



## CRÉDIT AGRICOLE S.A.

Press release

### CRÉDIT AGRICOLE S.A. - CRÉDIT LYONNAIS ALLIANCE: FURTHER APPOINTMENTS

Paris, 23 October 2003 - Having made its 'N-1' top-level management appointments at end July 2003, the new Crédit Agricole S.A. Group continues to make further management appointments in line with the scheduled timetable. The Integration Committee <sup>(1)</sup> has already approved the N-2 management appointments for the following business lines and central functions <sup>(2)</sup>:

- Asset Management
- Life and Disability Insurance
- Group Human Resources
- Control and Audit
- Group Finance
- Operations and Logistics

The Integration Committee has also validated the following appointments within Crédit Agricole Indosuez/Crédit Lyonnais Financing and Investment Banking business segment:

#### General Management

At the proposal of **Dominique Ferrero**, Chief Executive Officer of CAI, the Board of Directors of CAI approved the following appointments on 22 October 2003:

- **Ariberto Fassati**, First Deputy Chief Executive Officer, head of International and Capital Markets.
- **Alain Papiasse**, Deputy Chief Executive Officer, head of Customer Relations, Structured Finance, Investment Banking and Equity Brokerage.
- **Yves Perrier**, Senior General Manager, in charge of support functions: Back Offices, Information Systems, Finance, Risk Management, Human Resources, General Secretariat, Distressed Assets.

*(1) The Integration Committee comprises Jean Laurent, Chief Executive Officer of Crédit Agricole S.A., Dominique Ferrero, First Deputy Chief Executive Officer of Crédit Agricole S.A., and Georges Pauget, Deputy Chief Executive Officer of Crédit Agricole S.A. Patrice Durand, member of the Executive Committee, is Secretary-General of the Integration Committee.*

*(2) Details of these appointments are available from Jean-Luc Pothet, Head of Central Secretariat, Crédit Agricole S.A.: 01 43 23 63 41*

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## Organisation of CAI/BFI business lines

### 1. Customer relations headed by **Pascal Poupelle**

- **Bertrand Duval** has been appointed head of the "Core Corporates Relationships" department including the Paris-based Senior Bankers as well as the following industry groups: Automotive, Telecommunication/Media, Energy and Aerospace/Defense.
- In addition, **Bertrand Duval** is responsible for CAI/BFI's relationships with Private Equity funds on a global basis and, in this capacity, is in charge of acquisition finance.
- **Ishan Kapur** has been appointed head of the global Financial Institutions Group.
- **Jean-Olivier Bartholin** has been given the responsibility for business development in Europe and coordination of the European based Senior Bankers.
- **Jean-Pierre Ludwig** and **Carol Shymanski** have been appointed co-heads of Global Loan Syndication.
- **Carlos de Cordoue** and **Henri Mazzella** have been confirmed in their roles as respective heads of DRF and DMEF.
- **Philippe Desgranges** has been appointed head of corporate risk analysis.
- **Pierre Harang** has been appointed head of Financial Institution risk analysis.
- **Philippe Moquin** has been appointed head of Marketing and Sales.
- **Josseline Seguin** has been appointed General Secretary.

### 2. Structured Finance headed by **Marc Tabouis**

- **Jean-Louis Galliot** has been appointed global head for the Transportation group (aviation and shipping).
- **Jean-François Marchal** has been appointed head of Trade and Commodity Finance.
- **Michel Anastassiades** has been appointed global head of Project Finance. He is seconded by **Jean-François Grandchamp des Raux**.
- **Thierry Simon** has been appointed global head of the Real Estate sector.
- **Sylvie Philippot** has been appointed head of the support functions.

### 3. Investment Banking headed by **David Villeneuve**

#### M&A

- **Michel Payan** has been appointed head of M&A France. He will supervise large transactions, including cross-border transactions carried out on behalf of major French customers.
- In addition, various sectorial groups will be created to take the responsibility for M&A deals in Europe. These groups will contribute their sectorial expertise to M&A France's deals. **Arnaud Limal** will be responsible for one of these sectorial groups.

## ECM

- **Alix Caudrillier** has been appointed head of ECM France, which covers all deals carried out with major French customers, structured transactions and the sale of equity derivatives to French corporate customers.
- **Pierre Lapomme** has been appointed head of ECM international activities and those involving public-sector companies.
- **Arnaud Saint-Mleux** has been appointed head of the Transaction Group, supporting M&A and ECM activities.
- **Alain Cazale** has been appointed head of Industrial Research.
- **Laurence Laplane** has been appointed General Secretary.

## 4. Equity Brokerage headed by **François Simon**

The equity brokerage sector is in charge of CAIC, CLSE, CLS mid caps, CLC Bourse, CL Equity US, CLSA and the brokerage activities of the other Securities Houses.

- **Jean-Claude Bassien**, Executive Vice-President, is in charge of strategy, international development, marketing, finance, HR, audit and compliance.
- **Bertrand Patillet**, Executive Vice-President, is in charge of IT and Organisation, back offices and legal affairs.
- **Edith Laborie**, is appointed Executive Vice-President. Her mission is to structure and develop the offer of brokerage services to the French and European corporates, to manage the business relations with the investment bank and to exploit the mid and small caps franchise of the broker in direction of the corporates.
- **Christian Carcassonne** is appointed Executive Vice-President, in charge of the retail networks.

## 5. Capital Markets headed by **Joël Jevell**

**Deputy Head: Thierry Sciard**

- **Christophe Nigond** has been appointed Chief Operating Officer, with all dedicated Capital Markets support functions reporting to him.
- **Omar Abukhadra** has been appointed head of the Credit department, and will be assisted by **Jean-Michel Beacco**.
- **Rick Ferina** has been appointed head of Financial and Commodities Futures, and will be assisted by **Andy Gooch**.
- **Thomas Gadenne** has been appointed head of the Treasury department, and will be assisted by **Neil Donaldson**.
- **Guy Laffineur** has been appointed head of Interest Rate and Foreign Exchange, and will be assisted by **François Goberville** and **Andrew Kellner**.
- **Cyrille Liabeuf** has been appointed head of Equity Derivatives department, and will be assisted by **Olivier Leymarie**.
- **Guillaume Rousseau** and **Bassem Snaije** have been appointed co-heads of Sales and Origination Management.

## 6. International network headed by **Bernard Mignucci**

- **Michel Le Masson** has been appointed head of the Europe region that includes the United Kingdom, Continental Europe, Central and Eastern Europe. **Frédéric Mellul** has been appointed head of all group activities in the United Kingdom, and will be assisted by **Régis Monfront**.
- **Hervé Lequitte** has been appointed head of Central and Eastern Europe.
- **Jean-Marc Moriani** has been appointed head of the Americas region.
- **Gilles Allein** has been appointed head of the Asia region, and **François Beyler** senior country officer for Japan.
- **Gérard Delaforge** has been appointed head of the Middle East and Africa region, seconded by **Baudouin Merlet** and **Henri Guillemin**, who have responsibility for Africa and the Middle East, respectively.
- **Gérard Delaforge** will continue to exercise responsibility for the restructuring currently under way.

## Other CAI/BFI activities

### 1. Back offices

- **François Marion** has been appointed head of operations at CAI-BFI.
- **Jean-Pierre Tremembert** has been appointed Chief Operating Officer of the financing and cash management business lines at CAI-BFI.
- **Christophe Nigond** has been appointed Chief Operating Officer of the Capital Markets sector, with responsibility for back offices, information systems, accounting and management accounting.
- **Bertrand Patillet**, Chief Operating Officer of Equity Brokerage, is responsible for back offices, information systems, organization and legal affairs.
- The Chief Operating Officers for the Asia, Americas and Europe regions have not yet been appointed.

### 2. Information systems headed by **Aline Bec**, member of Crédit Agricole S.A.'s Executive Committee

**Deputy Head: Jean-Michel Russo**

- **Jean-Michel Russo** has also been appointed head of Information Systems for the Capital Markets sector.
- **Maurice Amzallag** has been appointed head of Information Systems for the Equity Brokerage sector.
- **Guillaume Lesage** has been named head of Research and Development France at CAI-BFI.
- **Pierre Dulon** will be responsible for the International division's Systems Research and Development. He will also be responsible for coordinating infrastructure development within the scope of CAI-BFI.
- **Louis Trehondart** has been appointed head of operational coordination among entities (office project).

3. Finance headed by **Andrew Watson**

Deputy Head: **Luc Auberger**

- **Philippe Crenin** has been appointed CAI -BFI Group Financial Controller.
- **Yves Molliard** has been appointed head of the Accounting department. He will be assisted by **Arnaud d'Intignano**.
- **Jean Charles Balat** has been the appointed head of the Tax department.
- **René Mouchotte** has been appointed head of Credit Portfolio Management. **Jacques Hautefeuille** will be his deputy.
- **Michel Bilger** has been appointed head of the Asset-Liability Management (ALM) department.
- **Olivier Escande** has been appointed head of the Financial Transactions department. He will be assisted by **Philippe Dore**.

4. Risk Management and Control Department (DGCR) headed by **Bernard Carayon**

Deputy Head: **Bernard Darmayan**

- **Daniel Puyo** has been appointed head of Counterparty Risks.
- **Pierre Cailleteau** has been appointed head of Country Risks and Sector Analysis.
- **Maria Fadul** has been appointed head of Standards, Methods and Tools.
- **Patrick Fincker** has been appointed head of Market Risks for all of CAI-BFI, and will be assisted by **Jean-Philippe Frignet**
- **Maxime Pennequin** and **Christine Jugla** have been appointed co-heads of Operational Risks.
- **Anne Leteinturier** has been appointed General Secretary of DGCR. She is also responsible for Project Management.
- **Bernard Crutz** will have responsibility for assigned dedicated projects within DGCR.

5. Human Resources headed by **Frederic Goux**

- **Marie-Françoise Poirier** has been appointed head of individual career management.
- **Olivier Duffour** has been appointed head of Human Resources policies and development.
- **Alexandre Perrod** has been appointed head of Human Resources engineering and support.

6. Corporate Secretariat headed by **Jean-Paul Le Roy**

- **Norbert Gurvil** has been appointed head of general administration.
- **Henri-Pierre Brossard** has been appointed head of the Legal department.
- **Yves Caplain** has been appointed Compliance Officer.
- **Gil Delille** has been appointed head of Information Systems Risks and Security.
- **Bernard Hugonet** has been appointed head of corporate communications, assisted by **Dinah Louda**.
- **Philippe Plazanet** has been appointed head of the Information department.

7. **Distressed Assets (DGAD)** headed by **Julian Harris**

**Deputy Head: Jean-Pierre Jacquier**

- **Jean Pierre Jacquier** will be responsible for the Watch List activity; he will be assisted by **Jean-Luc Ransac** and **Bernard Landeau**.
- **Jean-Claude Fargialla**, **Marc Lescasse** and **Bernard Unger** have been appointed co-heads of the Workout / Investment activity.
- **Gérard Laude** has been appointed head of the Mid Caps France business, which reports on a functional basis to Distressed Assets. He will be assisted by **Michèle Muhlbach**.
- **Christine Morisseau** has been appointed General Secretary.

8. **Control and Audit** headed by **Jean-Jacques Picard**

- **Hervé Grondin**: Accounting supervision
- **François Delagrangé**, **Tom Asim**, **Benoît Nusbaumer**, **Stéphane Doherty**, **Jérôme Fischer**: Heads of Regional Audits (not including subsidiaries)
- **Paule Cellard**: Head of the central team with, as deputies: **Philippe Triconnet**, banking supervisor; **Jean-Pierre Gérard**, IT supervisor; **Laure Belluzzo**, capital markets supervisor
- **Anne-Marie Schricke**: Head of Internal Control and financial security.