



## CRÉDIT AGRICOLE S.A.

Paris, 1 December 2010

### Press release

#### APPOINTMENTS AT THE CREDIT AGRICOLE S.A. GROUP

Following their meetings of 30 November and 1 December 2010, the Boards of Directors of LCL, Crédit Agricole Assurances, Pacifica and Crédit Agricole CIB have announced a number of changes to their executive management teams.

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#### LCL

At its meeting of 30 November 2010, the Board of Directors of LCL noted the request from Chief Executive Officer Christian Duville, aged 62, to exercise his rights to retirement. He will be replaced by Yves Nanquette, aged 57, currently Chief Executive Officer of the Crédit Agricole d'Ille-et-Vilaine Regional Bank as of 1 January 2011.

The Board of Directors thanks Mr Duville for his commitment to the Crédit Agricole Group since 1976. Mr Duville spent the majority of his working life at the Crédit Agricole Regional Banks. He was notably Chief Executive Officer of the Charente-Périgord Regional Bank and the Aquitaine Regional Bank from 1992 to 2005.

After this he joined the Executive Management team at LCL, where he engineered the bank's recovery, developing and successfully implementing the Crescendo strategic development plan. He is leaving the company in a strong position for the next stages of its development.

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#### CREDIT AGRICOLE ASSURANCES

At its meeting of 1 December, the Board of Directors of Crédit Agricole Assurances, the Crédit Agricole Group's insurance holding company, noted the request from Chief Executive Officer Bernard Michel, aged 62, to exercise his rights to retirement.

He will be replaced by Jérôme Grivet, aged 48, Chief Executive Officer of Predica since 1 September 2010, as of 1 December 2010. Mr Grivet will continue to fulfil his duties as Chief Executive Officer of Predica.

The Board of Directors of Crédit Agricole Assurances paid tribute to the work done by Mr Michel at the Crédit Agricole Group.

Having joined Crédit Agricole in 1996 as CNCA's Corporate Secretary, Mr Michel was Deputy Chief Executive Officer from 1998 to 2003 and Chairman of Crédit Agricole Immobilier. In 2003, he became Head of Operations and Logistics at Crédit Agricole S.A., leading to the role of Chairman of Silca, Crédit Agricole S.A.'s IT subsidiary, from 2005 to 2006. In 2006, he was appointed Head of Property, Purchasing and Logistics and Vice-Chairman of Predica, becoming Chief Executive Officer in October 2008.

In January 2009, he oversaw the creation of Crédit Agricole Assurances, encompassing all of Crédit Agricole S.A.'s French and international insurance companies, and one of the biggest names in the market in France and Europe.

A graduate of the École Nationale des Impôts, Mr Michel holds the title of Senior National Auditor. He began his career with the French National Taxation Office (1970-1983), then the National Audit Office of the Ministry of Finance (1983-1987). He joined GAN in 1987, where he became Acting Chief Executive Officer and Chairman of Socapi (the bancassurance subsidiary of GAN and CIC). He was Chairman of Banque Régionale de l'Ouest (CIC) from 1994 to 1996.

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#### **PACIFICA**

At its meeting of 1 December 2010, the Board of Directors of Pacifica noted the request from Chief Executive Officer Patrick Duplan, aged 61, to exercise his rights to retirement.

He will be replaced by Thierry Langrenoy, aged 50, Head of International Insurance at Crédit Agricole Assurances, as of 1 December.

The Board of Directors of Pacifica has paid tribute to Mr Duplan's career with, and commitment, to the Group. Having joined Crédit Agricole as Chief Executive Officer of CAMCA (1987-1991), he was appointed Deputy Chief Executive Officer of Pacifica when it was created in 1989. Mr Duplan became Chief Executive Officer of Pacifica in 1999, helping to make Crédit Agricole's non-life insurance subsidiary one of the leading non-life insurers in France.

Mr Duplan holds qualifications from the Institut des Actuaire Français, the Centre des Hautes Etudes d'Assurances (CHEA) and the Statistics Institute of the University of Paris (ISUP). He also holds a degree in mathematics. He was Director of Abeille Assurance from 1978 to 1987 before joining the Crédit Agricole Group.

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#### **CREDIT AGRICOLE CIB**

On 1 December 2010, the Board of Directors of Crédit Agricole CIB accepted the request from Patrick Valroff, aged 62, to stand down as Chief Executive Officer. He will be succeeded as of 1 December 2010 by Jean-Yves Hoher, aged 55, who will continue his duties as Deputy Chief Executive Officer of Crédit Agricole S.A.

In May 2008, Mr Valroff was appointed Chief Executive Officer of Calyon (which became Crédit Agricole CIB in 2009). The Board praised him for the commitment that he showed and the major role that he played in the implementation of Crédit Agricole CIB's refocusing and business development plan. The plan, launched in September 2008, has paid off and Crédit Agricole CIB has generated a profit for three consecutive quarters.

The Board of Directors also approved a new organisational structure for Crédit Agricole CIB's Executive Management team as of 1 December 2010.

- Pierre Cambefort, aged 46, Deputy Chief Executive Officer since 1 September 2010, is taking over responsibility for Coverage, Investment Banking, Corporate Banking and the international network;
- Francis Canterini, aged 63, Head of Risk Management and Permanent Control at the Crédit Agricole Group since February 2009, has been appointed Deputy Chief Executive Officer in charge of Support Functions.

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### **PRIVATE BANKING**

Alain Massiera, aged 56, Deputy Chief Executive Officer of Crédit Agricole CIB since October 2007, will be head of the Crédit Agricole S.A. Group's Private Banking business as of 1 December 2010.

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### **CREDIT AGRICOLE S.A.**

Within Crédit Agricole S.A., Hubert Reynier, aged 48, Deputy Head of Risk Management and Permanent Control at the Crédit Agricole Group since June 2010, has been appointed Head of Risk Management and Permanent Control at the Crédit Agricole Group as of 1 December 2010, replacing Francis Canterini.

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## **BIOGRAPHIES OF APPOINTED DIRECTORS**

### **FRANCIS CANTERINI**

Francis Canterini began his working life as a lecturer at the University of Economics in Algiers from 1973 to 1981. He then worked at the Agence Française de Développement (AFD) from 1981 to 1991 as special advisor and then as head of financing and treasury.

Mr Canterini joined Crédit Lyonnais in 1991, successively as Head of the "issuer" business, Head of Investor Relations and Head of Corporate Finance, in which role he was responsible in particular for the Crédit Lyonnais privatisation project. He became Chief Financial Officer in 2003. In 2006, he joined the Executive Committee, with responsibility for Finance, Commitments, Legal and Logistics.

In 2007, Mr Canterini was appointed Deputy Chief Executive Officer of Cariparma.

He has been Head of Risk Management and Permanent Control at the Crédit Agricole Group since February 2009.

Born in 1947, Francis Canterini holds a degree in economics (1972) and a higher degree in economics (1973).

### **PIERRE CAMBEFORT**

Pierre Cambefort began his career with the Crédit Agricole Group in 1991, first in the general inspection and audit department of Caisse Nationale de Crédit Agricole (CNCA) until 1995, and then at the Crédit Agricole d'Île-de-France Regional Bank from 1995 to 2003, where he was Head of Credit Development before becoming Head of Marketing and Communications.

After two years as Head of Private Customers at Crédit Agricole S.A. (2004-2005), he was appointed Deputy Chief Executive Officer of the Crédit Agricole Centre-Est Regional Bank in 2006.

In September 2010, Mr Cambefort was appointed Deputy Chief Executive Officer of Crédit Agricole CIB.

Born in 1964, Pierre Cambefort is a graduate of Stanford University and Ecole Supérieure de Physique et Chimie in Paris.

### **JEROME GRIVET**

Jérôme Grivet began his career working for the French government. He then became advisor on European affairs to the Prime Minister, Alain Juppé, before joining Crédit Lyonnais in 1998 as Head of the Finance Department and Head of Management Control for the French commercial banking business.

In 2001, he was appointed Head of Crédit Lyonnais' Strategy Department, and then held the same role at Crédit Agricole S.A.

He was put in charge of Finance, the Corporate Secretariat and Strategy at Calyon in 2004, becoming Deputy Chief Executive Officer in 2007. On 1 September 2010, he became Chief Executive Officer of Predica.

Born in 1962, Mr Grivet is a Senior National Auditor and a graduate of ESSEC business school and the Institut d'Etudes Politiques in Paris.

## **JEAN-YVES HOCHER**

After spending his early career at the Ministry of Agriculture and the French Treasury, Jean-Yves Hocher joined Fédération Nationale du Crédit Agricole (FNCA) in 1989 as Head of Banking. In 2001, he became Chief Executive Officer of the Charente-Maritime Deux-Sèvres Regional Bank.

In 2006, Mr Hocher became Head of Insurance at Crédit Agricole and Chief Executive Officer of Predica.

He was appointed Head of Specialised Financial Services in May 2008 and became Deputy Chief Executive Officer in charge of Development of the Regional Banks, Payment Systems and Insurance at Crédit Agricole S.A. in October 2008.

Since 1 March 2010, Mr Hocher has been Deputy Chief Executive Officer in charge of specialised business lines (CIB, Asset Management, Insurance, Specialised Financial Services, Private Banking and Real Estate).

Born in 1955, Jean-Yves Hocher is a graduate of the Institut National Agronomique Paris-Grignon and the Ecole Nationale du Génie Rural, des Eaux et Forêts.

## **THIERRY LANGRENEY**

Thierry Langrenay began his professional career at UAP in 1983, where he held a variety of roles in Regional Management and then in Executive Management until 1997. Mr Langrenay then became Chief Executive Officer of the Nord Picardie Champagne Region at AXA Assurances. In 2001, he was appointed Head of Strategy and Strategic Planning at the AXA Group and shareholders' representative for the Benelux region, Germany and Eastern Europe.

Mr Langrenay joined the Crédit Agricole Group in 2006, first at Crédit Agricole S.A. and then at Crédit Agricole Assurances, as Deputy Chief Executive Officer, Deputy Head of International Insurance and Head of ALM activities, Investment and Corporate Finance.

In 2010, Mr Langrenay was appointed Head of International Insurance at Crédit Agricole Assurances.

Thierry Langrenay is a graduate of the Ecole Polytechnique and the Institut des Actuaire Français.

## **ALAIN MASSIERA**

Alain Massiera began his career in 1978 with ANZ/Grindlays Bank S.A. in France and then in India. He joined Banque Indosuez from 1987 to 1993.

From 1993 to 1997, Mr Massiera was Chief Executive Officer of Crédit Agricole Indosuez in Italy, and then Chief Executive Officer of Crédit Foncier de Monaco. In 1999, he was appointed Chief Executive Officer of Crédit Agricole Indosuez (Switzerland) S.A., which changed its name to Crédit Agricole (Switzerland) S.A. in 2005.

Mr Massiera has been Deputy Chief Executive Officer of Crédit Agricole CIB since 2007, in charge of overseeing its Structured Finance, Fixed Income and Equity Brokerage & Derivatives operations.

Born in 1954, Alain Massiera is a graduate of HEC (1977) and holds a post-graduate degree in Accounting (1979).

## **YVES NANQUETTE**

Yves Nanquette began his career with the Crédit Agricole Group in 1976, at the Martinique Regional Bank. He was an auditor at Caisse Nationale de Crédit Agricole (CNCA) from 1981 to 1985.

In 1985, Mr Nanquette joined the Aisne Regional Bank, becoming Chief Financial Officer in 1986. He then joined the Union Nord-Est Regional Bank in 1989 as Chief Financial Officer and Head of Human Resources.

He was appointed Deputy Chief Executive Officer of the Ardennes Regional Bank in 1992 and then of the Nord Est Regional Bank in 1994 and the Val de France Regional Bank in 1998, becoming Chief Executive Officer in 2000.

In 2005, he became Chief Executive Officer of the Ille-et-Vilaine Regional Bank.

Within the Crédit Agricole Group, in 2010, Mr Nanquette was appointed Vice-Chairman of Fédération Nationale du Crédit Agricole, Chairman of expansion capital subsidiary Uni Expansion Ouest, and Director and Chairman of the Audit Committee at Emporiki. He also chaired the steering bodies for the NICE project, the future single IT system for the Regional Banks.

Born in 1953, Mr Nanquette holds a degree in economics (1975) and in accounting (1977).

## **HUBERT REYNIER**

Hubert Reynier began his career with the French government, moving to BNP in 1992, where he spent most of his career. He was Senior Vice President of the Investment Banking department (New York) between 1993 and 1994, General Manager of the London office in charge of capital markets and asset management, and then Chief Executive Officer of the BNP Group for Belgium and the Netherlands as of 1998.

In 2000, Mr Reynier became special advisor to the Chief Executive Officer of the Commission des Opérations de Bourse, before being appointed Head of the Premier Marché and then Head of Transactions and Financial Information in 2001.

When the Autorité des Marchés Financiers was created in 2004, he became Deputy General Secretary in charge of Regulation and International Affairs. He also chaired the work of the permanent committee of the International Organisation of Securities Commissions, specialising in asset management. He then joined Caisse des Dépôts et Consignations as Deputy Chief Financial Officer in 2009.

Mr Reynier joined the Crédit Agricole Group in June 2010 as Deputy Head of Risk Management and Permanent Control at Crédit Agricole S.A.

Born in 1962, Mr Reynier is a Senior National Auditor and a graduate of the Ecole Nationale d'Administration. He holds a degree from the Institut d'Etudes Politiques in Paris, a post-graduate diploma in economics and a master's degree in law from Paris-Sorbonne University.

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