

Appointments and renewals within Edenred's Board of Directors, to be proposed at the General Meeting on May 7, 2025

On the recommendation of the Compensation, Appointments and CSR Committee, Edenred's Board of Directors has decided on the list of directors for appointment and renewal to be submitted to the Company's General Meeting, scheduled on May 7, 2025.

The renewals of Mrs Nathalie Balla, Mrs Sylvia Coutinho, Mrs Monica Mondardini and Mr Philippe Vallée as directors will be proposed for a period of 4 years.

The appointment of Mr Thierry Delaporte and Mrs Kristell Rivaille will also be proposed for an initial period of 3 years (in order to better stagger the terms of office).

The search process for new candidates has been launched with the help of an external firm, based on criteria of experience, skills and individual expertise, as defined by the Compensation, Appointments and CSR Committee and the Board of Directors. The Board also sought to ensure balance of its composition, both in terms of gender and international experience.



Mrs Nathalie Balla, an independent director since 2023, will be put forward for renewal. Mrs Nathalie Balla, a French national, brings to the Board of Directors her experience in business management in an international environment, as well as digital skills, notably in retail, demonstrated in her responsibilities at Robert Klingel and La Redoute. Nathalie Balla also has expertise in social and environmental responsibility, particularly in promoting diversity.



Mrs Sylvia Coutinho, an independent director since 2016 and a member of the Compensation, Appointments and CSR Committee, will be put forward for renewal. Mrs Sylvia Coutinho, a Brazilian national, provides the Board of Directors with all of her in-depth knowledge of the Latin American (in particular Brazilian) market. Furthermore, she has helped a major Brazilian bank with its digitalization strategy. She also has sound knowledge of financial matters, notably asset management, and extensive experience with social and environmental matters through her current and past mandates in numerous organizations exposed to CSR issues.



Mrs Monica Mondardini, an independent director since 2021 and member of the Audit and Risks Committee, will be put forward for renewal. Mrs Monica Mondardini, an Italian national, has held several executive positions within the publishing and insurance sectors and has had European exposure in environments experiencing fast-paced digitalization. She brings to Edenred's Board of Directors her considerable experience on boards of directors, in particular as Deputy Director of GEDI Gruppo Editoriale (2009-2018), Chief Executive Officer of CIR S.p.A., an industrial holding company listed on the Milan stock exchange since 2018, and a director of Crédit Agricole (2010-2021), where she chaired the Appointments and Governance Committee.



Mr Philippe Vallée, independent director since 2021 and member of the Commitments Committee, will be put forward for renewal. Mr Philippe Vallée, a French citizen, began his career at Matra and subsequently held different positions at Gemplus and then at Gemalto from 2006, where he was Chief Executive Officer between 2016 and 2019. He is currently Executive Vice-President, Cybersecurity & Digital Identity at Thales. He brings to the Board his extensive expertise in e-money, payment systems and IT security throughout his career.



Mr Thierry Delaporte will be put forward for appointment for an initial term of 3 years as an independent director. Mr Thierry Delaporte, a French citizen, began his career in 1992 with the consulting firm Arthur Andersen, before joining the Capgemini group in 1995. He first held various financial positions, including Chief Financial Officer of the Southern Europe region, then of Asia-Pacific. He then spent almost 15 years in the United States in financial and operational management positions. In this capacity, he was Chief Financial Officer of North America, Chief Executive Officer of the Global Financial Services Strategic Business Unit, then Chief Executive Officer of the Latin America region. In 2017, he became Chief Operating Officer of Capgemini group, a position he held until 2020. From June 2020 to April 2024, he was Chief Executive Officer of Wipro Limited, a Bangalore-based company listed on the NYSE (New York Stock Exchange) and the BSE (Bombay Stock Exchange), a world leader in information technology. He has also been a director of Compagnie de Saint-Gobain since June 2022. Thierry Delaporte thus has extensive international experience in the digital and IT worlds, key sectors for Edenred.



Mrs Kristell Rivaille will be put forward for appointment for an initial term of 3 years as an independent director. Mrs Kristell Rivaille, a French national, is a seasoned international executive with 30 years' experience in marketing and strategy at pioneering, fast-growing and world-leading companies. She began her career at Procter & Gamble in 1995, where she contributed to the success of several product launches with original positioning strategies. In 2000, she joined the consulting firm McKinsey & Company, first in Paris and then in New York. As Engagement Manager, she supported multinationals in a wide range of sectors (pharmaceuticals, technology, energy, etc.) in their growth and operational optimization challenges. Her expertise in digital marketing was further strengthened at PayPal (2007-2011), where she developed the company's global marketing strategy. In 2011, Kristell Rivaille joined Google as Marketing Director France before being promoted to Vice President Marketing for Southern Europe and Emerging Countries. She therefore has recognized experience and skills in the fields of strategy, marketing, payments and products.

If these proposals for renewals and appointments are adopted by the General Meeting of May 7, 2025, the Board of Directors will have 13 members, including 2 employee-representative directors. It will include 5 women appointed by the General Meeting (i.e. 45.5% of its members appointed by the shareholders) and the rate of independent directors will be 90.9% according to the method of calculation of the AFEP/MEDEF Code, which excludes employee-representative directors.

About Edenred

Edenred is a leading digital platform for services and payments and the everyday companion for people at work, connecting more than 60 million users and more than 2 million partner merchants in 45 countries via 1 million corporate clients.

Edenred offers specific-purpose payment solutions for food (such as meal benefits), engagement (such as gift cards and engagement platforms), mobility (such as multi-energy solutions, including EV charging, maintenance, toll and parking) and corporate payments (such as virtual cards).

True to the Group's purpose, "Enrich connections. For good.", these solutions enhance users' well-being and purchasing power. They improve companies' attractiveness and efficiency, and vitalize the employment market and the local economy. They also foster access to healthier food, more environmentally friendly products and sustainable mobility.

Edenred's 12,000 employees are committed to making the world of work a connected ecosystem that is safer, more efficient and more responsible every day.

In 2024, thanks to its global technology assets, the Group managed close to €45 billion in business volume, primarily carried out via mobile applications, online platforms and cards.

Edenred is listed on the Euronext Paris stock exchange and included in the following indices: CAC 40, CAC 40 ESG, CAC Large 60, Euronext 100, Euronext Tech Leaders, FTSE4Good, DJSI Europe Index, DJSI World Index, and MSCI Europe.

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