to these rates and indexes on the other hand. These demands covered several periods from 2005 to 2012. It is impossible to determine the conclusion and the ending date of those inquiries.

Finally, Crédit Agricole S.A. and Crédit Agricole CIB have been involved with other financial institutions in two class actions in the USA. Both are defenders in one ("Sullivan" for Euribor) and only Crédit Agricole S.A. for the other one ("Lieberman" for Libor). These class actions are still under preliminary exam to determine their admissibility. "Lieberman" class action is currently suspended for procedural reasons in front of the US District Court of New York State. For the "Sullivan" class action, Crédit Agricole S.A. and Crédit Agricole CIB deposited a motion to dismiss. These class actions are civil actions in which demanders, as victims of the terms of the setting of Euribor and Libor indexes, ask for the refund of amounts illegitimately received, damages and the paid back of fees.

NOTE 16 Home purchase savings contracts

DEPOSITS COLLECTED IN HOME PURCHASE SAVINGS ACCOUNTS AND PLANS DURING THE SAVINGS PHASE

(in millions of euros)	31/12/2015	31/12/2014
Home purchase savings schemes		
Under 4 years old	30,419	20,977
Between 4 and 10 years old	23,381	23,286
Over 10 years old	23,274	25,403
Total Home purchase savings plans	**77,074**	**69,666**
Total Home purchase savings accounts	**10,163**	**10,480**
TOTAL DEPOSITS COLLECTED UNDER HOME PURCHASE SAVINGS SCHEMES	**87,237**	**80,146**

PROVISION FOR HOME PURCHASE SAVINGS ACCOUNTS AND PLANS

(in millions of euros)	31/12/2015	31/12/2014
Home purchase savings plans		
Under 4 years old	-	-
Between 4 and 10 years old	-	-
Over 10 years old	264	284
Total Home purchase savings plans	**264**	**284**
Total Home purchase savings accounts	**-**	**-**
TOTAL PROVISIONS FOR HOME PURCHASE SAVINGS SCHEMES	**264**	**284**

CHANGES IN PROVISIONS

(in millions of euros)	01/01/2015	Depreciation changes	Reversals	31/12/2015
Home purchase savings plans	284	46	(66)	264
Home purchase savings accounts	-	-	-	-
TOTAL PROVISIONS FOR HOME PURCHASE SAVINGS CONTRACTS	**284**	**46**	**(66)**	**264**

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NOTE 17 Liabilities to employees – Post-employment benefits, defined-benefit plans

CHANGE IN ACTUARIAL LIABILITY

(in millions of euros)	31/12/2015	31/12/2014
Actuarial liability at 31/12/N-1	**289**	**248**
Current service cost	13	10
Interest cost	4	8
Employee contributions	-	-
Benefit plan changes, withdrawals and settlement	(6)	-
Changes in scope	9	(2)
Early retirement allowances	-	-
Benefits paid	(36)	(3)
Actuarial (gains)/losses	47	28
ACTUARIAL LIABILITY AT 31/12/N	**320**	**289**

BREAKDOWN OF CHARGE RECOGNISED IN INCOME STATEMENT

(in millions of euros)	31/12/2015	31/12/2014
Service cost	13	10
Financial cost	4	8
Expected return on assets	-	(6)
Amortisation of past service cost	-	-
Net actuarial (gains)/losses	47	29
Amortisation of gains/losses resulting from benefit plan changes, withdrawals and settlement	(6)	-
Other gains or losses	(3)	-
NET CHARGE RECOGNISED IN INCOME STATEMENT	**55**	**41**

CHANGES IN FAIR VALUE OF PLAN ASSETS

(in millions of euros)	31/12/2015	31/12/2014
Fair value of assets/reimbursement rights at 31/12/N-1	**235**	**211**
Expected return on assets	-	7
Actuarial gains/losses	3	(2)
Employer contributions	49	20
Employee contributions	-	-
Benefit plan changes, withdrawals and settlement	-	-
Changes in scope	9	1
Early retirement allowances	-	-
Benefits paid out under the benefit plan	(34)	(2)
FAIR VALUE OF ASSETS/ REIMBURSEMENT RIGHTS AT 31/12/N	**262**	**235**

NET POSITION

(in millions of euros)	31/12/2015	31/12/2014
Actuarial liability at 31/12/N	**(320)**	**(289)**
Impact of asset restriction	-	-
Fair value of assets at end of period	262	235
NET POSITION (LIABILITIES)/ASSETS AT 31/12/N	**(58)**	**(54)**

CHANGES IN PROVISIONS

(in millions of euros)	31/12/2015	31/12/2014
(Provisions)/Assets at 31/12/N-1	**(54)**	**(37)**
Employer contributions	49	20
Changes in scope	1	3
Direct payments made by employer	1	1
Net charge recognised in income statement	(55)	(41)
(PROVISIONS)/ASSETS AT 31/12/N	**(58)**	**(54)**

NOTE 18 Fund for general banking risk (FGBR)

(in millions of euros)	31/12/2015	31/12/2014
Fund for general banking risk	1,040	1,005
CARRYING AMOUNT	**1,040**	**1,005**

NOTE 19 Subordinated debt – analysis by remaining maturity

	31/12/2015							31/12/2014
(in millions of euros)	≤ 3 months	> 3 months ≤ 1 year	> 1 year ≤ 5 years	> 5 years	Total principal	Accrued interest	Total	Total
Fixed-term subordinated debt	**-**	**386**	**9,298**	**11,872**	**21,556**	**343**	**21,899**	**18,800**
Euro	-	386	9,298	8,548	**18,232**	302	**18,534**	**16,046**
Other European Union currencies	-	-	-	613	**613**	2	**615**	**580**
US Dollar	-	-	-	2,296	**2,296**	39	**2,335**	**2,174**
Swiss Franc	-	-	-	111	**111**	-	**111**	**-**
Yen	-	-	-	304	**304**	-	**304**	**-**
Other currencies	-	-	-	-	**-**	-	**-**	**-**
Participating securities and loans	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Other subordinated term loans	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Undated subordinated debt[(1)]	**-**	**-**	**-**	**11,596**	**11,596**	**158**	**11,754**	**12,485**
Euro	-	-	-	4,655	**4,655**	83	**4,738**	**6,083**
US Dollar	-	-	-	4,951	**4,951**	33	**4,984**	**4,469**
Other currencies	-	-	-	1,990	**1,990**	42	**2,032**	**1,933**
Frozen current accounts of Local Banks	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Mutual security deposits	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
CARRYING AMOUNT	**-**	**386**	**9,298**	**23,468**	**33,152**	**501**	**33,653**	**31,285**

(1) Remaining maturity of perpetual subordinated debt classified by default in > 5 years.

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NOTE 20 Changes in equity (before appropriation)

(in millions of euros)	Share capital	Legal reserve	Statutory reserve	Share premiums, reserves and retained earnings	Translation, revaluation adjustments	Regulated provisions and investment subsidies	Net income	Total equity
Balance at 31 December 2013	**7,505**	**566**	**1,317**	**18,208**	**-**	**24**	**3,531**	**31,151**
Dividends paid in respect of 2013	-	-	(880)	-	-	-	-	**(880)**
Change in share capital	224	-	-	520	-	-	-	**744**
Change in share premiums and reserves	-	-	-	(1,645)	-	-	-	**(1,645)**
Appropriation of 2013 parent company net income	-	-	-	3,531	-	-	(3,531)	**-**
Retained earnings	-	-	-	1,648	-	-	-	**1,648**
Net income for 2014	-	-	-	-	-	-	3,112	**3,112**
Other changes	-	1	(1)	-	-	4	-	**4**
Balance at 31 December 2014	**7,729**	**567**	**436**	**22,262**	**-**	**28**	**3,112**	**34,134**
Dividends paid in respect of 2014	-	-	-	(906)	-	-	-	**(906)**
Change in share capital	189	-	-	-	-	-	-	**189**
Change in share premiums and reserves	-	206	-	363	-	-	-	**569**
Appropriation of 2014 parent company net income	-	-	-	3,112	-	-	(3,112)	**-**
Retained earnings	-	-	-	-	-	-	-	**-**
Net income for 2015	-	-	-	-	-	-	1,446	**1,446**
Other changes	-	-	-	-	-	(2)	-	**(2)**
BALANCE AT 31 DECEMBER 2015	**7,918**	**773**	**436**	**24,831**	**-**	**26**	**1,446**	**35,430**

The amount of dividends paid by Crédit Agricole S.A. in 2015 amounted to -€906.32 million, breaking down as follows after the neutralisation of dividends on treasury shares in the amount of €0.686 million:

- *-€147.18 million in cash;*
- *-€759.14 million by allocation of shares, breaking down as a capital increase of €187.14 million and a share premium of €572 million.*

NOTE 21 Composition of capital

(in millions of euros)	31/12/2015	31/12/2014
Equity	35,430	34,134
Fund for general banking risk	1,040	1,005
Subordinated debt and participating securities	33,653	31,285
Mutual security deposits	-	-
TOTAL CAPITAL	**70,123**	**66,424**

NOTE 22 Transactions with subsidiaries and affiliates, and equity investments

	Balance at 31 December 2015	Balance at 31 December 2014
(in millions of euros)	Transactions with subsidiaries and affiliates, and equity investments	Transactions with subsidiaries and affiliates, and equity investments
Loans and receivables	**404,687**	**385,805**
Credit and other financial institutions	386,985	366,362
Customers	2,047	2,808
Bonds and other fixed income securities	15,655	16,635
Debt	**184,462**	**126,718**
Credit and other financial institutions	172,846	112,693
Customers	10,679	11,156
Debt securities and subordinated debt	937	2,869
Commitments given	**25,449**	**31,752**
Financing commitments given to credit institutions	4,972	14,433
Financing commitments given to customers	-	-
Guarantees given to credit and other financial institutions	4,536	5,815
Guarantees given to customers	15,941	11,504
Securities acquired with repurchase options	-	-
Other commitments given	-	-

NOTE 23 Foreign currency denominated transactions

	31/12/2015		31/12/2014	
(in millions of euros)	Assets	Equity and liabilities	Assets	Equity and liabilities
Euro	516,320	494,909	507,442	490,738
Other European Union currencies	2,848	3,962	2,996	3,794
Swiss Franc	8,584	4,787	8,780	5,099
US Dollar	15,152	24,846	13,016	23,549
Yen	620	4,695	3,437	3,940
Other currencies	1,124	701	1,093	438
Gross amount	**544,648**	**533,900**	**536,764**	**527,558**
Accruals, prepayments, deferred income and sundry assets and liabilities	23,057	27,891	27,689	32,404
Impairment	(5,914)	-	(4,491)	-
TOTAL	**561,791**	**561,791**	**559,961**	**559,961**

NOTE 24 Foreign exchange transactions, loans and borrowings

(in millions of euros)	31/12/2015 To be received	31/12/2015 To be delivered	31/12/2014 To be received	31/12/2014 To be delivered
Foreign currency	83	90	39	37
Euros	18	11	37	38
Spot foreign exchange transactions	**101**	**101**	**76**	**75**
Foreign currency	17,664	8,188	16,447	9,998
Euros	5,913	14,879	8,928	15,241
Forward currency transactions	**23,577**	**23,067**	**25,375**	**25,239**
Foreign currency denominated loans and borrowings	640	160	193	122
Foreign currency denominated loans and borrowings	**640**	**160**	**193**	**122**
TOTAL	**24,318**	**23,328**	**25,644**	**25,436**

NOTE 25 Transactions on forward financial instruments

	31/12/2015			31/12/2014
(in millions of euros)	Hedging transactions	Other	Total	Total
Futures and forwards	**644,638**	**404,089**	**1,048,727**	**1,128,599**
Exchange-traded(1)	-	-	-	-
Interest rate futures	-	-	-	-
Currency forwards	-	-	-	-
Equity and stock index instruments	-	-	-	-
Other futures	-	-	-	-
Over-the-counter(1)	644,638	404,089	1,048,727	1,128,599
Interest rate swaps	643,074	403,703	1,046,777	1,126,559
Other interest rate forwards	-	-	-	-
Currency forwards	-	386	386	360
FRAs	-	-	-	-
Equity and stock index instruments	1,564	-	1,564	1,680
Other futures	-	-	-	-
Options	**2,355**	**4,944**	**7,299**	**14,115**
Exchange-traded	-	-	-	-
Exchange-traded Interest rate futures				
• Bought	-	-	-	-
• Sold	-	-	-	-
Equity and stock index instruments				
• Bought	-	-	-	-
• Sold	-	-	-	-
Currency futures				
• Bought	-	-	-	-
• Sold	-	-	-	-
Other futures				
• Bought	-	-	-	-
• Sold	-	-	-	-
Over-the-counter	2,355	4,944	7,299	14,115
Interest rate *swap* options				
• Bought	-	-	-	5
• Sold	-	-	-	5
Other interest rate forwards				
• Bought	2,355	2,872	5,227	11,823
• Sold	-	2,072	2,072	2,282
Currency futures				
• Bought	-	-	-	-
• Sold	-	-	-	-
Equity and stock index instruments				
• Bought	-	-	-	-
• Sold	-	-	-	-
Other futures				
• Bought	-	-	-	-
• Sold	-	-	-	-
Credit derivatives				
Credit derivative contracts				
• Bought	-	-	-	-
• Sold	-	-	-	-
TOTAL	**646,993**	**409,033**	**1,056,026**	**1,142,714**

(1) *The amounts shown in respect of futures and forwards must correspond to aggregate long and short positions (interest rate swaps and interest rate swap options), or to aggregate purchases and sales of contracts (other contracts).*

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25.1 Transactions on forward financial instruments – Analysis by remaining maturity

(in millions of euros)	Total 31/12/2015			o/w over-the-counter			o/w exchange traded and equivalent		
	≤ 1 year	> 1 year ≤ 5 years	> 5 years	≤ 1 year	> 1 year ≤ 5 years	> 5 years	≤ 1 year	> 1 year ≤ 5 years	> 5 years
Futures	-	-	-	-	-	-	-	-	-
Currency options	-	-	-	-	-	-	-	-	-
Interest rate options	-	-	-	-	-	-	-	-	-
Currency futures	-	-	-	-	-	-	-	-	-
FRAs	-	-	-	-	-	-	-	-	-
Interest rate swaps	442,929	291,356	312,492	442,929	291,356	312,492	-	-	-
Caps, Floors, Collars	2,177	3,093	2,029	2,177	3,093	2,029	-	-	-
Interest rate forwards	-	-	-	-	-	-	-	-	-
Equity, equity index and precious metals futures and forwards	2	1,562	-	2	1,562	-	-	-	-
Equity, equity index and precious metals options	-	-	-	-	-	-	-	-	-
Equity, equity index and precious metals derivatives	-	-	-	-	-	-	-	-	-
Credit derivatives	-	-	-	-	-	-	-	-	-
Subtotal	**445,108**	**296,011**	**314,521**	**445,108**	**296,011**	**314,521**	**-**	**-**	**-**
Currency swaps	3,234	18,291	7,570	3,234	18,291	7,570	-	-	-
Forward currency transactions	16,518	977	55	16,518	977	55	-	-	-
Subtotal	**19,752**	**19,268**	**7,625**	**19,752**	**19,268**	**7,625**	**-**	**-**	**-**
TOTAL	**464,860**	**315,279**	**322,146**	**464,860**	**315,279**	**322,146**	**-**	**-**	**-**

(in millions of euros)	Total 31/12/2014			o/w over-the-counter			o/w exchange traded and equivalent		
	≤ 1 year	> 1 year ≤ 5 years	> 5 years	≤ 1 year	> 1 year ≤ 5 years	> 5 years	≤ 1 year	> 1 year ≤ 5 years	> 5 years
Futures	-	-	-	-	-	-	-	-	-
Currency options	-	-	-	-	-	-	-	-	-
Interest rate options	-	-	10	-	-	10	-	-	-
Currency futures	-	-	-	-	-	-	-	-	-
FRAs	-	-	-	-	-	-	-	-	-
Interest rate swaps	470,793	319,589	336,177	470,793	319,589	336,177	-	-	-
Caps, Floors, Collars	4,103	5,418	4,584	4,103	5,418	4,584	-	-	-
Interest rate forwards	-	-	-	-	-	-	-	-	-
Equity, equity index and precious metals futures and forwards	7	1,630	43	7	1,630	43	-	-	-
Equity, equity index and precious metals options	-	-	-	-	-	-	-	-	-
Equity, equity index and precious metals derivatives	-	-	-	-	-	-	-	-	-
Credit derivatives	-	-	-	-	-	-	-	-	-
Subtotal	**474,903**	**326,637**	**340,814**	**474,903**	**326,637**	**340,814**	**-**	**-**	**-**
Currency swaps	3,801	15,880	5,799	3,801	15,880	5,799	-	-	-
Forward currency transactions	23,911	1,140	83	23,911	1,140	83	-	-	-
Subtotal	**27,712**	**17,020**	**5,882**	**27,712**	**17,020**	**5,882**	**-**	**-**	**-**
TOTAL	**502,615**	**343,657**	**346,696**	**502,615**	**343,657**	**346,696**	**-**	**-**	**-**

25.2 Forward financial instruments – Fair value

	31/12/2015			31/12/2014		
	Fair value		Outstanding notional	Fair value		Outstanding Amount notional
(in millions of euros)	*Positive*	*Negative*		*Positive*	*Negative*	
Futures	-	-	-	-	-	-
Currency options	-	-	-	-	-	-
Interest rate options	91	93	-	91	91	10
Currency futures	-	-	-	-	-	-
FRAs	-	-	-	-	-	-
Interest rate swaps	30,129	27,666	1,046,777	36,839	33,233	1,126,559
Caps, Floors, Collars	222	203	7,299	504	459	14,105
Interest rate forwards	-	-	-	-	-	-
Equity, equity index and precious metals derivatives	329	120	1,564	452	269	1,680
Credit derivatives	-	-	-	-	-	-
Gross amount	**30,771**	**28,082**	**1,055,640**	**37,886**	**34,052**	**1,142,354**
Currency swaps	121	78	29,095	92	78	25,480
Forward currency transactions	379	147	17,550	388	123	25,134
Gross amount	**500**	**225**	**46,645**	**480**	**201**	**50,614**
TOTAL	**31,271**	**28,307**	**1,102,285**	**38,366**	**34,253**	**1,192,968**

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NOTE 26 Commitments given and received

(in millions of euros)	31/12/2015	31/12/2014
Commitments given	**36,782**	**34,264**
Financing commitments	**14,254**	**14,453**
Commitments given to credit institutions	14,235	14,433
Commitments given to customers	19	20
● Confirmed credit lines	-	-
Documentary credits	-	-
Other confirmed credit lines	-	-
● Other commitments given to customers	19	20
Guarantee commitments	**22,528**	**19,807**
Credit institutions	4,978	6,367
● Confirmed documentary credit lines	-	-
● Other	4,978	6,367
Customers	17,550	13,440
● Property guarantees	-	1
● Financial guarantees	2	-
● Other customer guarantees	17,548	13,439
Commitments on securities	**-**	**4**
Securities acquired with repurchase options	-	-
Other commitments to be given	-	4
Commitments received	**51,104**	**58,397**
Financing commitments	**26,370**	**33,173**
Commitments received from credit institutions	26,370	33,170
Commitments received from customers	-	3
Guarantee commitments	**24,734**	**25,224**
Commitments received from credit institutions	24,732	25,221
Commitments received from customers	2	3
● Guarantees received from government bodies or similar institutions	-	-
● Other guarantees received	2	3
Commitments on securities	**-**	**-**
Securities sold with repurchase options	-	-
Other commitments received	-	-

NOTE 27 Information on counterparty risk on derivative products

(in millions of euros)	31/12/2015 Fair value	31/12/2015 Potential credit risk[1]	31/12/2015 Total counterparty risk	31/12/2014 Fair value	31/12/2014 Potential credit risk[1]	31/12/2014 Total counterparty risk
Risk regarding OECD governments, central banks and similar organisations	-	-	**-**	-	-	**-**
Risk regarding OECD financial institutions and similar organisations	31,028	7,734	**38,762**	38,005	8,117	**46,122**
Risk on other counterparties	160	300	**460**	278	306	**584**
Total before impact of netting contracts	**31,188**	**8,034**	**39,222**	**38,283**	**8,423**	**46,706**
Risk on:						
Interest rate, exchange rate and commodities contracts	30,859	7,909	**38,768**	37,831	8,288	**46,119**
Equity and index derivative contracts	329	125	**454**	452	135	**587**
Total before impact of netting contracts	**31,188**	**8,034**	**39,222**	**38,283**	**8,423**	**46,706**
Impact of netting and collateralisation contracts	-	-	**-**	-	-	**-**
TOTAL AFTER IMPACT OF NETTING CONTRACTS	**31,188**	**8,034**	**39,222**	**38,283**	**8,423**	**46,706**

(1) Calculated using Basel 2 regulatory standard.

NOTE 28 Net interest and similar income

(in millions of euros)	31/12/2015	31/12/2014
Interbank transactions	2,155	2,935
Crédit Agricole internal transactions	4,208	4,670
Customer transactions	311	265
Bonds and other fixed income securities	1,739	2,430
Net gains on macro-hedging transactions	325	283
Debt securities	1,820	1,033
Other interest income	8	9
Interest and similar income	**10,566**	**11,625**
Interbank transactions	(2,421)	(2,766)
Crédit Agricole internal transactions	(1,545)	(1,699)
Customer transactions	(4,509)	(4,893)
Bonds and other fixed income securities	(1,147)	(2,039)
Net losses on macro-hedging transactions	-	-
Debt securities	(3,239)	(2,933)
Other interest expense	(5)	(1)
Interest and similar expenses	**(12,866)**	**(14,331)**
NET INTEREST AND SIMILAR INCOME	**(2,300)**	**(2,706)**

NOTE 29 Income from securities

(in millions of euros)	31/12/2015	31/12/2014
Investment in subsidiaries and affiliates, equity investments and other long-term equity investments	4,013	4,747
Short term investment securities and medium term portfolio securities	1	3
Other securities transactions	-	-
TOTAL INCOME FROM VARIABLE-INCOME SECURITIES	**4,014**	**4,750**

NOTE 30 Net fee and commission income

	31/12/2015			31/12/2014		
(in millions of euros)	Income	Expense	Net	Income	Expense	Net
Interbank transactions	96	(21)	75	91	(16)	75
Crédit Agricole internal transactions	796	(881)	(85)	654	(975)	(321)
Customer transactions	-	-	-	-	-	-
Securities transactions	-	(1)	(1)	-	(1)	(1)
Forward financial instruments and other off-balance sheet transactions	-	-	-	-	-	-
Financial services	29	(71)	(41)	37	(70)	(33)
Provisions for fee and commission risks	-	-	-	-	-	-
TOTAL NET FEE AND COMMISSION INCOME	**921**	**(974)**	**(53)**	**782**	**(1,062)**	**(280)**

NOTE 31 Net gains (losses) on trading book

(in millions of euros)	31/12/2015	31/12/2014
Gains (losses) on trading securities	6	9
Gains (losses) on foreign currency transactions and similar financial instruments	(197)	(153)
Gains (losses) on other forward financial instruments	45	28
NET GAINS (LOSSES) ON TRADING BOOK	**(146)**	**(116)**

NOTE 32 Net gains (losses) on short term investment portfolios and similar

(in millions of euros)	31/12/2015	31/12/2014
Short term investment securities	**-**	**-**
Impairment losses	(72)	(8)
Reversals of impairment losses	52	34
Net losses/reversals	**(20)**	**26**
Gains on disposals	380	543
Losses on disposals	(4)	(5)
Net gains (losses) on disposals	**376**	**538**
Net gains (losses) on short term investment securities	**356**	**564**
Medium term portfolio securities	**-**	**-**
Impairment losses	-	-
Reversals of impairment losses	-	-
Net losses/reversals	**-**	**-**
Gains on disposals	-	-
Losses on disposals	-	-
Net gains (losses) on disposals	**-**	**-**
Net gains (losses) on medium term portfolio securities	**-**	**-**
GAINS (LOSSES) ON SHORT TERM INVESTMENT PORTFOLIOS AND SIMILAR	**356**	**564**

NOTE 33 Other banking income and expenses

(in millions of euros)	31/12/2015	31/12/2014
Other income	7	7
Share of joint ventures	-	-
Charge-backs and expense reclassifications	73	72
Reversals of provisions	-	-
Other banking income	**80**	**79**
Sundry expenses	(43)	(40)
Share of joint ventures	(8)	(7)
Charge-backs and expense reclassifications	(1)	(1)
Depreciation charges to provisions	-	-
Other banking expenses	**(52)**	**(48)**
OTHER BANKING INCOME AND EXPENSES	**28**	**31**

NOTE 34 Operating expenses

(in millions of euros)	31/12/2015	31/12/2014
Employee expenses[1]		
Salaries	(201)	(210)
Wages and salaries	(155)	(119)
o/w contributions to defined-contribution post-employment benefit plans	-	(2)
Profit-sharing and incentive plans	(17)	(20)
Payroll-related tax	(36)	(37)
Total employee expenses	**(409)**	**(386)**
Charge-backs and reclassification of employee expenses	44	42
Net employee expenses	**(365)**	**(344)**
Administrative expenses[2]		
Taxes other than on income or payroll-related	(117)	(69)
External services and other administrative expenses	(346)	(346)
Total administrative expenses	**(463)**	**(415)**
Charge-backs and reclassification of administrative expenses	93	87
Net administrative expenses	**(370)**	**(328)**
OPERATING EXPENSES	**(735)**	**(672)**

(1) At 31 December 2015, the compensation of Executive Committee members of Crédit Agricole S.A. Group amounted to €21.7 million compared with €22.4 million at 31 December 2014.

(2) Information on fees paid to Statutory Auditors is indicated in the notes to the consolidated financial statements of Crédit Agricole S.A. Group.

34.1 Headcount by category

(average number of employees)	31/12/2015	31/12/2014
Managers	1,987	2,020
Non-managers	280	303
TOTAL	**2,267**	**2,323**
o/w: France	2,251	2,307
Foreign	16	16
o/w: Detached employees	221	267

NOTE 35 Cost of risk

(in millions of euros)	31/12/2015	31/12/2014
Depreciation charges to provisions and impairment	**(438)**	**(361)**
Impairment of doubtful loans and receivables	(159)	(230)
Other depreciation and impairment losses	(279)	(131)
Reversal of provisions and impairment losses	**282**	**601**
Reversal of impairment losses on doubtful loans and receivables	9	230
Other reversals of provisions and impairment losses	273	371
Change in provisions and impairment	**(156)**	**240**
Losses on non-impaired irrecoverable loans	(17)	(19)
Losses on impaired irrecoverable loans	(48)	(344)
Discounts on restructured loans	-	-
Recoveries on loans written off	1	8
Other losses	(137)	-
Other income	137	-
COST OF RISK	**(220)**	**(115)**

NOTE 36 Net gains (losses) on fixed assets

FINANCIAL INVESTMENTS

(in millions of euros)	31/12/2015	31/12/2014
Impairment losses	**(1,312)**	**(1,395)**
Long term investment securities	-	-
Investments in subsidiaries and affiliates, equity investments and other long term equity investments	(1,312)	(1,395)
Reversals of impairment losses	**84**	**2,146**
Long term investment securities	-	-
Investments in subsidiaries and affiliates, equity investments and other long term equity investments	84	2,146
Net losses/reversals	**(1,228)**	**751**
Long term investment securities	-	-
Investments in subsidiaries and affiliates, equity investments and other long term equity investments	(1,228)	751
Gains on disposals	**423**	**29**
Long term investment securities	-	-
Investments in subsidiaries and affiliates, equity investments and other long term equity investments	423	29
Losses on disposals	**(2)**	**(583)**
Long term investment securities	-	-
Investments in subsidiaries and affiliates, equity investments and other long term equity investments	(2)	(583)
Losses on receivables from equity investments	-	-
Net gains (losses) on disposals	**421**	**(554)**
Long term investment securities	-	-
Investments in subsidiaries and affiliates, equity investments and other long term equity investments	421	(554)
Net gains (losses)	**(807)**	**197**

PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS

(in millions of euros)	31/12/2015	31/12/2014
Gains on disposals	-	1
Losses on disposals	-	-
Net gains (losses)	**-**	**1**
NET GAINS (LOSSES) ON FIXED ASSETS	**(807)**	**198**

NOTE 37 Income tax charge

(in millions of euros)	31/12/2015	31/12/2014
Income tax charge[1]	1,360	1,535
Net provisions for taxes under the tax consolidation scheme	(3)	(26)
NET BALANCE	**1,357**	**1,509**

(1) *The tax gain mainly consists of the taxes that Crédit Agricole S.A., as head of the tax consolidation group, collected from the subsidiaries included in the tax consolidation scheme.*

NOTE 38 Presence in non-cooperative States and territories

At 31 December 2015, Crédit Agricole S.A. had no direct or indirect presence in non-cooperative states or territories within the meaning of Article 238-0 A of the French General Tax Code.

STATUTORY AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS

This is a free translation into English of the Statutory Auditors' report issued in French. It is provided solely for the convenience of English speaking users. The Statutory Auditors' report includes information required specifically by French law in such reports, whether qualified or not. This information presents below the opinion on the consolidated financial statements and includes an explanatory paragraph discussing the auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the consolidated financial statements taken as a whole and not to provide separate assurance on individual account captions or on information taken outside of the consolidated financial statements.

This report should be read and construed in accordance with French law and professional auditing standards applicable in France.

For the year ended December 31, 2015

To the Shareholders

In compliance with the assignment entrusted to us by your General Meeting of Shareholders, we hereby report to you, for the year ended December 31, 2015, on:

- the audit of the accompanying financial statements of Crédit Agricole S.A.
- the justification of our assessments;
- the specific verifications and information required by law.

These financial statements have been approved by Board of Directors. Our role is to express an opinion on these financial statements based on our audit.

I - Opinion on the financial statements

We conducted our audit in accordance with professional standards applicable in France; those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit involves performing procedures, using sample techniques or other methodes of selection, to obtain audit evidence about the amounts and disclosures in the financial statements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made, as well as the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the financial statements give a true and fair view of the assets and liabilities and of the financial position of the Company as at December 31,2015 and of the results of its operations for the year then ended in accordance with French accounting principles.

II - Justification of our assessments

In accordance with the requirements of article L.823-9 of the French Commercial Code *(code de commerce)* relating to the justification of our assessments, we bring to your attention the following matters:

- As stated in Note 2.2.5 to the financial statements, equity investments, other long-term investments and investments in subsidiaries and affiliates are measured at their value in use. As part of our assessment of these estimates, we have examined the elements used in determining the value in use for the main operations.
- As stated in Notes 2.6 and 15 to the financial statements, your Company establishes provisions to cover the legal and tax risks to which it is exposed. We have examined the mechanism implemented by management to identify and evaluate these risks and to determine the necessary amount of provisions. We have also verified the appropriateness of the information given in Note 15 to the financial statements.
- As part of its financial statements preparation process, your Company has made accounting estimates, in particular regarding the valuation of loans and advances granted and the pension and future employees' benefits provisions. We have examined the assumptions used and verified that these accounting estimates are based on documented methods that comply with the principles set forth in Note 2 to the financial statements.

These assessments were made as part of our audit of the financial statements, taken as a whole, and therefore contributed to the opinion we formed which is expressed in the first part of this report.

III - Specific verifications and information

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by French law.

We have no matters to report as to the fair presentation and the consistency with the financial statements of the information provided in the management report of the Board of Directors, and in the documents addressed to the shareholders with respect to the financial position and the financial statements.

Concerning the information provided in accordance with the requirements of Article L. 225-102-1 of the French Commercial Code *(Code de Commerce)* related to compensations and benefits received by the Directors and any other commitments made in their favor, we have verified its consistency with the financial statements, or with the underlying information used to prepare these financial statements and, where applicable, with the information obtained by your Company from companies controlling your Company or controlled by it. Based on this work, we attest the accuracy and fair presentation of this information.

In accordance with French law, we have verified that the required information concerning the purchase of investments and controlling interests and the identity of the shareholders or holders of the voting rights has been properly disclosed in the management report.

Neuilly-sur-Seine and Paris-La Défense, on March 15, 2016

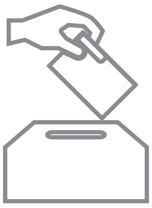
The statutory auditors

PricewaterhouseCoopers Audit	ERNST & YOUNG and Others
Anik Chaumartin	Valérie Meeus

8 GENERAL INFORMATION

A general meeting of shareholders **in Paris**

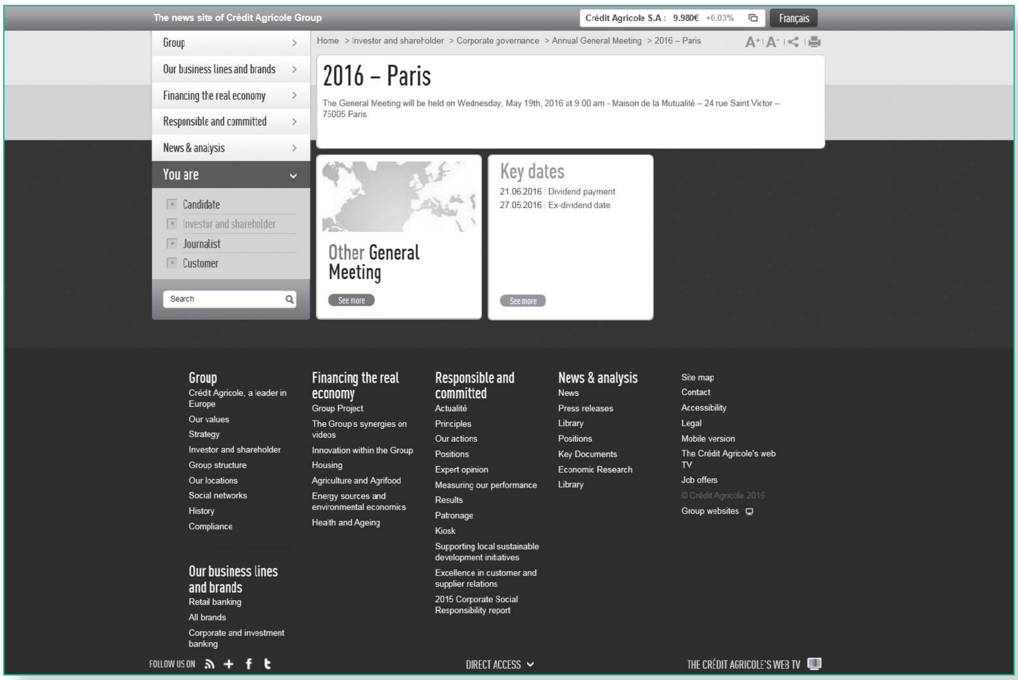
Thursday 19 May 2016, in Paris



Maison de la Mutualité
24 rue Saint-Victor
75005 Paris – France

Agenda and draft resolutions available on the website:

www.credit-agricole.com/en/
Investor-and-shareholder/corporate-gouvernance/annual-general-meeting/2016-paris



8

MEMORANDUM AND ARTICLES OF ASSOCIATION

CRÉDIT AGRICOLE S.A.

A French company (*société anonyme*) with a share capital of €7,917,980,871

Registered with the Nanterre Trade and Company Registry under number 784 608 416

Registered office:
12, place des États-Unis – 92127 Montrouge Cedex – France
Tel.: (+33) 1 43 23 52 02

ARTICLES OF ASSOCIATION

Updated version of 12 November 2015.

Article 1 - Form

Crédit Agricole S.A. (the "Company") is a French company (*société anonyme*) with a Board of Directors (*Conseil d'administration*) governed by ordinary corporate law, notably Book II of the French Commercial Code.

Crédit Agricole S.A. is also subject to the provisions of the Monetary and Finance Code, in particular Articles L. 512-47 *et seq.*, and those provisions of former Book V of the Rural Code which have not been repealed, and Act No. 88-50 of 18 January 1988 concerning the Reorganisation of the Caisse Nationale de Crédit Agricole as a Mutual Company.

Prior to the Extraordinary General Meeting of 29 November 2001, the Company was called "Caisse Nationale de Crédit Agricole", abbreviated "C.N.C.A."

The Company was born of the transformation of the Caisse Nationale de Crédit Agricole, an *Établissement Public Industriel et Commercial*, following the merger of the Mutual Guarantee Fund of the Caisses Régionales de Crédit Agricole Mutuel (the Regional Banks); it continues to hold all of the rights, obligations, guarantees and security interests of those legal entities prior to their transformation; it exercises all rights relating to mortgages granted in favour of the State.

Article 2 - Name

The name of the Company is: Crédit Agricole S.A.

In all deeds and documents of the Company that are intended for third parties, the corporate name shall be immediately preceded or followed by the words *Société Anonyme* or the initials S.A., "*régie par le livre deuxième du Code de commerce et par les dispositions du Code monétaire et financier*" ("governed by Book II of the French Commercial Code and the provisions of the Monetary and Finance Code") and by the amount of the share capital.

Article 3 - Object

Crédit Agricole S.A. has for object to facilitate and promote the activities and development of the Caisses Régionales de Crédit Agricole Mutuel and the Crédit Agricole Group. In furtherance of this purpose:

1. Crédit Agricole S.A. operates as a central financial institution and ensures that the Group acts as a single financial unit in its dealings with third parties with the object of optimising the financial management of funds and, in return, the allocation of the financial resources so collected.

   Crédit Agricole S.A. collects and manages the excess deposits and savings of the Regional Banks, as well as savings collected by such Banks on its behalf.

   Crédit Agricole S.A. grants facilities to the Regional Banks to permit the funding of their medium and long-term loans. It ensures that the transformation risks pertaining to the Company, its subsidiaries and the Regional Banks are assumed. It implements the mechanisms for guaranteeing transactions by the Caisses Régionales de Crédit Agricole Mutuel. In its own name and on behalf of the companies in the Crédit Agricole Group, Crédit Agricole S.A. negotiates and enters into domestic and international agreements which may affect the credit of the Group. It executes all nation-wide agreements with the State.
2. In France and abroad, Crédit Agricole S.A. performs all types of banking, financial, credit, investment or securities transactions and related services under the Monetary and Finance Code, guaranty, arbitrage, brokerage and commission transactions, whether for its own account or for the account of others, without infringing on the remit of the Caisses Régionales de Crédit Agricole Mutuel.
3. In accordance with the provisions of the Monetary and Finance Code, as the Central Organ of Crédit Agricole Mutuel, Crédit Agricole S.A. ensures the cohesion of the Crédit Agricole Mutuel network, the proper operation of the credit institutions that are a part thereof, and compliance by such institutions with the applicable laws and regulations by exercising administrative, technical and financial supervision thereof; it guarantees the liquidity and solvency of the entire network and all institutions affiliated therewith.

   And, as a general matter, Crédit Agricole S.A. engages in all types of commercial, financial, personal and real property transactions and provides all services directly or indirectly related to its purpose, provided that they are in furtherance thereof.

Article 4 - Registered office

The registered office of the Company is situated at 12, Place des États-Unis, 92127 Montrouge Cedex.

Article 5 - Duration

The Company, born out of the transformation described in the last paragraph of Article 1 of these Articles of Association, shall terminate on 31 December 2086 unless extended or dissolved in advance by the Shareholders at an Extraordinary General Meeting.

Article 6 - Share capital

The share capital of the Company is €7,917,980,871 divided into 2,639,326,957 Ordinary Shares with a par value of €3, all of them paid up in full.

In accordance with the applicable laws and regulations, non-voting Preferred Shares with the rights defined by these Articles of Association may be created and issued pursuant to Articles L. 228-11 *et seq.* of the French Commercial Code.

Several classes of Preferred Shares may be created with different characteristics, with respect, *inter alia*, to (i) their Issue Date; (ii) their Issue Price; and (iii) their Rate. Consequently, the corporate body that shall decide to issue Preferred Shares shall amend this Article 6, "Share capital", accordingly, in order to specify the designation (A, B, C, etc.) and the characteristics of the class issued in this manner, and in particular, those characteristics referred to in items (i) to (iii) above.

For purposes of these Articles of Association:

- **"Ordinary Shares"** means the Ordinary Shares of the Company;
- **"Preferred Shares"** means the non-voting Preferred Shares, regardless of class, that may be issued by the Company and their attached rights, as defined in these Articles of Association;
- **"Shares"** means Ordinary Shares and Preferred Shares collectively;
- **"Meeting"** means any General Meeting or Special Meeting;
- **"General Meeting"** means the General Meeting of Ordinary Shareholders in which Preferred Shareholders may participate;
- **"Extraordinary General Meeting"** means the General Meeting convened to vote on extraordinary business;
- **"Ordinary General Meeting"** means the General Meeting convened to vote on ordinary business;
- **"Special Meeting"** means the Special Meeting of holders of a given class of Preferred Shares;
- **"Issue Date"** means, for a given class of Preferred Shares, the date of issue of the Preferred Shares of the relevant class;
- **"Issue Price"** means, for a given class of Preferred Shares, the Issue Price per Preferred Share in the relevant class, or its par value plus any share premium;
- **"Adjusted Issue Price"** means, for a given class of Preferred Shares, the Issue Price, less any amount that may be paid and/or the value of any asset, as determined by an expert appointed by the Board of Directors (or, failing which, by an order of the Presiding Judge of the Paris Commercial Court ruling in summary proceedings in accordance with Article 1843-4 of the French Civil Code), due for each outstanding Preferred Share in the given class following a capital reduction not due to losses;
- The **"Rate"** means the Rate set by the relevant corporate body at the time of the issue of Preferred Shares and used as a basis for determining the Preferred Dividend, it being specified that this shall equal the average of the 10-year Constant Maturity Treasury (CMT) (yield on a 10-year government bond) (or any other index that may be substituted for the 10-year CMT) over the three business days preceding the date of the decision to issue the shares, plus a margin of no more than 12%.

In the event of a stock split or reverse split applying to Ordinary Shares, the split or reverse split shall also apply to the Preferred Shares under the same conditions and their characteristics shall be adjusted automatically. More specifically, the new dividend rights and the new Adjusted Issue Price of the Preferred Shares belonging to a given class shall be the same as the dividend rights and Adjusted Issue Price, as the case may be, of the given class, in effect before the beginning of the transaction multiplied by the ratio obtained by dividing (i) the number of Preferred Shares in the given class included in the share capital before the transaction by (ii) the number of Preferred Shares in the given class included in the share capital after the transaction.

In the event of a bonus issue of Preferred Shares to the holders of Preferred Shares by the capitalisation of any share premiums and/or of the legal reserve, the characteristics of the Preferred Shares shall be adjusted automatically. More specifically, the new dividend rights and the new Adjusted Issue Price of the Preferred Shares of a given class shall be the same as the dividend rights and Adjusted Issue Price, as the case may be, of the given class, in effect before the beginning of the transaction multiplied by the ratio obtained by dividing (i) the number of Preferred Shares in the given class included in the share capital before the transaction by (ii) the number of Preferred Shares in the given class included in the share capital after the transaction. No adjustment shall be made in the event of an increase in the nominal value by capitalisation of any share premiums and/or of the legal reserve.

Article 7 - Changes in the share capital: capital increases, reductions and redemptions

A. Capital increases

1. The share capital may be increased by any method and in any manner authorised by law.
2. The Extraordinary General Meeting shall have exclusive authority to decide whether to increase the share capital or to authorise such a decision, pursuant to the applicable laws and regulations and subject to the provisions pertaining to payment of the dividend in Shares provided in paragraph 9 of Article 31, "Determination, allocation and distribution of profit" of the Articles of Association.
3. Pursuant to the applicable laws and regulations, holders of Ordinary Shares have a pre-emptive right to subscribe for Shares and securities granting rights to Shares in the Company, in proportion to the quantity of Ordinary Shares that they own.

   The Preferred Shares do not have pre-emptive rights to subscribe to any subsequent issue of Shares and securities granting a right to shares in accordance with the option provided in Article L. 228-11, paragraph 5 of the French Commercial Code.
4. The holders of Preferred Shares shall not benefit from capital increases resulting from a bonus issue of new Shares or by an increase in the nominal amount of Ordinary Shares outstanding resulting from the capitalisation of reserves (other than the legal reserve) or earnings, or the bonus issue of securities granting rights to Shares as part of a bonus issue for Ordinary Shareholders. However, in the event of a capital increase by means of a bonus issue of new Shares or by an increase in the nominal amount of outstanding Ordinary Shares through capitalisation of any share premiums or of the legal reserve, the Ordinary Shareholders and the Preferred Shareholders shall be entitled to subscribe to the capital increase in proportion to their rights to the Notional

Capital (as defined in Article 31, "Determination, allocation and distribution of profit" of the Articles of Association) and, with respect to the Preferred Shares, up to a maximum of the positive difference between their Adjusted Issue Price and their par value (*i.e.*, the total amount of increases in the nominal value of the Preferred Shares, or the total nominal amount of any new Preferred Shares issued by capitalisation of any share premiums and/or of the legal reserve shall not exceed the product of (i) the positive difference between their Adjusted Issue Price and their par value multiplied by (ii) the number of Preferred Shares outstanding calculated at the date on which the relevant capital increase was effected). If the capital increase is effected by a bonus issue of new Shares, the new Shares awarded for no consideration shall be of the same class as the Shares that entitled the holder to the award of bonus shares.

5. In-kind contributions must be approved by the Extraordinary General Meeting, pursuant to the applicable laws and regulations.

B. Capital reductions

1. Capital reductions are decided or authorised by the Extraordinary General Meeting, which may delegate to the Board of Directors all powers for purposes of carrying out capital reductions. This excludes capital reductions following a Preferred Share buyback effected under the terms of Article 32 of the Articles of Association, "Repurchases of Preferred Shares by the Company", paragraph B, "Option to repurchase Preferred Shares at the Company's initiative", which may be decided by the Board of Directors.
2. Any capital reduction due to losses is allocated to the share capital among the different Shares in proportion to the percentage of share capital they represent.

   Losses shall first be charged against the following accounts, in the following order: 1) retained earnings, 2) distributable reserves, 3) other reserves, 4) statutory reserves, 5) any share premiums, 6) the legal reserve, and 7) equity.
3. The Company may carry out capital reductions for reasons other than losses under the conditions stipulated by laws and regulations, to be allocated among Ordinary Shares and Preferred Shares in the proportions that it shall determine.

C. Redemption of the share capital

The share capital may be redeemed in accordance with Articles L. 225-198 *et seq.* of the French Commercial Code.

Article 8 - Form of Shares

The Shares may be in registered or bearer form, at the holders' election, subject to applicable statutory and regulatory provisions.

They shall be registered in shareholders' accounts on the terms and conditions provided for by law. They may be transferred between accounts.

Article 9 - Declarations regarding reaching thresholds and shareholder identification

A. Declarations regarding reaching thresholds

Without prejudice to the ownership threshold disclosures provided by law and applicable to Ordinary Shares and Preferred Shares, any person or legal entity, acting solely or with others, who directly or indirectly comes into possession of a number of Ordinary Shares representing 1% of the share capital or voting rights must inform the Company, by recorded delivery with advice of delivery, at its registered office, within five days of the date on which the shares enabling such person to reach or breach said threshold were registered, of the total number of Ordinary Shares and the number of voting rights it owns, as well as the total number of securities which may grant rights to the Company's equity in the future, any voting rights which may be attached thereto, and the total number of Preferred Shares it owns.

The said declaration must be renewed as set forth above each time that the number of shares or voting rights attains a multiple of a 1% threshold (through either a purchase or sale of shares) of the total shares or voting rights.

If a Shareholder has not issued the required declarations as set forth above, he shall lose his right to vote on the Ordinary Shares exceeding the level which should have been reported, as provided for by law, if one or more holders of Ordinary Shares representing at least 2% of the shares or voting rights so request during a General Meeting.

B. Shareholder identification

In accordance with applicable laws and regulations, and in order to identify the holders of bearer securities, the Company shall have the right to request at any time, at its expense, that the central custodian of its securities account provide the name, nationality, year of birth or formation, and the address of the holders of securities which provide a present or future right to vote at its General Meetings and Special Meetings, as well as the number of securities held by each and the restrictions, if any, which may apply to the said securities.

Based on the list provided by the central custodian, and subject to the same terms and conditions, the Company shall have the right to request, either from said central custodian or directly from the persons on the list who the Company feels may be acting as intermediaries on behalf of third party, the information regarding said securities holders set forth in the preceding paragraph.

If they are intermediaries, said persons must disclose the identity of the holders of said securities. The information should be provided directly to the financial intermediary that maintains the account and said entity must then transmit the information to the Company or to the central custodian.

For registered securities, the Company shall also have the right at any time to request that the intermediary that has registered on behalf of third parties disclose the identity of the holders of said securities and the number of securities held by each of them.

For so long as the Company feels that certain holders of securities (whether registered or bearer), the identity of which has been provided to it, are holding said securities on behalf of third parties, it shall have the right to request said holders to disclose the identity of the owners of the securities as set forth above and the number of securities held by each of them.

After the information set forth above has been requested, the Company shall have the right to request any legal entity which holds more than one-fortieth of the share capital or voting rights of the Company to disclose to the Company the identity of the persons who directly or indirectly hold more than one-third of the share capital or voting rights (which are exercised at General Meetings) of the said legal entity.

If a person who has been the subject of a request in accordance with the provisions of the present Article 9.B. fails to disclose the requested information within the legally required period or discloses incomplete or incorrect information regarding its capacity or the holders of the securities, or the number of securities held by each of them, the Shares or securities which give rise to present or future rights to the Company's share capital which said person has registered, shall immediately lose their voting rights at any General Meeting or Special Meeting until complete information has been provided. Dividend payments shall also be suspended until that date.

In addition, in the event that the registered person deliberately misconstrues the above provisions, the court which has territorial jurisdiction over the Company's registered office may, at the request of the Company or of one or more Shareholders holding at least 5% of the share capital, revoke in whole or in part the voting rights regarding which the information was requested and, possibly, the corresponding dividend payment of the Shares, for a period which may not exceed five years.

Article 10 - Voting rights - indivisibility of the Shares - rights and obligations attached to the Shares

A. Voting rights

The voting rights attached to the Company's Shares are proportional to the share capital that they represent and each Share entitles its holder to one vote. The Company's Shares (including any that might be freely allocated as part of a capital increase *via* a capitalisation of reserves, profits or issue premiums) do not carry double voting rights in accordance with the last subparagraph of Article L. 225-123 of the French Commercial Code.

B. Indivisibility of the Shares

The Shares are indivisible with regard to the Company.

Voting rights attached to the Ordinary Shares are exercised by the beneficial owner at Ordinary General Meetings and by the legal owner at Extraordinary General Meetings.

Voting rights attached to the Preferred Shares are exercised by the legal owner at Special Meetings of holders of the relevant class of Preferred Shares.

The joint owners of indivisible Shares are represented at General Meetings or Special Meetings, as the case may be, by one of them or by a single representative. In the event of a dispute, their representative shall be appointed by the Court at the request of the first joint owner to refer this matter to the Court.

The right to the award of new Shares following the capitalisation of reserves, profits or any share premiums belongs to the legal owner, subject to the rights of the beneficial owner.

C. Rights and obligations attached to the Shares

1. Ownership of a Share automatically entails compliance with the Articles of Association and, subject to the stipulations contained in Article 29, "Special Meetings" herein, with resolutions duly adopted by General Meetings.
2. Each Ordinary Share gives the holder the same right of ownership in the Company's assets and profits, as defined in Article 34 "Dissolution-Liquidation" and Article 31 "Determination, allocation and distribution of profit" herein.

   Each Ordinary Share gives the holder the right to attend General Meetings and to vote therein, under the conditions set forth by law and by the Articles of Association. Each Ordinary Share shall give the holder the right to cast one vote at General Meetings. An Ordinary Share does not give the holder the right to attend Special Meetings or to vote therein.
3. Each Preferred Share of the same class gives the holder the same rights to the Company's assets and profits, as defined in Article 34 "Dissolution-Liquidation" and Article 31 "Determination, allocation and distribution of profit" herein.

   Preferred Shares do not give their holders the right to vote at General Meetings.

   Each Preferred Share of a given class gives the holder the right to attend General Meetings and to attend and to vote in Special Meetings of the holders of the relevant class of Preferred Shares, under the conditions stipulated by law and by the Articles of Association. Preferred Shares of a given class do not give the holder the right to attend or to vote in Special Meetings of holders of other classes of Preferred Shares.
4. Whenever it is necessary to hold several Shares to exercise a given right, such as in the case of an exchange, consolidation or allocation of Shares, or as a result of an increase or reduction of the share capital regardless of whether this is due to accumulated losses, or in the case of a merger or other corporate transaction, the holders of individual Shares, or those who do not own the required number of Shares, may exercise such rights only if they personally arrange for the consolidation of the Shares and purchase or sell the required number of Shares or fractional Shares, where necessary.

Article 11 - Board of Directors

1. The Company shall be governed by a Board of Directors composed of between 3 and 21 members, of which:

- at least 3 and no more than 18 directors shall be elected by the General Meeting in accordance with the provisions of Article L. 225-18 of the French Commercial Code;
- one director representing the professional agricultural organisations, shall be appointed in accordance with the provisions of Article L. 512-49 of the Monetary and Finance Code; and
- 2 directors shall be elected by the staff in accordance with Articles L. 225-27 to L. 225-34 of the French Commercial Code.

The following individuals may also attend Board Meetings in an advisory capacity:

- non-voting Board Members appointed in accordance with Article 12 of these Articles of Association; and
- one member of the Works Council designated thereby.

In the event that one of the positions held by the directors elected by the staff or by the director who represents the professional agricultural organisations becomes vacant, the Board Members elected by the General Meeting may validly convene the Board of Directors.

The age limit for directors is 65. When a director reaches the age of 65, he will be deemed to have resigned at the end of the next Ordinary General Meeting of Shareholders.

2. Directors elected by the General Meeting of Shareholders

Directors elected by the General Meeting of Shareholders shall be natural persons or legal entities.

The term of office of directors is three years. However, a director appointed to replace another director whose term of office has not yet expired shall remain in office only for the balance of his predecessor's term.

Directors who are natural persons may not be elected to more than four consecutive terms of office. However, if a director is appointed to replace an outgoing director whose term of office has not yet expired, the director appointed for the remainder of the outgoing director's term may seek a fifth term, for a period not exceeding four consecutive terms of office. He will be deemed to have resigned at the end of the next Ordinary General Meeting following the twelfth anniversary of his first appointment.

A director's duties shall terminate at the end of the Ordinary General Meeting called to consider the accounts for the previous financial year that is held during the year in which such director's term expires.

With the exception of the directors elected by the staff and the director who represents the professional agricultural organisations, one third of the seats of the directors elected by the General Meeting of Shareholders (or the nearest whole number, with the last group adjusted as necessary) shall turn over each year at the Ordinary General Meeting of Shareholders so that all seats turn over every three years.

If the number of elected directors is increased, lots shall be drawn (if necessary and prior to the first Ordinary General Meeting following the date on which said directors assume their seats) to determine the order in which said seats will turn over. The partial term of the directors selected by the drawing of lots shall be disregarded when determining whether they have reached the four-term limit.

3. Director representing the professional agricultural organisation

The term of office of the director representing the professional agricultural organisations is three years. He may be re-appointed or removed at any time by the authority that appointed him.

4. Directors elected by the staff

The status and procedures for the election of the directors elected by the staff are set out in L.225-27 *et seq.* of the French Commercial Code in the following provisions:

The term of office of the two directors elected by the staff is three years. Their duties terminate on the third anniversary of the date of their election and the Company shall take all steps necessary to hold a new election within the three-month period prior to the expiration of the term of said directors.

They may not be elected to more than four consecutive terms.

One of the directors is elected by the managerial staff, whilst the other is elected by the other employees of the Company.

In the event that the seat of a director elected by the staff falls vacant as a result of his death, resignation, removal or the termination of his employment contract, his successor shall take office immediately. If there is no successor able to carry out the director's duties, a new election shall be held within three months.

The first ballot of the election of directors by the staff shall be conducted in accordance with the following procedures:

The lists of voters, indicating their respective surnames, given names, dates and places of birth and domiciles, are prepared by the Chief Executive Officer and posted at least five weeks prior to the election date. One list of voters is prepared for each of the two groups. Within fifteen days after the lists are posted, any voter may submit a request to the Chief Executive Officer either that another voter who was omitted be registered, or that another voter who was erroneously registered be removed from the list. Within the same time period, any person whose name was omitted may also submit a request for registration.

The candidates must belong to the group whose votes they are seeking.

In each group of voters, each announcement of a candidacy must specify not only the name of the candidate, but also the name of any successor.

The Chief Executive Officer closes and posts the lists of candidates at least three weeks prior to the election date.

In the absence of a candidate for a given group, the seat of the director representing such group shall remain vacant for the entire term for which it would have been filled.

Results are recorded in minutes which shall be posted no later than three days after voting is closed. The Company shall keep a copy of the minutes in its records.

The organisation of elections and their requirements are determined by the Chief Executive Officer and shall be posted no less than five weeks prior to the date of the election.

Voting procedures are determined by Articles L. 225-28 *et seq.* of the French Commercial Code. Any voter may vote either in person at the locations provided for that purpose, or by mail.

If no candidate for a given group obtains a majority of the votes cast on the first ballot, a second ballot shall be held within fifteen days.

Article 12 - Non-voting Directors

Upon recommendation from the Chairman, the Board of Directors may appoint one or more non-voting directors.

Non-voting directors shall be notified of and participate at meetings of the Board of Directors in an advisory capacity.

They are appointed for a term of three years and may not be reappointed for more than four terms. They may be dismissed by the Board at any time.

In consideration of services rendered, they may be remunerated as determined by the Board of Directors.

Article 13 - Directors' shares

Each director must own at least one Ordinary Share. If, on the date of his appointment or during his term of office, a director does not own or no longer owns at least one Ordinary Share and fails to correct this situation within three months, he will be deemed to have resigned.

Article 14 - Deliberations of the Board of Directors

1. The Board of Directors shall meet as often as the interests of the Company so require, upon notice by its Chairman, by any person authorised for that purpose by the Board of Directors, or by at least one-third of its members to address a specific agenda if the last meeting was held more than two months previously.

If necessary, the Chief Executive Officer may request the Chairman to call a meeting of the Board of Directors to address a specific agenda.

Meetings may be held at the registered office or at any other place specified in the notice of the meeting.

Generally, notice of a meeting shall be given at least three days in advance by letter or by any other means. However, if all of the directors so agree, notice may be given orally and need not be in advance.

Notices of meetings shall set forth the principal items of business on the agenda.

2. The physical presence of at least one half of the directors is required for deliberations to be valid.

At the Chairman's request, employees in positions of responsibility in the group may attend Board Meetings.

A majority of the votes of the directors present or represented is required for a resolution to pass. Each director has one vote and is not authorised to represent more than one of his fellow directors.

The Chairman shall have the casting vote in the event of a tie.

The directors and any individuals requested to attend the Board of Directors' Meetings must exercise discretion with respect to the Board's deliberations and any confidential information and documents described as such by the Chairman of the Board of Directors.

Article 15 - Powers of the Board of Directors

The Board of Directors determines and ensures compliance with the business focus of the Company.

Except for the powers expressly reserved to the General Meeting of Shareholders and within the limits established by the Company's purpose, the Board of Directors is responsible for all issues related to the Company's operations and business. In its relations with third parties, the Company may be bound by the acts of the Board of Directors which fall outside the Company's object unless the Company can prove that the said third party knew that the act was *ultra vires* or that it could not have been unaware, in light of the circumstances, that the act was *ultra vires.* The publication of the Articles of Association shall not constitute proof thereof.

The Board of Directors may conduct any inspections or audits that it deems necessary. Each director shall receive the information necessary to accomplish the Board's duties; management shall furnish to any director those documents that the said director deems necessary or appropriate.

The Board may decide to set up various committees to examine issues raised by itself or its Chairman and render an opinion.

The Board shall be responsible for determining the composition and powers of committees which do their work under its authority.

Article 16 - Chairmanship of the Board of Directors

In accordance with Article L. 512-49 of the Monetary and Finance Code, the Board of Directors shall elect a Chairman from among its members who are directors of a Caisse Régionale de Crédit Agricole Mutuel and shall fix his term of office, which may not exceed his term of office as a director.

The Board of Directors shall elect one or more Vice-Chairmen whose term shall also be established by the Board, but which may not exceed his (their) term of office as a director.

The Chairman of the Board of Directors represents the Board of Directors. He organises and directs the activities thereof and reports to the General Meeting on its activities.

He is responsible for the proper operation of the Company's entities, and, in particular, insures that directors are able to fulfil their duties.

As an exception to the provisions of the last paragraph of Article 11-1, the age limit for serving as Chairman of the Board of Directors is 67. Subject to this age limit, and as an exception to the provisions of Article 11-2, paragraph 3 of the Articles of Association, a serving Chairman may seek a fifth consecutive term of office.

Article 17 - General management

A. Chief Executive Officer

In accordance with Article L. 512-49 of the Monetary and Finance Code, the Board of Directors appoints the Chief Executive Officer of the Company and may terminate his appointment.

The Chief Executive Officer shall enjoy the broadest powers to act in all cases on behalf of the Company. He may exercise his authority within the limits of the Company's object and subject to that authority expressly reserved to General Meetings and to the Board of Directors.

He represents the Company in its relations with third parties.

The Company shall be bound by those actions of the Chief Executive Officer which are *ultra vires* unless the Company can prove that the said third party knew that the act was *ultra vires* or that it could not have been unaware, in light of the circumstances, that the act was *ultra vires.* Publication of the Articles of Association shall not constitute proof thereof.

Provisions of the Articles of Association and decisions of the Board of Directors that limit the Chief Executive Officer's powers are not binding on third parties.

He shall attend the meetings of the Board of Directors.

He shall appoint all employees and fix their compensation.

He may delegate part of his authority to as many individuals as he deems advisable.

B. Deputy Chief Executive Officers

Upon recommendation of the Chief Executive Officer, the Board of Directors may appoint one or more persons responsible for assisting the Chief Executive Officer who shall have the title "Deputy Chief Executive Officer" (*Directeur général délégué*).

There may not be more than five Deputy Chief Executive Officers.

With the consent of the Chief Executive Officer, the Board of Directors shall determine the scope and term of the authority granted to the Deputy Chief Executive Officers.

Deputy Chief Executive Officers shall have the same authority as the Chief Executive Officer with respect to third parties.

In the event that the Chief Executive Officer ceases or is unable to perform his duties, the Deputy Chief Executive Officers shall continue to perform their duties until the appointment of a new Chief Executive Officer, unless the Board of Directors decides otherwise.

Article 18 - General provision on age limits

Any officer or director who reaches the age limit set by the Articles of Association or the law shall be deemed to have resigned at the close of the Annual General Meeting of Shareholders that follows said anniversary date.

Article 19 - Directors' remuneration

The General Meeting may elect to pay directors' fees. The Board of Directors shall allocate any such fees as it deems fit.

Article 20 - Statutory Auditors

Audits of the accounts shall be exercised in accordance with the law by two Statutory Auditors appointed by the Ordinary General Meeting of Shareholders; the Meeting shall also appoint two alternate Statutory Auditors.

The term of office of the Statutory Auditors shall be six financial years.

Statutory Auditors whose term of office expires may be re-appointed.

The Statutory Auditors may act jointly or separately, but must submit a joint report on the Company's accounts. They must submit their report to the Annual Ordinary General Meeting of Shareholders.

Article 21 - Shareholders' meetings

Collective resolutions shall be adopted at General Meetings which are either ordinary or extraordinary depending on the decisions they are called upon to take.

Holders of Preferred Shares are entitled to attend General Meetings but do not have the right to vote therein.

All of the Shareholders in a single class convene in Special Meetings to vote on any modification to the rights attached in that class.

Subject to the provisions of Article 29, "Special Meetings" hereunder, decisions adopted at General Meetings are binding on all Shareholders.

Article 22 - Notice and venue of shareholders' meetings

Meetings of Shareholders shall be convened and shall deliberate in accordance with the applicable laws and regulations.

Meetings of Shareholders may be held at the registered office or at any other place specified in the notice of the meeting.

Article 23 - Agenda and minutes of meetings

The person calling the Meeting shall draft the agenda for the Meeting in accordance with the applicable laws and regulations.

Minutes must be drawn up and copies or extracts of the deliberations shall be issued and certified in accordance with the law.

Article 24 - Access to meetings - Proxies

A. Access to General Meetings - Proxies

Any Shareholder, regardless of the number of Shares he/she owns, has the right to attend General Meetings, either in person or by proxy, subject to the conditions laid down by law and in these Articles of Association, by providing proof of identity and ownership of the Shares, provided that the Shares have been registered, either in his/her name or in the name of the intermediary registered on his/her behalf, by 12 midnight Paris time, on the second business day before the General Meeting:

- holders of registered Shares must register their shares in the registered share accounts kept in the Company's registers;
- holders of bearer Shares must deposit their Shares in the bearer share accounts held by the authorised intermediary. This entry or filing is evidenced by a certificate of Share ownership delivered by the intermediary or electronically, as applicable.

If an Ordinary Shareholder cannot attend the General Meeting in person or by proxy, he/she may participate in one of the following two ways:

- cast a vote remotely;

  or
- forward a proxy to the Company without naming a proxy holder;

in accordance with the applicable laws and regulations.

B. Access to Special Meetings - Proxies

Any holder of Preferred Shares belonging to a given class, regardless of the number of Preferred Shares he/she owns, has the right to attend Special Meetings of Preferred Shareholders of the class in question, either in person or by proxy, subject to the conditions laid down by law and in these Articles of Association, by providing proof of identity and ownership of the Shares, provided that the Shares have been registered, either in his/her name or in the name of the intermediary registered on his/her behalf, by 12 midnight Paris time, on the second business day before the Special Meeting:

- holders of registered Preferred Shares must register their Shares in the registered share accounts kept in the Company's registers;
- holders of bearer Shares must deposit their shares in the bearer share accounts held by the authorised intermediary. This entry is evidenced by a certificate of share ownership delivered by the intermediary or electronically, as applicable.

If a holder of Preferred Shares cannot attend a Special Meeting in person or by proxy, he/she may participate in one of the following two ways:

- cast a vote remotely;

  or

- forward a proxy to the Company without naming a proxy holder;

in accordance with the applicable laws and regulations.

C. Provisions applicable to all Meetings

If the Shareholder has requested an admission card or a certificate of share ownership, or has cast his/her vote remotely or sent a proxy, he/she may no longer choose to take part in the Meeting in another manner. However, he/she may sell all or part of his/her shares at any time.

If ownership is transferred before 12 midnight CET on the second business day before the Meeting, the Company shall invalidate or make the necessary changes to the remote vote, the proxy, the admission card or the certificate of share ownership, as appropriate. To that end, the authorised intermediary, acting as account holder, shall notify the Company or its agent of such a transfer and forward the necessary information to it.

The authorised intermediary shall not issue a notification of transfer of ownership taking place after 12 midnight CET on the second business day before the Meeting, nor shall the Company take such a transfer into consideration.

Shareholders in the Company who are not domiciled in France may be registered in an account and represented at Meetings by any intermediary that has been registered on their behalf and given a general power of attorney to manage the Shares. When opening its account, however, the intermediary must have declared its status, as an intermediary holding shares on behalf of third parties, to the Company or the financial intermediary acting as account holder, in accordance with the applicable and regulatory provisions.

Following a decision by the Board of Directors published in the notice convening the meeting, Shareholders may participate in Meetings by videoconferencing, or by any other means of telecommunication or remote transmission, including the internet, in accordance with the legal and regulatory provisions in force. The Board of Directors shall determine the terms governing participation and voting, ensuring that the procedures and technologies used meet the technical criteria required to ensure that the Meeting's deliberations are continuously and simultaneously relayed and that the votes are accurately recorded.

Provided that they comply with the relevant deadlines, Shareholders who use the electronic voting form provided on the website set up by the entity in charge of the Meeting's formalities shall be counted as being present or represented at the Meeting. The electronic form may be completed and signed directly online using any procedure, including a username and password combination that has been approved by the Board of Directors and complies with the requirements set out in the first sentence of the second subparagraph of Article 1316-4 of the French Civil Code.

A proxy or vote issued before the Meeting using such electronic means and the subsequent acknowledgement of receipt thereof shall be deemed to be irrevocable and enforceable against all parties, it being understood that if the ownership of Shares is transferred before 12 midnight CET on the second business day before the Meeting, the Company shall invalidate or make the necessary changes to the proxy or vote issued before that time and date, as appropriate.

Article 25 - Attendance list - Officers of the meeting

1. An attendance list setting out the information required by law is kept for each Meeting of Shareholders.

   This list, which must be duly initialled by all Shareholders present or their proxies, and to which are attached all proxy forms given to each of the proxies and any ballots cast remotely, shall be certified as accurate by the officers of the Meeting.

2. The Chairman of the Board, or in his absence a Vice-Chairman or a director expressly authorised for that purpose by the Board of Directors, shall chair Meetings of Shareholders.

   If a Meeting of Shareholders is convened at the request of one or more Statutory Auditors, one of the Statutory Auditors shall chair the Meeting.

   Whenever the person entitled or designated to chair is absent, the Meeting of Shareholders shall elect its Chairman.

   The officers of the Meeting appoint a secretary who needs not be a Shareholder.

   The officers of the Meeting are in charge of verifying, certifying and signing the attendance list, ensuring that the debate is conducted in good order, resolving problems which may arise during the Meeting, checking the ballots cast and verifying that they are not void, and ensuring that minutes of the Meeting are drawn up.

Article 26 - Quorum - Voting - Number of votes

The quorum at General Meetings is calculated on the basis of the total number of Ordinary Shares and the quorum at Special Meetings is calculated on the basis of the total number of Preferred Shares in the relevant class, less those shares not entitled to vote in accordance with the provisions of the law or of the Articles of Association.

In the case of remote voting, only ballots received by the Company prior to the Meeting within the time periods and under the conditions prescribed by the applicable laws and regulations shall be counted.

In the event of a proxy vote without naming a proxy holder, the Chairman shall add a vote in favour of the resolutions presented or approved by the Board of Directors and a vote against all other resolutions.

Except in the special cases provided for by law, each Shareholder at a General Meeting shall have the right to cast as many votes as Ordinary Shares he holds for which all capital calls have been met and each Shareholder at a Special Meeting of a given class shall have the right to cast as many votes as Preferred Shares he holds for which all capital calls have been met.

The Company shall have the right to request from an intermediary registered on behalf of a Shareholder who is not domiciled in France, but which has a general power of attorney to manage the securities of that Shareholder, to provide a list of Shareholders which it represents and whose votes will be exercised at a Meeting.

The votes or proxies exercised by an intermediary which has not disclosed that it is acting in that capacity in accordance with applicable laws and regulations or the Articles of Association, or which has not disclosed the identity of the securities holders, shall not be counted.

Article 27 - Ordinary General Meetings

1. All decisions which do not amend the Articles of Association are taken by the Ordinary General Meeting of Shareholders.

The Ordinary General Meeting must meet at least once a year within the period prescribed by the applicable laws and regulations to consider and vote on the accounts for the prior financial year.

Its powers include the following:

- to approve, modify or reject the accounts submitted to it;
- to decide on the distribution and allocation of profit in accordance with the Articles of Association;
- to discharge or refuse to discharge directors;
- to appoint and dismiss directors;
- to approve or reject temporary appointments of directors by the Board of Directors;
- to authorise the purchase of Ordinary Shares or Preferred Shares under share buyback programmes established under the conditions stipulated by Articles L. 225-209 *et seq.* of the French Commercial Code (or equivalent regulations applicable as of the date of the relevant transaction);
- to appoint the Statutory Auditors;
- to consider and vote on the special report of the Statutory Auditors concerning transactions subject to prior authorisation by the Board of Directors.

2. The deliberations of the Ordinary General Meeting of Shareholders convened following the first notice shall be valid only if the Ordinary Shareholders present, represented or voting remotely at the Meeting hold, in the aggregate, at least one fifth of all voting Ordinary Shares.

There is no quorum requirement for the Meeting following the second notice.

In order to pass, resolutions require a majority of the votes of the Ordinary Shareholders present, represented or voting remotely.

Article 28 - Extraordinary General Meetings

1. The Extraordinary General Meeting of Shareholders shall have exclusive authority to amend any of the provisions of the Articles of Association. However, it shall not increase the obligations of the Shareholders other than through transactions, duly authorised and carried out, which are the result of an exchange or consolidation of Shares.

2. The deliberations of the Extraordinary General Meeting of Shareholders convened following the first notice shall be valid only if the holders of Ordinary Shares present, represented or voting remotely at the Meeting hold, in the aggregate, at least one fourth of all voting Ordinary Shares, or one fifth of all voting shares following the second notice. If this last quorum is not met, the second Extraordinary General Meeting may be postponed to a date not later than two months after the date for which it was scheduled.

In order to pass, resolutions require a two-thirds majority of the votes of the holders of Ordinary Shares present, represented or voting remotely.

3. Notwithstanding the foregoing provisions, and as permitted by law, an Extraordinary General Meeting which approves a capital increase through the capitalisation of reserves, profits or share premiums shall be subject to the same quorum and majority voting requirements as an Ordinary General Meeting.

Article 29 - Special Meetings

1. All holders of Preferred Shares of the same class are convened in Special Meetings.

Holders of Ordinary Shares do not have the right to attend Special Meetings and have no voting rights therein.

In accordance with the law, the deliberations of Special Meetings convened following the first notice shall be valid only if the holders of Preferred Shares belonging to the class for which the Special Meeting is to be held and present or represented hold, in the aggregate, at least one-third, or, following the second notice, one-fifth of all Preferred Shares with voting rights at Special Meetings, and if it is proposed that the rights attached to those shares be amended. If this last quorum is not met, the second Special Meeting may be postponed to a date not later than two months after the date for which it was scheduled.

In order to pass, resolutions require a two-thirds majority of the votes of the Preferred Shareholders present or represented.

2. Collective resolutions falling under the authority of Ordinary General Meetings or Extraordinary General Meetings are not subject to approval by Special Meetings.

However, in accordance with the provisions of Article L. 225-99 of the French Commercial Code, any collective resolutions falling under the authority of Ordinary General Meetings and amending individual rights attached to one or more classes of Preferred Shares under the Articles of Association shall be final only after they have been approved by the Special Meeting of Preferred Shareholders for each relevant class of Preferred Shares, voting no later than on the date of the General Meeting. Furthermore, in accordance with the provisions of Article L. 228-17 of the French Commercial Code, any proposed merger or demerger of the Company under which the Preferred Shares would not be exchangeable for shares entitling the individual holders to equivalent rights shall be subject to approval by a Special Meeting of such Shareholders.

3. In addition to the aforesaid statutory provisions, the following shall be subject to approval by Special Meetings of the relevant class of Preferred Shareholders:

- any issue of Shares giving the holders access to securities granting a right of priority payment in the event of a Distribution (as defined in paragraph 4, Article 31 “Determination, allocation and distribution of profit” herein) and/or liquidation dividend over the Preferred Shares of the relevant class and/or appropriation of losses below the proportional share that such securities represent in the share capital in the event of a capital reduction for reasons not due to losses; and
- any proposal to reincorporate the Company in another legal form.

For information, it is duly noted that decisions including but not limited to the following shall not be subject to approval by Special Meetings of holders of existing Preferred Shares:

- issues of Ordinary Shares, or issues of a new class of Preferred Shares with characteristics identical to those of the Preferred Shares already issued except for the Issue Price, Issue Date and/or Rate and the consequences of these characteristics for the voting rights of Preferred Shares belonging to a given class; and
- Share buybacks and/or cancellations under the terms of (i) buybacks of Preferred Shares by the Company pursuant to Article 32 "Repurchases of Preferred Shares by the Company", paragraph B "Option to repurchase Preferred Shares at the Company's initiative" herein; (ii) Share buyback programmes carried out under the terms and conditions provided by Articles L. 225-209 *et seq.* of the French Commercial Code; and (iii) a public offer to buy Ordinary Shares or any class of Preferred Shares.

Article 30 - Financial year

The financial year shall begin on 1 January and end on 31 December of each year.

Article 31 - Determination, allocation and distribution of profit

1. Five per cent of the profit for a financial year less any accumulated losses shall be posted to the legal reserve until the reserve reaches one-tenth of the share capital.

2. The balance, increased by retained earnings, if any, shall constitute the distributable profit which the Ordinary General Meeting of Shareholders shall:

- allocate to one or more ordinary or extraordinary, optional reserve accounts, with or without a specific purpose;
- distribute to the Ordinary Shareholders and to the Preferred Shareholders as a dividend.

The Ordinary General Meeting may also decide to distribute amounts from reserves distributable by the Shareholders.

Any Distribution (as defined in paragraph 4 hereinafter) shall be effected under the terms and conditions set out in paragraphs 3 to 9 below.

3. Any Ordinary Shareholders and any Preferred Shareholders who provide proof, at the end of a financial year, that their shares have been registered in their name for at least two years and are still registered in their name on the date the dividend distributed for that financial year is paid shall be entitled to the dividend increase awarded to Ordinary Shares and Preferred Shares registered in the aforesaid manner, which will not exceed 10% of the dividend paid to other Shares, including when the dividend is paid in the form of new Ordinary Shares or Preferred Shares. The increased dividend shall be rounded down to the nearest cent if necessary.

The number of Shares that are eligible for the increased dividend per shareholder cannot exceed 0.5% of the share capital as at the end of the relevant financial year.

It is specified that in the event a dividend is paid in Shares, the Shares allocated as payment shall be of the same class as the Shares on which the dividend is paid, and that all these Shares shall immediately be fully fungible with the Shares previously held by the Ordinary Shareholder or the Preferred Shareholder as regards entitlement to the dividend increase.

However, in the event a dividend is paid in Shares and fractional Shares are allocated, Ordinary Shareholders or Preferred Shareholders satisfying the legal requirements may pay the balance in cash to instead obtain one additional Share.

The foregoing shall apply for the first time to dividend payments for the financial year ended 31 December 2013 (as determined by the ordinary general meeting to be held in 2014).

4. The Ordinary General Meeting or, in the case of an interim dividend, the Board of Directors, may, for a given financial period, decide to pay or not to pay a dividend to the Ordinary Shareholders and the Preferred Dividend (as defined in paragraph 6.A. of this Article) to the Preferred Shareholders, in order to comply with the Company's prudential requirements, *inter alia.*

It is hereby specified that in order to pay the Preferred Dividend to the Preferred Shareholders, the Ordinary General Meeting must also have decided to make a Distribution, regardless of the amount, to the Ordinary Shareholders. Preferred Shareholders shall, however, have a right of priority under the terms set out in paragraph 5 of this Article.

For purposes of this paragraph 4, any payment made to Ordinary Shareholders under a Share buyback shall be deemed to be a Distribution to Ordinary Shareholders and therefore give rise to the payment of the full amount of the Preferred Dividend to the Preferred Shareholders (even if no dividend is paid to Ordinary Shareholders), it being specified that the following shall not be deemed to be a Distribution to Ordinary Shareholders: (i) purchases of Shares under the terms of Share buyback programmes carried out under the conditions stipulated by Articles L. 225-209 *et seq.* of the French Commercial Code (or any equivalent regulations applicable as of the date of the relevant transaction), unless such purchases are effected by means of a public offer to buy shares; and (ii) public offers to buy shares that are tendered to all Ordinary Shareholders and Preferred Shareholders in proportion to their ownership of the share capital. In the event of a share buyback that is deemed to be a Distribution, the Preferred Dividend shall be payable on the Date on which the relevant event occurred, which shall then be deemed to be a "Payment Date" as defined in paragraph 9 of this Article.

Should there arise a Prudential Event affecting the Company, no Preferred Dividend shall be paid to the Preferred Shareholders (including in the case covered by the foregoing paragraph) and no dividend (including in the form of an interim dividend) shall be paid to the Ordinary Shareholders.

For purposes of the foregoing paragraph, a **"Prudential Event"** means any one of the following two situations:

(i) the Company's capital adequacy ratio on a consolidated basis is below the minimum percentage required by applicable banking regulations;

(ii) the Company has received written notification from the SGCB that its financial position will, in the near future, cause its capital adequacy ratio to fall below the minimum percentage cited in paragraph (i).

5. Any distribution, regardless of form, approved by the Ordinary General Meeting or Extraordinary General Meeting, or, if in the form of an interim dividend, by the Board of Directors, that is charged against any of the equity accounts (profits, including profits based on an interim balance sheet in the case of an interim dividend; retained earnings; reserves; share premiums; or other accounts) (a "Distribution") shall be allocated as follows:

(i) first, to the Preferred Shareholders, up to the amount of the Preferred Dividend (as defined in this Article, in paragraph 6.A. below); and

(ii) the balance, to the Ordinary Shareholders.

Consequently, no Distribution shall be paid to the Ordinary Shareholders in respect of a given financial year if the Preferred Dividend payable to the Preferred Shareholders for such year has not been distributed and paid in full.

A Distribution is allocated to the financial period in respect of which it is paid, except in the case of interim dividends. An interim dividend paid before the General Meeting convened to vote on the financial statements for Year "n" is allocated to Year "n+1". These rules for allocating Distributions apply to all Distributions, whether paid out to Ordinary Shareholders or to Preferred Shareholders in the form of a Preferred Dividend.

6. If the Preferred Dividend in respect of a given year is not distributed, the undistributed amount of the Preferred Dividend shall not be carried forward and the Company shall have no obligation to distribute this amount to the Preferred Shareholders.

6.A. In the event of a Distribution under the terms and conditions set out in paragraphs 4 and 5 of this Article, the amount of the dividend (the "Preferred Dividend") payable per Preferred Share of a given class in respect of each financial year to which it is allocated (other than the first year in which a Preferred Dividend is payable to Preferred Shareholders, in the amount determined under the conditions set out in paragraph 6.B. below), shall be calculated by multiplying:

(i) the Rate applicable to the relevant class; by

(ii) the ratio obtained by dividing the Outstanding Amount (as defined in paragraph 6.C.) in the given class by the number of Preferred Shares in the given class outstanding as of the date of the decision to distribute the Dividend.

For purposes of this calculation, the Outstanding Amount shall be determined after taking into account the Reduction of the Outstanding Amount or the Restitution of the Outstanding Amount arising, respectively, from the Net Loss or the Profit (as defined in paragraph 6.C. herein) for the year immediately preceding the year in which the Preferred Dividend is payable.

It is hereby specified that, in the event that a Preferred Dividend is paid before the date of a Reduction of the Outstanding Amount or a Restitution of the Outstanding Amount, the Preferred Dividend shall be deemed to have been determined on a provisional basis (based on the Outstanding Amount calculated on the basis of the last available certified annual consolidated financial statements). The Preferred Dividend shall be recalculated immediately following completion of the Reduction of the Outstanding Amount or the Restitution of the Outstanding Amount. In the event that the Preferred Dividend recalculated in this manner is higher than the Dividend already paid, an additional dividend shall be paid to the Preferred Shareholders on the next date on which a Distribution is paid to the Ordinary Shareholders. Conversely, in the event that the Preferred Dividend recalculated in this manner is lower than the dividend already paid, the Preferred Shareholders shall not be required to refund any amounts, notwithstanding any statutory or regulatory provisions to the contrary.

6.B. In the event that the Initial Meeting decides to distribute a Preferred Dividend, the resulting Preferred Dividend payable per Preferred Share shall be calculated by applying to the amount obtained by multiplying (i) by (ii) as defined in paragraph 6.A. above, the ratio obtained by dividing (a) the number of days elapsed between the period from the Date of Issue (inclusive) and the Payment Date (exclusive) by (b) 365;

where **"Initial Meeting"** means the first General Meeting held after the end of the financial year during which the Preferred Shares are issued and that has approved a Distribution to the Ordinary Shareholders and/or convened to vote on the Company's financial statements for the financial year in which the Preferred Shares are issued.

By exception to the first subparagraph of paragraph 6.B. above, in the event of a distribution of one or more interim dividend(s) to the Ordinary Shareholders before the Initial Meeting, a sum equal to the product of (i) multiplied by (ii) as defined in paragraph 6.A. above shall be paid to the Preferred Shareholders on the date on which the first interim dividend was paid to the Ordinary Shareholders. If this sum is less than the amount indicated in paragraph 6.B. of this Article as calculated on the date of the Initial Meeting and if the Initial Meeting is the Meeting convened to vote on the Company's financial statements for the financial year in which the Preferred Shares are issued and duly noting the payment of one or more interim dividend(s) to the Preferred Shareholders and Ordinary Shareholders, an additional amount equal to the difference, if positive, between the amount indicated in paragraph 6.B. of this Article paid to the Preferred Shareholders and the amount of the first interim dividend already paid to the Ordinary Shareholders shall be paid to the Preferred Shareholders. The said additional amount shall be paid on the day after the date of the Initial Meeting.

6.C. For purposes of these Articles of Association, the **"Outstanding Amount"** means the product obtained by multiplying the outstanding number of Preferred Shares in a given class by the Adjusted Issue Price for the given class, (i) less the amount of each Reduction of the Outstanding Amount (as defined below) applicable to the given class, (ii) plus the amount of each Restitution of the Outstanding Amount (as defined below) applicable to the given class, in each instance from the Date of Issue of the Preferred Shares in the given class.

If consolidated net income - Group share is negative (the **"Loss"**) as reflected in the Company's certified annual consolidated financial statements after taking the Exempt Amount into account (the **"Net Loss"**), the Outstanding Amount applicable to the given class of Preferred Shares shall be reduced by an amount (the **"Reduction of the Outstanding Amount"**) calculated by multiplying (i) the Net Loss and (ii) the Percentage of the Preferred Shares in the Notional Capital of the given class (as defined below) determined on the date of publication of the certified consolidated financial statements reflecting the Loss in question. The Reduction of the Outstanding Amount shall be deemed to have been carried out on the date of publication of the certified consolidated financial statements reflecting the Loss in question.

For purposes of the foregoing paragraph, **"Exempt Amount"** means the difference between (i) the amount of consolidated shareholders' equity - Group share, excluding consolidated equity instruments of the Company to which the Preferred Shares are subordinated, as reflected in the Company's certified annual consolidated financial statements, and (ii) the amount of the Notional Capital as reflected in the Company's certified annual consolidated financial statements.

If, following a Reduction of the Outstanding Amount, positive consolidated net income - Group share, as reflected in the Company's certified annual consolidated financial statements, is recognised (a **"Profit"**), the Outstanding Amount applicable to the given class of Preferred Shares shall be increased by an amount (the **"Restitution of the Outstanding Amount"**) calculated by multiplying (i) the Profit and (ii) the Percentage of Preferred Shares in the Notional Capital of the given class determined on the date of publication of the certified consolidated financial statements reflecting the Profit in question.

The Restitution of the Outstanding Amount shall be deemed to have been carried out on the date of publication of the certified consolidated financial statements reflecting the Profit in question after a Reduction of the Outstanding Amount.

Notwithstanding the foregoing, for purposes of calculating the Preferred Dividend payable in respect of a given financial year, the Restitution of the Outstanding Amount, barring prior approval by the SGCB, shall not be taken into account, as indicated above, unless a Preferred Dividend (regardless of the amount thereof) was distributed in respect of the previous two financial years.

In any event, the Outstanding Amount for a given class of Preferred Shares shall be no greater than the product of the outstanding number of Preferred Shares in the given class multiplied by the Adjusted Issue Price for the given class.

The **"Percentage of Preferred Shares in the Notional Capital"** means, for a given class of Preferred Shares, the ratio obtained by dividing the Notional Capital of the Preferred Shares in the given class by the Notional Capital.

Where:

"Notional Capital" means the share capital composed of Ordinary Shares and Preferred Shares, plus the amount of any share premiums and of the legal reserve, based on the Company's accounts at a given date.

"Notional Capital of the Preferred Shares" means, for a given class of Preferred Shares, at a given date:

(i) the product of the number of Preferred Shares in the given class initially issued multiplied by their Issue Price;

(ii) plus, for each new issue of Preferred Shares of the same class or any increase in the par value of the Preferred Shares effected since their issue, the increase in the nominal amount of the share capital and any increase in any corresponding share premiums of any kind; for information, it is duly noted that any issues of Preferred Shares or increases in the par value of Preferred Shares by the capitalisation of any share premiums and/or of the legal reserve shall have no impact on the Notional Capital of the Preferred Shares, as the increase in the share capital is offset by a reduction in any share premiums of any kind and/or in the legal reserve;

(iii) plus a share of any increase in the legal reserve effected since the issuance of the Preferred Shares in proportion to the Percentage of the Preferred Shares in Notional Capital of the given class determined immediately before the given increase in the legal reserve;

(iv) less the sum of any reductions in the Notional Capital to be allocated to the Preferred Shares in the given class since the issuance of the Preferred Shares in the given class, that is, the sum of the following amounts:

(A) an amount equal to the share of capital reductions due to losses, which is to be allocated to the Preferred Shares in the given class;

(B) an amount equal to the product *(x)* of any reduction in the amount of any share premiums and/or of the legal reserve effected as part of a capital reduction due to losses or a loss which is allocated to such accounts, and *(y)* the Percentage of Preferred Shares in the Notional Capital in the given class determined immediately before the given capital reduction due to losses or the allocation of the given loss; and

(C) for capital reductions for a reason other than losses, an amount equal to:

(x) the amount paid, and/or the value of any asset, as determined by an expert appointed by the Board of Directors (failing which, by an order of the Presiding Judge of the Paris Commercial Court ruling in summary proceedings under the terms of Article 1843-4 of the French Civil Code), owing to Preferred Shareholders of the given class and charged against the share capital, any share premiums and/or the legal reserve, and

(y) in the event of a cancellation of Preferred Shares that does not give rise to any payment or allocation of assets to Preferred Shareholders upon cancellation (in case of cancellation of Preferred Shares held in treasury, *inter alia*), the product of the number of cancelled Preferred Shares in the given class multiplied by their Adjusted Issue Price as of the cancellation date.

7. Preferred Shares shall be entitled to the dividend on the first day of the financial year in which they are issued. No Preferred Dividend shall be payable during the said year, except in the event that an interim dividend in respect of the following year is paid to the Ordinary Shareholders.

8. The Preferred Dividend is payable on the date on which Distributions are made or are deemed (in accordance with the second subparagraph of paragraph 4 above) to be made to the Ordinary Shareholders (the **"Payment Date"**).

9. The Ordinary General Meeting may offer each Ordinary Shareholder and each Preferred Shareholder, up to the limits and under the conditions that it shall determine, the option of receiving all or part of the dividend payment, including payment of any Preferred Dividend or interim dividend, either in cash or in Shares to be issued, where the Shares awarded in this case are of the same class as the Shares that entitled the holder to the dividend, that is, in the form of either Ordinary Shares or Preferred Shares of the same class.

Article 32 - Repurchases of Preferred Shares by the Company

A. Share buyback programme and public buyback offer

Having regard to Preferred Shares, and subject to prior approval by the General Meeting, the Board of Directors may, with the authority to further delegate such power pursuant to the applicable laws and regulations, and subject to prior approval by the Secretary General of the French Banking Commission (or any supervisory authority that may come to replace it) (the **"SGCB"**) buy back Preferred Shares and/or Ordinary Shares and, if applicable, cancel such Shares, in the proportions that it shall determine, under the terms of (i) a Share buyback programme carried out under the terms and conditions stipulated by Articles L. 225-209 *et seq.* of the French Commercial Code (or any equivalent regulations applicable as of the date of the relevant transaction) or (ii) any public buyback offer.

B. Option to repurchase Preferred Shares at the Company's initiative

1.1 EXERCISE OF THE PREFERRED SHARE BUYBACK OPTION

1. The Board of Directors may, with the right to further delegate such powers, pursuant to the applicable laws and regulations, buy back Preferred Shares, subject to prior approval by the SGCB, under the terms and conditions set out in this Article in paragraph 1.2, "Cases in which the Company may exercise its option to buy back Preferred Shares".

2. Any buyback notice under the terms of this Article 32.B is irrevocable, it being specified that a buyback notice may be contingent upon there being no objection from the Company's creditors.

3. If the buyback applies to only part of the Preferred Shares, the Preferred Shares will be repurchased from the holders of Preferred Shares of a given class on a proportional basis. In the event that the number of Preferred Shares to be repurchased proportionately is not a whole number, the number of Preferred Shares effectively bought back from the holder shall be the next lower whole number.

4. All Preferred Shares bought back in this manner shall be cancelled as of the buyback date.

5. The reports of the Board of Directors and of the Statutory Auditors stipulated in Article R. 228-19 of the French Commercial Code shall be made available to the Shareholders at the Company's registered office no later than fifteen days following the Board Meeting that carried out the buyback. These reports shall also be brought to the attention of the Shareholders at the next General Meeting.

1.2 CASES IN WHICH THE COMPANY MAY EXERCISE ITS OPTION TO BUY BACK PREFERRED SHARES

Under the conditions set out in paragraph 1.1 "Exercise of the Preferred Share buyback option" of this Article, the Board of Directors may, with the right to further delegate such powers pursuant to the applicable laws and regulations, subject to prior approval by the SGCB, repurchase the Preferred Shares in the following cases:

(i) subject to providing written notice to the Preferred Shareholders of the given class in writing or by a notice published in a daily business and financial news publication with a wide circulation in Paris at least 30 calendar days and no more than 60 calendar days in advance, the Board of Directors may arrange to repurchase, at any time after the tenth anniversary of the Date on which the given Preferred Shares were issued, all or part of the relevant Preferred Shares at the Buyback Amount (as defined in this Article in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares") on the date stated in the notice, provided that (i) a Preferred Dividend has been distributed in respect of the last two financial years before the buyback, unless the SGCB waives this condition for the Company, and (ii) the Outstanding Amount applicable to the given class of Preferred Shares is no less than the product of the Adjusted Issue Price of the given class multiplied by the number of outstanding Preferred Shares of the given class;

(ii) if an issue, conversion, merger or demerger is subject to approval by a Special Meeting of Preferred Shareholders belonging to a given class, and if such Special Meeting does not approve such an issue, exchange, merger or demerger under the quorum and majority requirements provided by these Articles of Association, and subject to providing notice to the Preferred Shareholders of the given class in writing or by means of a notice published in a daily business and financial news publication with a wide circulation in Paris at least 30 calendar days and no more than 60 calendar days in advance, the Board of Directors may arrange to repurchase all (and not just part) of the Preferred Shares in the said class at the Buyback Amount (as defined in this Article in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares") on the date stated in the notice;

(iii) if, due to a change in French law or regulations, or due to a change in the official application or interpretation thereof that may come into effect after the Date of Issue of the Preferred Shares, the proceeds from the issue of the Preferred Shares ceases to fully qualify as Core Capital (as defined in this Article, in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares") and subject to providing notice to the Preferred Shareholders of the given class in writing or by a notice published in a daily business and financial news publication with a wide circulation in Paris at least 30 calendar days and no more than 60 calendar days in advance, the Board of Directors may arrange to repurchase all (and not just part) of the portion of the Preferred Shares (where each class of Preferred Shares shall receive equal treatment based on its pro rate share of the Percentage of Preferred Shares in the Notional Capital applicable thereto) that cease to fully qualify as Core Capital (as defined in this Article, in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares"), as of a date stated in the notice which shall not be earlier than the date on which the proceeds from the issue of the Preferred Shares cease to fully qualify as Core Capital (as defined in this Article, in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares");

(iv) if, due to illegality or to a change in French laws or regulations or in the official application or interpretation thereof that may come into effect after the Date of Issue of Preferred Shares of a given class, and that may result in an unfavourable change in the financial condition of the holders of these Preferred Shares, the Board of Directors may, in order to protect the legitimate interests of the Company and of the holders of such Preferred Shares, and subject to providing notice to the Preferred Shareholders of the given class in writing or by a notice published in a daily business and financial news publication with a wide circulation in Paris at least 30 calendar days and no more than 60 calendar days in advance, arrange to repurchase all (and not just part) of the relevant Preferred Shares at the Buyback Amount (as defined in this Article, in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares"), as of a date stated in the notice which shall not be earlier than the effective date of the illegality, of the change in French laws or regulations, or in the official application or interpretation thereof, as the case may be.

1.3 DETERMINATION OF THE BUYBACK AMOUNT IN THE EVENT THAT THE COMPANY EXERCISES ITS OPTION TO BUY BACK THE PREFERRED SHARES

For purposes of this Article 32.B,

- **"Core Capital"** means tier one capital (i) as defined in Article 2 of CRBF (*Comité de la Réglementation Bancaire et Financière*) Regulation 90-02 of 23 February 1990, as amended; or (ii) funds qualified as such by the SGCB, without any upper limit;
- **"Buyback Amount"** means, for each Preferred Share of a given class:

(i) the Adjusted Issue Price applicable to that class,

(ii) plus an amount calculated by multiplying (a) the ratio obtained by dividing the Outstanding Amount applicable to the given class by the number of Preferred Shares of the given class outstanding as of the buyback date, by (b) the Rate and (c) the ratio obtained by dividing the number of days elapsed during the Calculation Period by 365 days;

- **"Calculation Period"** means the period between:

(a) first,

- the Payment Date (inclusive) of the Preferred Dividend paid in respect of Year "n-1" or, if no Preferred Dividend was paid in respect of that year, the anniversary date of the issue in Year "n-1" (inclusive), if:

(x) the Ordinary General Meeting convened to vote on the appropriation of net income for Year "n-1" has not yet been held and a preferred dividend has not been approved for Year "n", or

(y) the Ordinary General Meeting convened to vote on the appropriation of net income for Year "n-1" has been held and a Preferred Dividend has been approved for Year "n" and such Dividend has not yet been paid and will not have been paid as of the buyback date, or

- the Payment Date (inclusive) of the Preferred Dividend in respect of Year "n" or, if no Preferred Dividend is paid in respect of that year, the anniversary date of the issue in Year "n" (inclusive), if:

(x) a Preferred Dividend has been approved for Year "n" and such Dividend has been paid or will be paid as of the buyback date, or

(y) the Ordinary General Meeting convened to vote on the allocation of net income for Year "n-1" has been held and a Preferred Dividend was not approved for Year "n",

(b) second, the buyback date (exclusive), which is deemed to occur during Year "n" for purposes of this paragraph.

As an exception to the foregoing, if the last Preferred Dividend paid in respect of Year "n-1" or Year "n" was paid when an interim dividend was paid, the Calculation Period shall be:

(a) the period between the date of the Ordinary General Meeting convened to vote on the financial statements for the year in respect of which an interim dividend was paid, if the meeting is held before the buyback date, and the buyback date; or

(b) zero, if the Ordinary General Meeting convened to vote on the financial statements for the year in respect of which an interim dividend was paid, is held after the buyback date.

Article 33 - Conversion of Preferred Shares

1. The Board of Directors may, with the right to further delegate such powers pursuant to the applicable laws and regulations, in the cases and under the conditions set out in paragraph 2 of this Article, convert all (and not just part) of the Preferred Shares of a given class into Ordinary Shares, using a conversion ratio (calculated to three decimal points; the fourth decimal point is rounded to the next nearest decimal point and 0.0005 is rounded to the next highest one-thousandth, that is, to 0.001) (the **"Conversion Ratio"**), determined for the Ordinary Shares, on the basis of the Value of an Ordinary Share (as defined in paragraph 8 of this Article) and for the Preferred Shares, on the basis of the Buyback Amount (as defined in paragraph 1.3, "Determination of the Buyback Amount in the event that the Company exercises its option to buy back the Preferred Shares" of Article 32, "Repurchases of Preferred Shares by the Company" of the Articles of Association).
2. The conversion procedure shall be implemented only if the following two events occur:
   - in the case of a merger or demerger requiring approval by a Special Meeting of a given class of Preferred Shareholders, if the Special Meeting does not approve the merger or demerger under the quorum and majority requirements stipulated herein; and
   - if the Company has filed for prior SGCB approval of the proposed transaction and not secured such approval in time to carry out the buyback of the given class of Preferred Shares in accordance with subparagraph (ii) of paragraph 1.2, "Cases in which the Company may exercise its option to buy back Preferred Shares" and Article 32 "Repurchases of Preferred Shares by the Company", and inasmuch as the terms and conditions set forth below are met as of the conversion date:

   (i) the Extraordinary General Meeting has approved or authorised the conversion, and

   (ii) approval for the conversion has been secured from the SGCB.
3. When carrying out the conversion procedure, the Company shall undertake to identify a reasonable way, under then-prevailing market conditions, to enable those Preferred Shareholders who wish to do so to reclassify the Ordinary Shares to which the conversion of their Preferred Shares will entitle them.

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4. The holders of the Preferred Shares in the given class shall be notified of the decision to convert their Shares in writing or by a notice published in a daily business and financial news publication with a wide circulation in Paris at least 30 calendar days and no more than 60 calendar days before the effective date of conversion.
5. If the total number of Ordinary Shares to be received by a Preferred Shareholder obtained by applying the Conversion Ratio to the number of Preferred Shares held by the Shareholder is not a whole number, such Shareholder shall receive the next lowest number of Ordinary Shares; in this case, the Shareholder shall receive a sum equal to the fractional Value of the fractional Ordinary Share.
6. Any notice of conversion under the terms of these provisions shall be irrevocable, it being specified that a conversion notice may be subject to certain conditions.
7. All Preferred Shares converted in this manner shall be fully fungible with the Ordinary Shares as of their conversion date.
8. For purposes of this Article, **"Value of an Ordinary Share"** means the greater of the following two values:
   - **(a)** the volume-weighted average quoted price of an Ordinary Share on Euronext Paris (or any other exchange that may come to replace it) over the last fifteen trading days following but not including the date of publication of the notice indicated in paragraph 4 above (failing which, the date on which the written notices indicated paragraph 4 above are sent); and
   - **(b)** 95% of the volume-weighted average quoted price of the Ordinary Shares on Euronext Paris (or any other exchange that may come to replace it) over the last fifteen trading days preceding but not including the date of publication of the notice indicated in paragraph 4 above (failing which, the date on which the written notices indicated paragraph 4 above are sent).
9. The Board of Directors' reports and Statutory Auditors' reports provided by Article R. 228-18 of the French Commercial Code shall be made available to the Shareholders at the Company's registered office (i) if the Extraordinary General Meeting approves the conversion, no later than the date on which that meeting is convened; or (ii) if the Extraordinary General Meeting delegates its powers to carry out the conversion to the Board of Directors, no later than fifteen days after the meeting at which the Board uses the authority granted to it by the Extraordinary General Meeting. These reports shall also be brought to the attention of the Shareholders at the next General Meeting.

Article 34 - Dissolution-Liquidation

1. The Company shall be in liquidation as from the time that it is dissolved, for any reason whatsoever. Its legal personality shall subsist for purposes of such liquidation and until completion thereof.

   The Shares may continue to be traded until liquidation has been completed.

   Dissolution of the Company shall be effective as against third parties only as from the date on which the notice of dissolution is published in the Paris Trade and Company Registry.

   At the end of the life of the Company or if it is dissolved in advance by an Extraordinary General Meeting of Shareholders, said Meeting shall fix the rules governing liquidation. Voting in accordance with the quorum and majority voting requirements applicable to Ordinary General Meetings, it shall appoint one or more liquidators whose powers it shall determine, and who shall carry out their responsibilities in accordance with the law. Upon appointment of the liquidators, the functions of the directors, the Chairman, the Chief Executive Officer and the Deputy Chief Executive Officers shall cease.

   Throughout the duration of liquidation, the General Meeting and the Special Meetings of Shareholders shall continue to exercise the same powers as they did during the life of the Company.
2. The liquidator shall represent the Company. He shall be vested with the broadest powers to dispose of its assets, even informally. He is authorised to pay creditors and distribute the remaining balance.

   The General Meeting may authorise the liquidator to continue pending business or to undertake new business for the purpose of the liquidation.
3. In the event of the Company's liquidation, the Preferred Shares shall rank *pari passu* amongst themselves and with the Ordinary Shares as set forth below.

   After all of the Company's liabilities have been settled, the Preferred Shares and the Ordinary Shares shall have identical rights to the net assets, proportional to the percentage of Notional Capital represented by each class of Shares, and, with respect to the Preferred Shares in each class, up to the amount of their Adjusted Issue Price (as defined in Article 6, "Share Capital" of the Articles of Association).

   The par value of the Ordinary Shares and of the Preferred Shares shall be reimbursed proportional to their share of the Company's share capital, and any liquidation dividend shall be distributed, such that the principle set out in the foregoing paragraph is observed, and, for all of the foregoing, and with respect to the Preferred Shares, up to the Adjusted Issue Price.

Article 35 - Disputes

Courts having jurisdiction under Ordinary law shall resolve any dispute which may arise during the life of the Company or during liquidation following dissolution, either among the Shareholders, the managing and governing bodies and the Company, or among the Shareholders themselves, in connection with corporate business or compliance with the provisions of the Articles of Association.

INFORMATION ON THE COMPANY

ACQUISITIONS MADE BY CRÉDIT AGRICOLE S.A. OVER THE PAST THREE YEARS

No acquisitions were made during 2013.

Completed acquisitions

Date	Investments	Financing
06/05/2014	Increase in Crédit Agricole S.A.'s capital interest in **the Amundi Group:** purchase from Société Générale of 8,339,584 shares (5% of the capital)	Acquisitions made in 2014 were financed by Crédit Agricole S.A. Tier 1 capital generated and retained during the year and by subordinated and non-subordinated medium term notes.
17/09/2014	Increase in Crédit Agricole S.A.'s capital interest in **Cariparma:** purchase from Fondazione Cariparma of 13,151,424 shares (1.5% of the capital)	
10/02/2015	Acquisition of **BAWAG P.S.K. Invest** by Amundi Group: BAWAG P.S.K. Invest becomes a wholly-owned subsidiary of Amundi Group	The acquisition made in 2015 was financed by Crédit Agricole S.A. Tier 1 capital generated and retained during the year and by subordinated and non-subordinated medium term notes.

N.B.: we cannot disclose certain information about investment amounts without violating confidentiality agreements or revealing information to our rivals that could be detrimental to us.

Acquisitions in progress

No new acquisitions were announced after the end of 2015 and for which the management bodies have already made firm commitments.

NEW PRODUCTS AND SERVICES

The entities of the Group regularly offer new products and services to customers. Information is available on the Group's websites, especially through press releases on the website www.credit-agricole.com.

MATERIAL CONTRACTS

During the IPO of Crédit Agricole S.A. in 2001, CNCA (now Crédit Agricole S.A.) signed an agreement with the Regional Banks to govern internal relations within Crédit Agricole Group. The main provisions of this agreement are set out in Chapter IV of the registration document filed by Crédit Agricole S.A. with the *Commission des opérations de bourse* on 22 October 2001 under number R. 01-453. The agreement notably provided for the creation of a Fund for Bank Liquidity and Solvency Risks ("FRBLS") designed to enable Crédit Agricole S.A. to fulfil its role as central body by providing assistance to any of the member of the Crédit Agricole network as defined by the French Monetary and Financial Code experiencing difficulties. To allow for changes in the way the FRBLS works following Crédit Agricole Corporate and Investment Bank's affiliation to the Crédit Agricole network, Crédit Agricole S.A. approved new regulations at its 13 December 2011 Board Meeting, which set new rules for the contributions paid by Crédit Agricole S.A. on behalf of its affiliates.

The fund was originally allocated €610 million in assets. At 31 December 2015 it totalled €1,040 million, having been increased by €35 million in the course of the year.

Furthermore, since CNCA's reorganisation as a mutual company in 1988, the Regional Banks have committed to making up any shortfall suffered by creditors should Crédit Agricole S.A. become insolvent or experience similar financial difficulties as a result of court-supervised liquidation or once dissolution-related formalities are complete. The Regional Banks' potential commitment under this guarantee is equal to the sum of their share capital and reserves.

Switch guarantee

The Switch mechanism was implemented on 23 December 2011 as part of the financial relationship framework between Crédit Agricole S.A., as central body, and the mutualist network of Crédit Agricole Regional Banks.

This enables the transfer of the regulatory requirements applying to Crédit Agricole S.A.'s interests in the Regional Banks, which are accounted for under the equity method in the consolidated financial statements of Crédit Agricole S.A. This transfer to the

Regional Banks is realised through a guarantee mechanism whereby the Regional Banks grant a guarantee to Crédit Agricole S.A. based on a contractual floor value of the equity counted CCI/CCA issued by the Regional Banks.

This value was fixed when the guarantee was initially set up.

By the amendment signed on 19 December 2013, Crédit Agricole S.A. and the Regional Banks decided to extend the guarantee base granted by the Regional Banks to Crédit Agricole S.A. on 23 December 2011 to Crédit Agricole S.A.'s equity investment in Crédit Agricole Assurances (CAA). The new guarantees were effective from 2 January 2014 and allow the transfer of prudential requirements related to the shares held by Crédit Agricole S.A. in Regional Banks (CCI/CCA) and in CAA.

The effectiveness of the mechanism is secured by a cash deposit paid by the Regional Banks to Crédit Agricole S.A.

The guarantees transfer the risk of a drop in the equity-accounted value of shares held by Crédit Agricole S.A. in CCI/CCA and in CAA to the Regional Banks.

Indeed, as soon as a drop in value is observed, the guarantee mechanism is activated and Crédit Agricole S.A. receives compensation drawn from the cash security deposit. If the overall equity-accounted value later recovers, Crédit Agricole S.A. returns previously paid compensation in accordance with a financial recovery clause.

The term of the guarantee is 15 years and can be extended by tacit consent. The guarantee may be terminated early, under certain circumstances and with the prior approval of the ACPR.

The guarantee deposit is remunerated at a fixed rate based on conditions prevailing for long term liquidity. The guarantee attracts a fixed remuneration covering the present value of the risk and cost of capital of the Regional Banks.

SIGNIFICANT CHANGES

The financial statements at 31 December 2015 were approved by the Board of Directors at its meeting of 16 February 2016. Since this date, there have been no significant changes in the financial position or business operations of Crédit Agricole S.A. parent company and Group.

PUBLICLY AVAILABLE DOCUMENTS

This document is available on the websites of Crédit Agricole S.A. (www.credit-agricole.com/en/Investor-and-shareholder) and of the *Autorité des marchés financiers* (AMF), (www.amf-france.org).

All regulated information as defined by the AMF (in Title II of Book II of the AMF's General Regulations) is available on the Company's website: www.credit-agricole.com under Investor and shareholder > Financial reporting > Regulated information. Crédit Agricole S.A. Articles of Association are reproduced, in full, in this document.

GENERAL MEETING OF SHAREHOLDERS OF 19 MAY 2016

The agenda and draft resolutions presented to the Ordinary and Extraordinary General Meeting of Shareholders of Thursday 19 May are available on the following website: www.credit-agricole.com/Investor-and-shareholder/Corporate-governance/General-meetings/2016-Paris.

STATUTORY AUDITORS' SPECIAL REPORT ON RELATED PARTY AGREEMENTS AND COMMITMENTS

This is a free translation into English of a report issued in French. It is provided solely for the convenience of English speaking users. This report should be read and construed in accordance with French law and professional auditing standards applicable in France.

General Meeting of Shareholders to approve the financial statements for the year ended 31 December 2015.

To the Shareholders

In our capacity as Statutory Auditors of your Company, we hereby report on the agreements and commitments with related parties.

We are required to inform you, on the basis of the information provided to us, of the terms and conditions of those agreements and commitments indicated to us, or that we may have identified in the performance of our engagement. We are not required to comment as to whether they are beneficial or appropriate or to ascertain the existence of any other agreements and commitments. It is your responsibility, in accordance with Article R. 225-31 of the French commercial code (*Code de commerce*), to evaluate the benefits resulting from these agreements and commitments prior to their approval.

In addition, we are required, where applicable, to inform you in accordance with Article R. 225-31 of the French commercial code (*Code de commerce*) on the implementation, during the year, of agreements and commitments previously approved by the General Meeting of Shareholders.

We performed those procedures which we considered necessary to comply with professional guidance issued by the national auditing body (*Compagnie Nationale des Commissaires aux Comptes*) relating to this type of engagement. These procedures consisted in verifying that the information provided to us is consistent with the documentation from which it has been extracted.

Agreements and commitments submitted for approval by the General Meeting of Shareholders

Agreements and commitments approved during the financial year

In accordance with Article R. 225-30 of the French commercial code (*Code de commerce*), we have been advised of the following agreements and commitments which received an initial approval by your Board of Directors.

1. WITH MR JEAN-PAUL CHIFFLET, CHIEF EXECUTIVE OFFICER OF YOUR COMPANY UNTIL 20 MAY 2015

Nature and purpose

At its meeting on 19 May 2015, the Board of Directors of your Company authorized the granting of administrative resources to the benefit of Jean-Paul CHIFFLET.

Conditions

For the missions that he may execute for the Board after his mandate, Mr. Jean-Paul CHIFFLET will be granted the use of an office and secretary as well as chauffeured transportation, as required for a span of five years, *i.e.* until 31 May 2020. Annualized estimate: €160,000, composed as follows: office: €24,000; secretary: €36,000; vehicle + chauffeur: €100,000.

Motivation for the convention for the Company

Your Board justified the convention in the following manner:

Considering the contribution of Mr. Jean-Paul CHIFFLET to the development of the Group Crédit Agricole S.A. and the experience he acquired during his service in the Group Crédit Agricole, the Board of Directors decided that, after the termination of his mandate, the individual may continue to serve the interests of Crédit Agricole S.A. by offering external representation, notably with European and international institutions, cooperative banks and professional organizations. If necessary, Mr Jean-Paul CHIFFLET may also participate in consulting projects for the Group Crédit Agricole S.A.

2. WITH MR PHILIPPE BRASSAC, CHIEF EXECUTIVE OFFICER OF YOUR COMPANY AS OF 20 MAY 2015

Nature and purpose

At its meeting on 19 May 2015 meeting, the Board of Directors of your Company authorized the terms of the agreements concerning the conditions of termination of his position, termination compensation, non-competition clause, and pension plan of Mr. Philippe BRASSAC.

Conditions

Termination of corporate officer position

The Board authorized the signing of a work contract with M. Philippe BRASSAC and its suspension for the duration of his mandate as Chief Executive Officer of Crédit Agricole S.A. In case of termination of his position, Mr. Philippe BRASSAC will benefit from a reactivation clause granting him a work contract with similar compensation conditions to the compensation of a member of your Company's Executive Committee, excluding Corporate Officers.

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Termination compensation

In case of termination of his Chief Executive Officer position, Mr. Philippe BRASSAC's work contract will be reactivated with similar compensation conditions to the average annual compensation of a member of your Company's Executive Committee, excluding Corporate Officers, over the twelve months preceding the termination.

The Chief Executive Officer will receive a compensatory fee, in accordance with the AFEP/MEDEF recommendations, should his mandate be terminated by your Company's initiative in the following conditions:

In the event that your Company is not capable of offering, within three months of the termination of his Chief Executive Officer position, a position similar or equivalent to the one currently being held by the members of your Company's Executive Committee, compensation will be due to Mr. Philippe BRASSAC. This offer must be made for at least two positions. Should the termination of the mandate be initiated by your Company, or the consequence of a change in ownership or strategy of your Company, then he will be eligible for termination compensation based on the considerations presented below.

The compensation will be calculated on the basis of twice the total gross annual wages received in the civil year preceding the termination of Mr. Philippe BRASSAC's position. It is stipulated that this compensation includes all indemnities owed to Mr. Philippe BRASSAC, including the contractual severance payment mentioned in the work contract signed between himself and your Company, the severance compensation presented in article 10 of his suspended work contract, any and all severance indemnities, as well as the compensation for the eventual application of the non-competition clause.

The payment of this compensation, excluding the compensation granted to him by his work contract, will be depend on performance criteria set for each business line of the Group Crédit Agricole S.A. over the two financial years preceding the termination date. The goals are based on the following indicators that take into account the internal growth of these activities as well as the cost of risk:

- Net Banking Income of Operational Activities (excluding Corporate Center)
- Operating income of Operational Activities (excluding Corporate Center)

In the event of the payment of a termination compensation, where Mr. Philippe BRASSAC is in a position to exercise his rights to retirement, it has been established between the individual and your Company that he would not do so during the twelve months following the payment. Failure to comply would see Mr. Philippe BRASSAC relinquishing his compensation.

Non-competition clause

The Chief Executive Officer is subject to a non-competition clause preventing him from accepting a position in France for a company running a business in competition with your Company. This agreement is valid for the duration of one year after the termination of his work contract. In return, he will receive, for the duration of his obligation, a monthly compensation representing 50% of his last fixed remuneration.

The cumulative payments of termination and non-competition compensations are capped at two years of annual remuneration.

The Board of Directors reserves the right to modify or remove entirely this covenant in the event of the Chief Executive Officer's departure.

Retirement

As Chief Executive Officer, Mr. Philippe BRASSAC contributes to the Group supplementary pension plan for corporate executives of Group Crédit Agricole S.A. to which Crédit Agricole S.A. subscribed in January 2010 upon implementing its pension regulation, approved by collective bargaining agreement, in accord with article L911-1 of the *Code de Sécurité Sociale*.

The pension plans of Crédit Agricole S.A. combine a defined-contributions plan and a top-up type scheme defined-benefits plan. Top-up scheme rights are determined after deduction of the annuity constituted within the defined-contributions plan:

- Contributions to the defined-contributions plan amount to 8% of the gross salary, capped at eight times the national health insurance cap, of which 3% are paid by the beneficiary;
- Defined benefit plans top-up rights are equal, under condition of presence at the end, for every year of service, to 1.20% of the benchmark compensation, capped at 36% of the benchmark compensation.

At the settlement date, the total retirement annuity of these plans and compulsory pension schemes will be capped at 16 times the annual national health insurance cap at this date, or 70% of the benchmark compensation

The benchmark compensation is determined as the average of the three highest gross annual compensations received over the last ten years of activity within the Group Crédit Agricole, including fixed and variable compensation, the latter being taken into account with a maximum of 60% of fixed compensation.

Motivation for the agreements for the Company

Your Board justified the agreements in the following manner:

At its meeting on 24 February 2015, the Board of Directors designated Mr. Philippe BRASSAC as Chief Executive Officer of Crédit Agricole S.A. starting 20 May 2015. This decision was confirmed during its meeting on 20 May 2015. During its meeting on 19 May 2015, the Board authorized the agreements after considering the responsibilities as head of Crédit Agricole S.A. and of the Group Crédit Agricole S.A., as well as the specific position of Chief Executive Officer of Crédit Agricole S.A. in regards to the Group Crédit Agricole.

The Board of Directors notably authorized:

- The establishing of a work contract for Mr. Philippe BRASSAC and the subsequent suspension of said contract for the duration of his term as Chief Executive Officer of Crédit Agricole S.A. The Board of Directors determined that maintaining the work contract, while suspending it, would allow Mr. Philippe BRASSAC to conserve the rights he progressively acquired over the length of his career as an employee of the Group Crédit Agricole (33 full years of service), including his participation in the pension plans, while taking into account his operational experience as an executive who contributed significantly to the development of the Group for many years.

- The capping of the total retirement annuity for Mr. Philippe BRASSAC, at 16 times the national health insurance cap, of all of the company pension plans and compulsory pension schemes (*versus* 23 times for his predecessor, effectively reducing by a third his theoretical retirement rights).

3. WITH MR XAVIER MUSCA, DEPUTY CHIEF EXECUTIVE OFFICER OF YOUR COMPANY

Nature and purpose

At its meeting of 19 May 2015, the Board of Directors of your Company approved the renewal of the commitments authorized in 2012 for the benefit of Mr. Xavier MUSCA and approved by the General Meeting of Shareholders held on May 23, 2013, with only two modifications regarding:

- The lowered cap applied to the total retirement annuity along the same lines as the Chief Executive Officer
- The alignment of the termination compensation with the one offered to the Chief Executive Officer position

Conditions

Reactivation of his work contract in case of termination of Corporate Officer position

In case of termination of his position, Mr. Xavier MUSCA's work contract will be reactivated with similar compensation conditions to the average annual compensation of a member of your Company's Executive Committee, excluding Corporate Officers, over the twelve months preceding the termination. Your Company has committed to offering at least two positions equivalent to the functions of a member of the Executive Committee of Group Crédit Agricole S.A.

Non-competition clause

In the event of a termination of his work contract for any reason, Mr. Xavier MUSCA agrees to not participate, directly or indirectly, for his sake or for third party, in a company running a business in competition with Crédit Agricole S.A.

This commitment is limited to businesses operating in France, and applies for the first twelve months following the termination of the work contract. In return, the individual will receive, for the duration of the commitment, a monthly compensation equal to 50% of his last fixed salary.

Your Company reserves the right to modify or remove entirely this clause, provided the individual is given advance notice.

Termination compensation

In case of termination of his work contract at your Company's initiative, and excluding serious misconduct on Mr. Xavier MUSCA's behalf, he will receive a termination compensation equal to twice the total gross annual compensation received in the twelve months preceding the termination (excluding fringe benefits), including any and all indemnity, and notably the contractual severance payment mentioned in his work contract signed, as well as the compensation for the eventual application of the non-competition clause.

The compensation is increased from 12 months' salary to 24. Since this fee is established in the individual's work contract and predates the corporate mandate, no performance conditions are applied as they would be in contradiction with French labor laws.

Retirement

Mr. Xavier MUSCA contributes to the pension plans, provident schemes and mutual insurance in force in your Company. The pension plans of Crédit Agricole S.A. combine a defined-contributions plan and a top-up type scheme defined-benefits plan. Top-up scheme rights are determined after deduction of the annuity constituted within the defined-contributions plan. Contributions to the defined-contributions plan amount to 8% of the gross salary, capped at eight times the national health insurance cap, of which 3% are paid by the beneficiary. Defined benefit plans top-up rights are equal, under condition of presence at the end, for every year of service, to 1.20% of the benchmark compensation, capped at 36% of the benchmark compensation.

At the settlement date, the total retirement annuity of all company plans and compulsory pension schemes will be capped at 16 times the annual national health insurance cap at this date (*versus* 23 times previously), or 70% of the benchmark compensation

The benchmark compensation is determined as the average of the three highest gross annual compensations received over the last ten years of activity within the Group Crédit Agricole, including fixed and variable compensation, the latter being taken into account with a maximum of 60% of fixed compensation.

Motivation for the agreements for the Company

Your Board justified the agreements in the following manner:

Taking into consideration the renewal of Mr. Xavier MUSCA's position as Deputy Chief Executive Officer starting 20 May 2015, and the extension of his responsibilities (most notably his designation as de facto Second in Command of Crédit Agricole S.A.), the Board approved:

- The renewal of the commitments authorized in 2012 to the benefit of Mr. Xavier MUSCA and approved by the General Meeting of Shareholders of May 23, 2013;
- The alignment of the termination compensation with the one offered to the Chief Executive Officer position
- The lowered cap applied to the total retirement annuity along the same lines as the Chief Executive Officer

4. WITH MR MICHEL MATHIEU, DEPUTY CHIEF EXECUTIVE OFFICER OF YOUR COMPANY UNTIL 31 AUGUST 2015

Nature and purpose

At its meeting on 19 May 2015, the Board of Directors of your Company approved the renewal of the commitments for the benefit of Mr. Michel MATHIEU under the same conditions as those approved by the Board of Directors meeting held on 24 February 2010, with only one modifications regarding the lowered cap applied to the total retirement annuity along the same lines as the Chief Executive Officer.

Conditions

Termination of Corporate Officer position

In case of termination of his position, Mr. Michel MATHIEU's work contract will be reactivated with similar compensation conditions to the average annual compensation of a member of your Company's Executive Committee, excluding Corporate Officers, over the twelve months preceding the termination. Your Company has committed to offering at least two positions equivalent to the functions of a member of the Executive Committee of Group Crédit Agricole S.A.

Termination compensation

In case of termination of his work contract, he will receive a termination compensation equal to twice the total gross annual compensation received in the twelve months preceding the termination (excluding fringe benefits), including any and all indemnity, and notably the contractual severance payment mentioned in his work contract signed, as well as the compensation for the eventual application of the non-competition clause. In the event that Mr. Michel MATHIEU could claim his full rights to retirement, no termination fee would be due.

Non-competition clause

In the event of a termination of his work contract for any reason, Mr. Michel MATHIEU agrees to not participate, directly or indirectly, for his sake or for third party, in a company running a business in competition with Crédit Agricole S.A.

This commitment is limited to businesses operating in France, and applies for the first twelve months following the termination of the work contract. In return, the individual will receive, for the duration of the commitment, a monthly compensation equal to 50% of his last fixed salary.

Crédit Agricole S.A. reserves the right to modify or remove entirely this clause, provided the individual is given advance notice.

Retirement

Mr. Michel MATHIEU contributes to the pension plans, provident schemes and mutual insurance in force in your Company. The pension plans of Crédit Agricole S.A. combine a defined-contributions plan and a top-up type scheme defined-benefits plan. Top-up scheme rights are determined after deduction of the annuity constituted within the defined-contributions plan. Contributions to the defined-contributions plan amount to 8% of the gross salary, capped at eight times the national health insurance cap, of which 3% are paid by the beneficiary. Defined benefit plans top-up rights are equal, under condition of presence at the end, for every year of service, to 1.20% of the benchmark compensation, capped at 36% of the benchmark compensation.

At the settlement date, the total retirement annuity of all company plans and compulsory pension schemes will be capped at 16 times the annual national health insurance cap at this date, or 70% of the benchmark compensation

The benchmark compensation is determined as the average of the three highest gross annual compensations received over the last ten years of activity within the Group Crédit Agricole, including fixed and variable compensation, the latter being taken into account with a maximum of 60% of fixed compensation.

The new contractual cap is set at 16 times the national health insurance cap, for all company plans and compulsory pension schemes, *versus* 23 times previously.

Due to the termination of Mr. Michel MATHIEU's position effective 31 August 2015, these commitments were not called into effect, except for the one concerning his work contract which was reactivated with a salary identical to the one he received as Corporate Officer.

Motivation for the agreements for the Company

Your Board justified the agreements in the following manner:

Taking into consideration the renewal of Mr. Michel MATHIEU's position as Deputy Chief Executive Officer starting 20 May 2015, the Board approved the renewal of the commitments made to his benefit regarding the conditions of termination of his position, termination compensation, non-competitive clause, and retirement pension (allowing for the alignment of the cap on his total retirement annuity with the cap applied to the Chief Executive Officer).

5. WITH MR JEAN-YVES HOCHER, DEPUTY CHIEF EXECUTIVE OFFICER OF YOUR COMPANY AS OF 31 AUGUST 2015

Nature and purpose

At its 19 May 2015, the Board of Directors of your Company approved the renewal of the commitments for the benefit of Mr. Jean-Yves HOCHER under the same conditions as those approved by the Board of Directors meetings held on 3 March 2009, 18 May 2009, and 19 July 2011. One modification was made regarding the lowered cap applied to the total retirement annuity along the same lines as the Chief Executive Officer.

Conditions

Retirement

Mr. Jean-Yves HOCHER contributes to the pension plans, provident schemes and mutual insurance in force in your Company. The pension plans of Crédit Agricole S.A. combine a defined-contributions plan and a top-up type scheme defined-benefits plan. Top-up scheme rights are determined after deduction of the annuity constituted within the defined-contributions plan. Contributions to the defined-contributions plan amount to 8% of the gross salary, capped at eight times the national health insurance cap, of which 3% are paid by the beneficiary. Defined benefit plans top-up rights are equal, under condition of presence at the end, for every year of service, to 1.20% of the benchmark compensation, capped at 36% of the benchmark compensation.

At the settlement date, the total retirement annuity of all company plans and compulsory pension schemes will be capped at 16 times the annual national health insurance cap at this date, or 70% of the benchmark compensation

The benchmark compensation is determined as the average of the three highest gross annual compensations received over the last ten years of activity within the Group Crédit Agricole, including fixed and variable compensation, the latter being taken into account with a maximum of 60% of fixed compensation.

The new contractual cap is set at 16 times the national health insurance cap, for all company plans and compulsory pension schemes, *versus* 23 times previously.

Termination of Corporate Officer position

At the end of his position, your Company commits to offering a position similar or equivalent to the one previously occupied by Mr. Jean-Yves HOCHER before his mandate. In agreement with his work contract, the offer must be compliant with his position on the Executive Committee of Group Crédit Agricole S.A. At least two positions equivalent to his position on the Executive Committee of Group Crédit Agricole S.A. must be offered.

After his term, the gross annual compensation included in his work contract will be set based on his last contractual compensation preceding the termination date of his position. Discounted, this compensation may not be less than the average annual compensation received by members of the Executive Committee, excluding Corporate Officers, over the twelve months preceding the termination.

Non-competition clause

In the event of a termination of his work contract for any reason, Mr. Jean-Yves HOCHER agrees to not collaborate, directly or indirectly, for his sake or for third party, in a company running a business in competition with Crédit Agricole S.A. Collaboration covers any activity: benevolent, salaried, mandated or as an independent contractor. This clause applies for the year following the date Mr. Jean-Yves HOCHER receives notice of his termination, and is limited to the banking industry in France. This clause, due to the nature of his position, is in compliance with article 3 of the collective agreement of Crédit Agricole S.A.

In return for his commitment, according to the collective agreement, the individual will receive a compensation whose cumulated amount over the duration of his commitment will be equal to 50% of the last gross annual remuneration declared to the Tax Authority by the individual, excluding fringe benefits.

However, should your Company decide to repeal the clause in the delays offered by the collective agreement, the payment of this compensation would be exempted.

Termination compensation

In case of termination of his work contract, he will receive a termination compensation equal to twice the total gross annual compensation received in the twelve months preceding the termination (excluding fringe benefits), including any and all indemnity, and notably the contractual severance payment mentioned in his work contract signed, as well as the compensation for the eventual application of the non-competition clause. In the event that Mr. HOCHER could claim his full rights to retirement, no termination fee would be due.

Due to the termination of Mr. Jean-Yves HOCHER's position effective 31 August 2015, these commitments were not called into effect, except for the one concerning his work contract which was reactivated with a salary identical to the one he received as Corporate Officer.

Motivation for the agreements for the Company

Your Board justified the agreements in the following manner:

Taking into consideration the renewal of Mr. Jean-Yves HOCHER's position as Deputy Chief Executive Officer starting 31 August 2015, the Board approved the renewal of the commitments made to his benefit regarding the conditions of termination of his position, termination compensation, non-competitive clause, and retirement pension (allowing for the alignment of the cap on his total retirement annuity with the cap applied to the Chief Executive Officer).

6. WITH MR BRUNO DE LAAGE, DEPUTY CHIEF EXECUTIVE OFFICER OF YOUR COMPANY UNTIL 31 AUGUST 2015

Nature and purpose

At its meeting on 19 May 2015, the Board of Directors of your Company approved the renewal of the commitments for the benefit of Mr. Bruno DE LAAGE concerning the conditions of termination of his position, termination compensation, non-competitive clause, and retirement pension. These commitments were renewed under the same conditions as those approved by the Board of Directors meeting held on 24 February 2010 and approved by the General Meeting of Shareholders of 11 May 2010. One modification was made regarding the lowered cap applied to the total retirement annuity along the same lines as the Chief Executive Officer.

Conditions

Termination of Corporate Officer position

In case of termination of his position, Mr. Bruno DE LAAGE's work contract will be reactivated with similar compensation conditions to the average annual compensation of a member of your Company's Executive Committee, excluding Corporate Officers, over the twelve months preceding the termination. Your Company has committed to offering at least two positions equivalent to the functions of a member of the Executive Committee of Group Crédit Agricole S.A.

Termination compensation

In case of termination of his work contract, he will receive a termination compensation equal to twice the total gross annual compensation received in the twelve months preceding the termination (excluding fringe benefits), including any and all indemnity, and notably the contractual severance payment mentioned in his work contract signed, as well as the compensation for the eventual application of the non-competition clause. In the event that Mr. Bruno DE LAAGE could claim his full rights to retirement, no termination fee would be due.

Non-competition clause

In the event of a termination of his work contract for any reason, Mr. Bruno DE LAAGE agrees to not participate, directly or indirectly, for his sake or for third parties, in a company running a business in competition with Crédit Agricole S.A.

This commitment is limited to businesses operating in France, and applies for the first twelve months following the termination of the work contract. In return, the individual will receive, for the duration of the commitment, a monthly compensation equal to 50% of his last fixed salary. Crédit Agricole S.A. reserves the right to modify or remove entirely this clause, provided the individual is given advance notice.

Retirement

Mr. Bruno DE LAAGE contributes to the pension plans, provident schemes and mutual insurance in force in your Company. The pension plans of Crédit Agricole S.A. combine a defined-contributions plan and a top-up type scheme defined-benefits plan. Top-up scheme rights are determined after deduction of the annuity constituted within the defined-contributions plan. Contributions to the defined-contributions plan amount to 8% of the gross salary, capped at eight times the national health insurance cap, of which 3% are paid by the beneficiary. Defined benefit plans top-up rights are equal, under condition of presence at the end, for every year of service, to 1.20% of the benchmark compensation, capped at 36% of the benchmark compensation.

At the settlement date, the total retirement annuity of all company plans and compulsory pension schemes will be capped at 16 times the annual national health insurance cap at this date, or 70% of the benchmark compensation.

The benchmark compensation is determined as the average of the three highest gross annual compensations received over the last ten years of activity within the Group Crédit Agricole, including fixed and variable compensation, the latter being taken into account with a maximum of 60% of fixed compensation.

The new contractual cap is set at 16 times the national health insurance cap, for all company plans and compulsory pension schemes, *versus* 23 times previously.

Due to the termination of Mr. Bruno DE LAAGE's mandate on 31 August 2015, these agreements were applied concerning:

- Reactivation of his work contract as of 1 September 2015 Mr. Bruno DE LAAGE exercised his rights to retirement on 1 October 2015;
- Retirement Pension: the total retirement annuity received by Mr. Bruno DE LAAGE is fixed at a gross annual amount of €496,111 including all pensions due for compulsory pension schemes, estimated at a gross annual amount €111,952.

Motivation for the agreements for the Company

Your Board justified the agreements in the following manner:

Taking into consideration the renewal of Mr. Bruno DE LAAGE's position as Deputy Chief Executive Officer starting 20 May 2015, the Board approved the renewal of the commitments made to his benefit regarding the conditions of termination of his position, termination compensation, non-competitive clause, and retirement pension (allowing for the alignment of the cap on his total retirement annuity with the cap applied to the Chief Executive Officer).

7. WITH MR JEAN-MARIE SANDER, CHAIRMAN OF THE BOARD OF DIRECTORS OF YOUR COMPANY UNTIL 4 NOVEMBER 2015

Nature and purpose

At its meeting on 4 November 2015, the Board of Directors of your Company authorized the payment of an exceptional bonus to Mr. Jean-Marie SANDER at the termination of his position as Chairman of the Board of Directors.

Conditions

The bonus is set at €210,000 representing 50% of his fixed annual compensation granted for his position of Chairman of the Board. This bonus qualifies as variable compensation under Directive CRD 4. For this reason, it will be subject to a differentiation mechanism and its payment will either be in shares or indexed on the share price of Crédit Agricole S.A. 40% will be paid out in 2016 and 60% evenly distributed over the following three years (2017 to 2019). The final confirmation of the differentiated tranches will depend on the performance criteria determined by the Group Crédit Agricole S.A.'s variable compensation plan.

Motivation for the convention for the Company

Your Board justified the convention in the following manner:

The Board of Directors believes that since his nomination to the position of Chairman of the Board of Crédit Agricole S.A. in May 2010, Mr. Jean-Marie SANDER contributed to the management of the consequences of the financial crisis on Crédit Agricole S.A. and the Group Crédit Agricole S.A., alongside the Chief Executive Officer. Furthermore, Mr. Jean-Marie SANDER participated in the adaptation of the Group to its new economic, financial and regulatory environment, as well as the elaboration of the Group Project in 2010 and the Midterm Plan in 2014. In these different instances, Mr. Jean-Marie SANDER served as an interface with the Regional Banks, notably in explaining the implementation of measures and, when necessary, facilitating their acceptance by the Regional Banks.

Furthermore, both evaluations of the Board by external cabinets, in 2011 and 2014, revealed a positive outlook on the Board's management by the Directors.

Mr. Jean-Marie SANDER also committed greatly to the representation of the Group Crédit Agricole S.A. with outside parties, and made efforts to maintain the unity of the Group during the talks engaged regarding the evolution of the Group's organization.

8. WITH CRÉDIT AGRICOLE CIB

Persons concerned

MM. Veverka, Thibault, Roveyaz and Brassac, Directors or executive corporate officers of your Company and Chairman of the Board of Directors and Directors of Crédit Agricole CIB (CA CIB).

Nature and purpose

Following the investigation by the American authorities regarding transactions in American dollars made with embargoed countries, the Board of Directors of your Company authorized the signing of several agreements with the American authorities during its meeting on 14 October 2015. These agreements include the payment by the Group of several fines adding up to USD 787.3 million.

The Board of Directors approved the joint signature, alongside CA CIB, of two agreements amounting to collective agreements considering the terms and commitment accepted by both parties. These agreements have reciprocal consequences for both parties should they fail to respect their respective commitments.

The agreements are as follows:

- A Consent Order, signed by your Company and CA CIB with the New York Department of Financial Services (NYDFS), agreeing to several compliance obligations as well as the payment of penalties for USD 385 million;
- An Order to Cease and Desist and an Order of Assessment of a Civil Money Penalty signed by your Company and CA CIB with the Governing Council of the American Federal Reserve (FED agreeing to several compliance obligations as well as the payment of penalties for USD 90.3 million.

Conditions

These agreements were signed in October 2015 and the payments relevant to the collective agreements mentioned above (signed with the NYDFS and the FED) were made to the NYDFS for USD 385 million and the FED USD 90.3 million. These amounts were included in the total USD 787.3 million paid.

Motivation for the convention and agreement for the Company

Your Board justified the agreement in the following manner:

The transactions resulting from the signed agreements put an end to the judicial procedures via negotiation, allowing the Crédit Agricole S.A. and CA CIB to limit their impact.

9. WITH CRÉDIT AGRICOLE CIB

Persons concerned

MM. Veverka, Thibault, Roveyaz and Brassac, Directors or executive corporate officers of your Company and Chairman of the Board of Directors and Directors of Crédit Agricole CIB (CA CIB).

Nature and purpose

During its meeting on October 14, 2015, the Board of Directors of your Company approved the signing of an agreement between your Company and CA CIB in which CA CIB agrees to cover all penalties due to the NYDFS and the FED. These penalties, detailed in the agreements mentioned above, originate from the investigation led by American authorities on the dollar transactions made with embargoed countries. These penalties amount to a total of USD 787.3 million, of which USD 90.3 million to the FED and USD 385 million to the NYDFS.

Conditions

This collective agreement between your Company and CA CIB was signed in October 2015. The payments due by CA CIB amount to the NYDFS for USD 385 million and the FED USD 90.3 million.

Motivation for the convention for the Company

Your Board justified the convention in the following manner:

The following observations were made:

- The FED and the NYDFS asked Crédit Agricole S.A., as the parent company of CA CIB, to sign the agreements towards the end of their procedure. Crédit Agricole S.A. accepted in order to facilitate the negotiations taking place, in the interest of its subsidy;
- The participation of Crédit Agricole S.A. to the agreements made the penalties decided by the regulators a collective issue for the Group;

CA CIB is affiliated to Crédit Agricole S.A. and as such, is covered by the liquidity and solvability guarantee attributed to Crédit Agricole S.A. for its role as corporate center. Therefore, the Board auhtorized the collective agreement in which CA CIB agrees to cover all penalties.

10. WITH THE REGIONAL BANKS OF VAL DE FRANCE, AQUITAINE, CÔTES D'ARMOR, PARIS ET D'ILE-DE-FRANCE, CENTRE LOIRE, NORMANDIE, LANGUEDOC, SUD RHÔNE ALPES, FINISTÈRE, LOIRE HAUTE-LOIRE AND ANJOU ET MAINE

Persons concerned

MM. Lefebvre, Bouin, Andrieu, Célérier, Thibault, Epron, Mrs Flachaire, MM. Gaillard, Kerrien, Ouvrier-Buffet, and Roveyaz, Chairman of the Board of Directors or Directors of your Company and Chairmen of the Board of Directors or Directors of the Companies mentioned above.

Nature and purpose

The Board of Directors at its meeting of 21 January 2010, authorized the extension of your Company's tax group in accordance with Article 223 A alinea 3 of French Tax code (Code Général des Impôts). This extension is mandatory for all Regional and Local Banks subject to corporate income tax at the normal rate, and compulsory for their subsidiaries. It is controlled by an agreement between the central body and each entity thereby included in this tax group.

The collective agreements on taxation linking the corporate center to each entity integrated in the Group due to its evolution were initially concluded for a span of five years, starting 1 January 2010. These agreements are renewable for five years spans by explicit joint accord of all the concerned entities.

At its meeting on 15 December 2015, the Board of Directors of your Company approved the renewal of the Group's collective tax agreements, at the same conditions and for a span of five years, starting 1 January 2015.

These agreements imply in particular that half of tax saving on dividends received by SAS Rue La Boétie and the SACAM should be reallocated to them and that both savings made by your Company on distribution received from Regional Banks and by Regional Banks on distribution received should be shared equally between your Company and Regional Banks.

Conditions

Total tax saving paid by your Company, in respect of these agreements binding your Company and companies mentioned above, amounts to €44.6 million in 2015.

Motivation for the convention for the Company

Your Board justified the convention in the following manner:

At its 15 December 2015, the Board of Directors of your Company received notice of the results for the first five years of the extended fiscal integration regime, and judged it beneficial. The extension of the Group generated tax savings of €696 million on intragroup distributions, of which €350 million were allotted to regional entities and €346 million to Crédit Agricole S.A.

Agreements and commitments approved since financial year end

We have been advised of the approval of the following agreements and commitments posterior to the closing of the financial year, after an initial approval by your Board of Directors.

1. WITH SAS RUE LA BOÉTIE, SACAM MUTUALISATION, AND THE REGIONAL BANKS OF VAL DE FRANCE, AQUITAINE, CÔTES D'ARMOR, PARIS ET ILE DE FRANCE, CENTRE LOIRE, NORMANDIE, LANGUEDOC, SUD RHÔNE ALPES, FINISTÈRE, LOIRE HAUTE-LOIRE AND ANJOU ET MAINE

Persons concerned

MM. Lefebvre, Bouin, Andrieu, Célérier, Thibault, Epron, Mrs Flachaire, MM. Gaillard, Kerrien, Ouvrier-Buffet, and Roveyaz, Chairman of the Board of Directors or Directors of your Company and Chairmen of the Board of Directors or Directors or Chief Executive Officers or Managers of the Companies mentioned above.

Nature and purpose

Your Company launched a project aiming at simplifying and clarifying the capital structure of the Group and reinforcing its level of capital. This project starts with the reclassification of the equity stake held by your Company in the capital of the Regional Banks, through Cooperative Investment Certificates (CIC) and Cooperative Partnership Certificates (CPC), through *Certificats Coopératifs d'Investissement* (CCI) and *Certificats Coopératifs d'Associés* (CCA).

The Board of Directors of your Company (16 February 2016), of each of the Regional Banks (15 February 2016) and of SAS Rue La Boétie (16 February 2016), as well as the manager of Sacam Mutualisation, have authorized the signing of a Letter of Intent, describing guiding principles of this simplification and detailing the state of discussions between parties.

The Boards of Directors of the Regional Banks and of your Company approved the signing of the document after receiving counsel from their respective independent experts regarding the fairness of the project's financial terms, both for your Company and for the Regional Banks.

The CCI/CCA issued by the Regional Banks and held by your Company will be transferred to Sacam Mutualisation, an entity entirely held by the Regional Banks.

Conditions

The transaction is estimated at €18 billion for the share of these assets, allowing for usual adjustments depending on the transaction date. This valuation represents 17.2 times the contribution of the Regional Banks to the Group net income, and to 1.05 times their Equity as of 31 December 2015.

Motivation for the convention for the Company

Your Board justified the convention in the following manner:

By signing the Letter of Intent, the Company is allowed to begin the process of consulting the competent authorities and offices before, if applicable, signing final agreements.

2. WITH THE REGIONAL BANKS OF VAL DE FRANCE, AQUITAINE, CÔTES D'ARMOR, PARIS ET D'ILE-DE-FRANCE, CENTRE LOIRE, NORMANDIE, LANGUEDOC, SUD RHÔNE ALPES, FINISTÈRE, LOIRE HAUTE-LOIRE AND ANJOU ET MAINE

Persons concerned

MM. Lefebvre, Bouin, Andrieu, Célérier, Thibault, Epron, Mrs Flachaire, MM. Gaillard, Kerrien, Ouvrier-Buffet, and Roveyaz, Chairman of the Board of Directors or Directors of your Company and Chairmen of the Board of Directors or Directors of the Companies mentioned above.

Nature and purpose

At its meeting on 16 February 2016, the Board of Directors of your Company authorized the signature of the amendments to the Switch mechanism between your Company and the Regional Banks.

The original agreement, signed by your Company and the Regional on 16 December 2011 and modified on 19 December 2013, notably guarantees your Company against any decrease in the equity-accounted value of the CCI/CCA stake held by your Company in the Regional Banks. This guarantee, upheld by the Regional Banks, exists in order to prevent the requalification of these assets on a prudential level.

The simplification process described above, which includes the disposal of the CCI/CCA held by your Company, will void the Switch guarantee agreement regarding the CCI/CCA (authorized by the Board of Directors on 16 December 2011 and approved by the General Meeting of Shareholders on 22 May 2012). The Switch agreement covering the equity-accounted value of the Insurance activities (addendum to the Switch guarantee agreement authorized by the Board of Directors on 19 December 2013 and approved by the General Meeting of Shareholders of 21 May 2014) remains in place.

By the terms of this agreement, the voiding of the Switch CCI/CCA could have occurred as early as the announcement of the planned operation due to the change in accounting methods of the CCI and CCA in the consolidated accounts of your Company. They will no longer be equity-accounted on that date.

Therefore, the Board of Directors of your Company has authorized the signing of an addendum to this agreement in order to maintain the Switch CCI/CCA until the effective execution of the operation.

Conditions

The guarantees mentioned above, pledged by the Regional Banks for the Switch CCI/CCA mechanism amount to €4,808.2 million and their cash deposit to €1,621.2 million.

Motivation for the convention and agreement for the Company

Your Board justified the convention in the following manner:

The addendum to the agreement exists to maintain the entirety of the Switch guarantee mechanisms until the eventual execution of the planned transaction, despite of the announcement which could have immediately voided the part of the Switch agreement pertaining to the CCI/CCA.

Agreements and commitments previously approved by the General Meeting of Shareholders

In accordance with Article R. 225-30 of the French commercial code (*Code de commerce*), we have been advised that the implementation of the following agreements and commitments which were approved by the General Meeting of Shareholders in prior years continued during the year.

1. WITH MR JEAN-PAUL CHIFFLET, CHIEF EXECUTIVE OFFICER OF YOUR COMPANY UNTIL 20 MAY 2015

Nature and purpose

At its meeting on 24 February 2015, the Board of Directors of your Company recognized of the termination of Jean-Paul CHIFFLET's mandate as Chief Executive Officer starting 20 May 2015. The individual decided to exercise his rights to retirement. This was done in accordance with the authorization given by the 24 February 2010 meeting of the Board of Directors, and approved by the General Meeting of Shareholders of 11 May 2010.

Conditions

The total retirement annuity received by the individual is set at a gross amount of €874,920. This amount includes all company plans and compulsory pension schemes, which add up to a gross annual amount of €127,682.

2. WITH THE REGIONAL BANKS OF ALSACE VOSGES, VAL DE FRANCE PROVENCE CÔTE D'AZUR, PARIS ET ILE DE FRANCE, FRANCHE-COMTÉ, LANGUEDOC, LOIRE HAUTE-LOIRE, ALPES PROVENCE, AND ANJOU ET MAINE

Persons concerned

MM. Sander, Lefebvre, Brassac, Célérier, Delorme, Mrs Flachaire, MM. Ouvrier-Buffet, Pouzet, Roveyaz, Chairman of the Board of Directors or Directors of your Company and Chairmen of the Board of Directors or Chief Executive Officers of the Companies mentioned above.

Nature and purpose

The Board of Directors at its meeting of 17 December 2013 authorized the signature of the amendments to the Switch mechanism.

By the amendment signed on 19 December 2013, your Company and the Regional Banks decided to extend the guarantee base granted by the Regional Banks to your Company on 23 December 2011 to your Company's equity investment in Crédit Agricole Assurances (CAA).

This scheme allows the transfer of the regulatory requirements related to the shares held by your Company in the Regional Banks (CCI/CCA) and in Crédit Agricole Assurances (CAA). The guarantees transfer to the Regional Banks the risk of a decrease in the equity-accounted value of shares held by your Company in Regional Banks (CCI/CCA) and in Crédit Agricole Assurances (CAA), which is accounted for using the equity method.

The guarantees are backed by security deposits, which will be used over the long term to replenish the cash repaid for the hybrid capital securities "T3CJ" and the shareholder advance and provide additional long-term funds. The security deposits are calibrated to show the capital savings generated by your Company.

In the event of a decrease in the equity-accounted value, the Regional Banks bear the loss in value for up to the maximum amount covered, with a return-to-better-fortune clause.

If the guarantees are used, the corresponding compensation is deducted by your Company from the security deposits, which are in turn replenished by the Regional Banks in line with new regulatory requirements.

The new guarantees were effective on 2 January 2014. The maturity of the total guarantees is 1 March 2027.

Conditions

On 30 June 2015 a decrease in the global value of equity investments covered by the mechanism was observed. The guarantee mechanism was therefore called into play for a value of €173 million. On 30 September 2015, the increase in the global value of equity investments covered by the mechanism triggered the better fortunes clause, cancelling out the impacts observed on June 30.

On 31 December 2015, the guarantee pledged by the Regional Banks mentioned above amounts to €6,111.5 million and their cash deposit to €2,063.7 million. Furthermore, the remuneration paid or due by your company to these Regional Banks for 2015 financial year amounts to €192.8 million.

3. WITH CRÉDIT AGRICOLE CIB (CA CIB)

Persons concerned

MM. Brassac, Roveyaz, Veverka, Chifflet, Hocher and Mathieu, Directors or executive corporate officers of your Company and Chairman of the Board of Directors, Chief Executive Officer or Directors of Crédit Agricole CIB.

Nature and purpose

Following the merging of the corporate and investment banking businesses of Crédit Agricole and Crédit Lyonnais, Crédit Lyonnais made a partial asset transfer to Crédit Agricole Indosuez (which became Calyon and then Crédit Agricole CIB).

In view of the above transaction, it was deemed necessary to increase CA CIB's shareholders' equity. During its meeting on 9 March 2004, the Board of Directors authorized your Company to carry out a series of transactions aimed at increasing CA CIB's shareholders equity by a total amount of up to €3 billion.

Conditions

In accordance with this authorization, your Company notably subscribed to an issue of deeply subordinated notes for an amount of US$1,730 million in 2004. Since 2014, these deeply subordinated notes were partially repaid and the residual nominal amount as of 31 December 2015 is US$ 470 million.

An amount of US$10.5 million in interest with respect to these notes have been or will be received by your Company for 2015 financial year.

4. WITH CRÉDIT AGRICOLE CIB, LCL AND WITH THE REGIONAL BANKS OF ALSACE-VOSGES, VAL DE FRANCE, LANGUEDOC, FRANCHE-COMTÉ, ALPES PROVENCE, PROVENCE CÔTE D'AZUR, AND ANJOU ET MAINE

Persons concerned

MM. Sander, Lefebvre, Mrs Flachaire, Delorme, Pouzet, de Laage, Bouin, and Gaillard for the financial guarantee agreement and its amendment, MM. Brassac, Roveyaz, Veverka, Chifflet, Hocher, Thibault and Mathieu for the entire agreements, Chairman of the Board of Directors, Directors or executive corporate officers of your Company and Chairmen of the Board of Directors, Chief Executive Officers or Directors of the Companies mentioned above

Nature and purpose

To increase or secure the short-term liquidity reserves, that can be used in the refinancing operations of the Eurosystem, the Board of Directors, at its meeting on 18 December 2012, authorized the creation of a "Fonds Commun de Titrisation" (FCT - Securitization Fund), allowing the issuance of AAA rated senior bonds, for a total amount of €10 billion, secured by receivables from individuals on residential mortgage loans and owned by Group entities (Regional Banks and LCL).

In this context, the Board authorized the completion by your Company of program documents subject to related party agreements and commitments procedures. The related party agreements and commitments procedures have been signed in April 2013 and this FCT (named "Evergreen HL1") has issued for a total amount of €10 billion in April 2013.

Conditions

No issuance was executed in 2015. On 31 December 2015, the total amount of the FCT issuances is €10 billion.

Neuilly-sur-Seine and Paris-La Défense, 15 March 2016

The Statutory Auditors

PricewaterhouseCoopers Audit	ERNST & YOUNG et Autres
Anik Chaumartin	Valérie Meeus

FEES PAID TO STATUTORY AUDITORS[1]

Board of Auditors of Crédit Agricole S.A.[2]

	Ernst & Young				PricewaterhouseCoopers			
	Amount (excl. VAT)		%		Amount (excl. VAT)		%	
(in thousands of euros)	2015	2014	2015	2014	2015	2014	2015	2014
Independent audit, certification, review of parent company and consolidated financial statements								
Issuer	**1,758**	1,753	**9.7%**	8.6%	**1,705**	1,718	**8.9%**	9.2%
Fully consolidated subsidiaries	**12,567**	11,742	**69.6%**	57.9%	**10,421**	10,239	**54.4%**	54.7%
Ancillary assignments and services directly linked to the Statutory Auditors' mission[3]								
Issuer	**726**	1,041	**4.0%**	5.1%	**1,052**	1,167	**5.5%**	6.2%
Fully consolidated subsidiaries	**2,666**	5,359	**14.8%**	26.4%	**3,136**	4,252	**16.4%**	22.7%
Subtotal	**17,717**	**19,896**	**98.1%**	**98.1%**	**16,314**	**17,376**	**85.1%**	**92.8%**
Other services								
Legal, tax and employee-related	**29**	26	**0.2%**	0.1%	**492**	211	**2.6%**	1.1%
Other	**311**	359	**1.7%**	1.8%	**2,365**	1,139	**12.3%**	6.1%
Subtotal	**340**	**385**	**1.9%**	**1.9%**	**2,857[4]**	**1,351**	**14.9%**	**7.2%**
TOTAL	**18,057**	**20,281**	**100.0%**	**100.0%**	**19,171**	**18,727**	**100.0%**	**100.0%**

Fees paid for services directly related to the Statutory Auditors' assignment include notably due diligence performed on the refinancing programmes of Crédit Agricole and its subsidiaries, the Amundi IPO, and agreed procedures related to the acquisition of equity investments.

Other Statutory Auditors engaged in the audit of fully consolidated Crédit Agricole S.A. Group subsidiaries

	Mazars				KPMG				Deloitte				Other			
	Amount (excl. VAT)		%		Amount (excl. VAT)		%		Amount (excl. VAT)		%		Amount (excl. VAT)		%	
(in thousands of euros)	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
Audit																
Independent audit, certification, review of parent company and consolidated financial statements	**1,161**	1,310	**100.0%**	97.4%	**471**	229	**91.1%**	60.4%	**141**	82	**94.3%**	47.8%	**287**	647	**92.8%**	99.0%
Ancillary assignments and services directly linked to the Statutory Auditors' mission[3]	**0**	36	**0.0%**	2.6%	**46**	150	**8.9%**	39.6%	**9**	90	**5.7%**	52.2%	**22**	6	**7.2%**	1.0%
TOTAL	**1,161**	**1,346**	**100%**	**100%**	**517**	**379**	**100%**	**100%**	**150**	**172**	**100%**	**100%**	**309**	**654**	**100%**	**100%**

(1) These tables include the annual cost of Statutory Auditors' fees.

In accordance with Article 222-8 of the AMF's General Regulations, this table encompasses fully consolidated subsidiaries (including those subject to IFRS 5 in 2015). Companies consolidated by equity method are excluded.

(2) Including Crédit Agricole S.A. fully consolidated subsidiaries audited by the Board of Auditors.

(3) According to AMF instruction 2006-10.

(4) Fees paid for "other services" include services carried out abroad. These fees include mainly methodological support assignment and technical support linked to local regulations as well as the agreed procedures as a part of the obligation to prevent money laundering.

PERSON RESPONSIBLE FOR THE REGISTRATION DOCUMENT

Mr Philippe Brassac, Chief Executive Officer of Crédit Agricole S.A.

RESPONSIBILITY STATEMENT

I hereby certify that, to my knowledge and after all due diligence, the information contained in this registration document is true and accurate and contains no omissions likely to affect the import thereof.

I hereby certify that, to my knowledge, the financial statements have been prepared in accordance with the applicable accounting standards and give a true and fair view of the financial position and results of the Company and all entities included in the consolidated group, and that the management report (whose cross-reference table can be found on page 540 of this registration document) herewith provides a true and fair view of the business trends, results and financial condition of the Company data and all entities included in the consolidated group, together with a description of the main risks and uncertainties that they face.

I have obtained a letter from the Statutory Auditors, PricewaterhouseCoopers Audit and Ernst & Young et Autres, upon completion of their work, in which they state that they have verified the information relating to the financial situation and financial statements provided in this registration document and read the document as a whole.

The Statutory Auditors have issued reports on the historical financial information presented in this document. The Statutory Auditors have prepared reports on the annual consolidated financial statements of Crédit Agricole S.A. for the year ended 31 December 2015, which can be found on pages 452 to 453 and 505 of this registration document.

Issued in Montrouge on 16 March 2016

The Chief Executive Officer of Crédit Agricole S.A.

Philippe BRASSAC

STATUTORY AUDITORS

Statutory Auditors

Ernst & Young	PricewaterhouseCoopers Audit
Represented by Valérie Meeus	Represented by Anik Chaumartin
1-2, place des Saisons 92400 Courbevoie, Paris - La Défense 1	63, rue de Villiers 92208 Neuilly-sur-Seine, France
Statutory Auditors, Member, *Compagnie régionale des Commissaires aux comptes de Versailles*	Statutory Auditors, Member, *Compagnie régionale des Commissaires aux comptes de Versailles*

The Crédit Agricole S.A. Board of Statutory Auditors remained unchanged in 2011/2012/2013/2014/2015. The signatories remained unchanged in 2011/2012/2013 and 2014, Valérie Meeus for Ernst & Young and Catherine Pariset for PricewaterhouseCoopers Audit. In 2015, the signatory of d'Ernst & Young remained unchanged although the signatory of PricewaterhouseCoopers Audit is Anik Chaumartin in place of Catherine Pariset.

Alternate Statutory Auditors

Picarle et Associés	Pierre Coll
Represented by Denis Picarle	
1-2, place des Saisons 92400 Courbevoie, Paris - La Défense 1	63, rue de Villiers 92208 Neuilly-sur-Seine, France
Statutory Auditors, Member, *Compagnie régionale des Commissaires aux comptes de Versailles*	Statutory Auditors, Member, *Compagnie régionale des Commissaires aux comptes de Versailles*

Ernst & Young was appointed Statutory Auditor under the name Barbier Frinault at the Ordinary General Meeting of 31 May 1994. This term of office was renewed for a further 6 years at the Combined General Meeting of 22 May 2012.

Ernst & Young is represented by Valérie Meeus.

Picarle et Associés was appointed Alternate Auditor for Ernst & Young at the Combined General Meeting of 17 May 2006. This term of office was renewed for a further six years at the Combined General Meeting of 22 May 2012.

PricewaterhouseCoopers Audit was appointed Statutory Auditor at the Ordinary General Meeting of 19 May 2004. This term of office was renewed for a further six years at the Combined General Meeting of 22 May 2012.

PricewaterhouseCoopers Audit is represented by Anik Chaumartin.

Pierre Coll was appointed Alternate Auditor for PricewaterhouseCoopers Audit at the Ordinary General Meeting of 19 May 2004. This term of office was renewed for a further six years at the Combined General Meeting of 22 May 2012.

CROSS-REFERENCE TABLE

The following table indicates the page references corresponding to the main information headings required by EC Regulation 809/2004 (annex I), enacting the terms of the "Prospectus" directive.

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N.A.: not applicable.

(1) In accordance with Article 28 of EC Regulation 809/2004 and Article 212–11 of the AMF's General Regulations, the following are incorporated by reference:

- the annual and consolidated financial statements for the year ended 31 December 2013 and the corresponding Statutory Auditors' Reports which contains one observation, as well as the Group's management report, appearing respectively on pages 479 to 532 and 323 to 476, on pages 533 to 534 and 477 to 478 and on pages 201 to 230 of the Crédit Agricole S.A. registration document 2013 registered by the AMF on 21 March 2014 under number D.14-0183;
- the annual and consolidated financial statements for the year ended 31 December 2014 and the corresponding Statutory Auditors' Reports which contains one observation (whose cross-reference table can be found on page 540 of this registration document), as well as the Group's management report, appearing respectively on pages 437 to 484 and 291 to 434, on pages 485 and 435 to 436 and on pages 165 to 196 of the Crédit Agricole S.A. registration document 2014 registered by the AMF on 20 March 2015 under number D.15-0180.

The sections of the registration documents number D. 13-0141 and number D.14-0183 not referred to above are either not applicable to investors or are covered in another part of this registration document.

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Regulated information within the meaning of the AMF's General Regulations contained in this registration document can be found on the pages shown in the correspondence table below

This registration document, which is published in the form of an annual report, includes all components of the **2015 Annual Financial Report** referred to in paragraph I of Article L. 451-1-2 of the French Monetary and Financial Code as well as in Article 222-3 of the AMF's General Regulations:

ANNUAL FINANCIAL REPORT

In accordance with Articles 212–13 and 221-1 of the AMF's General Regulations, this registration document also includes the following regulated information:

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