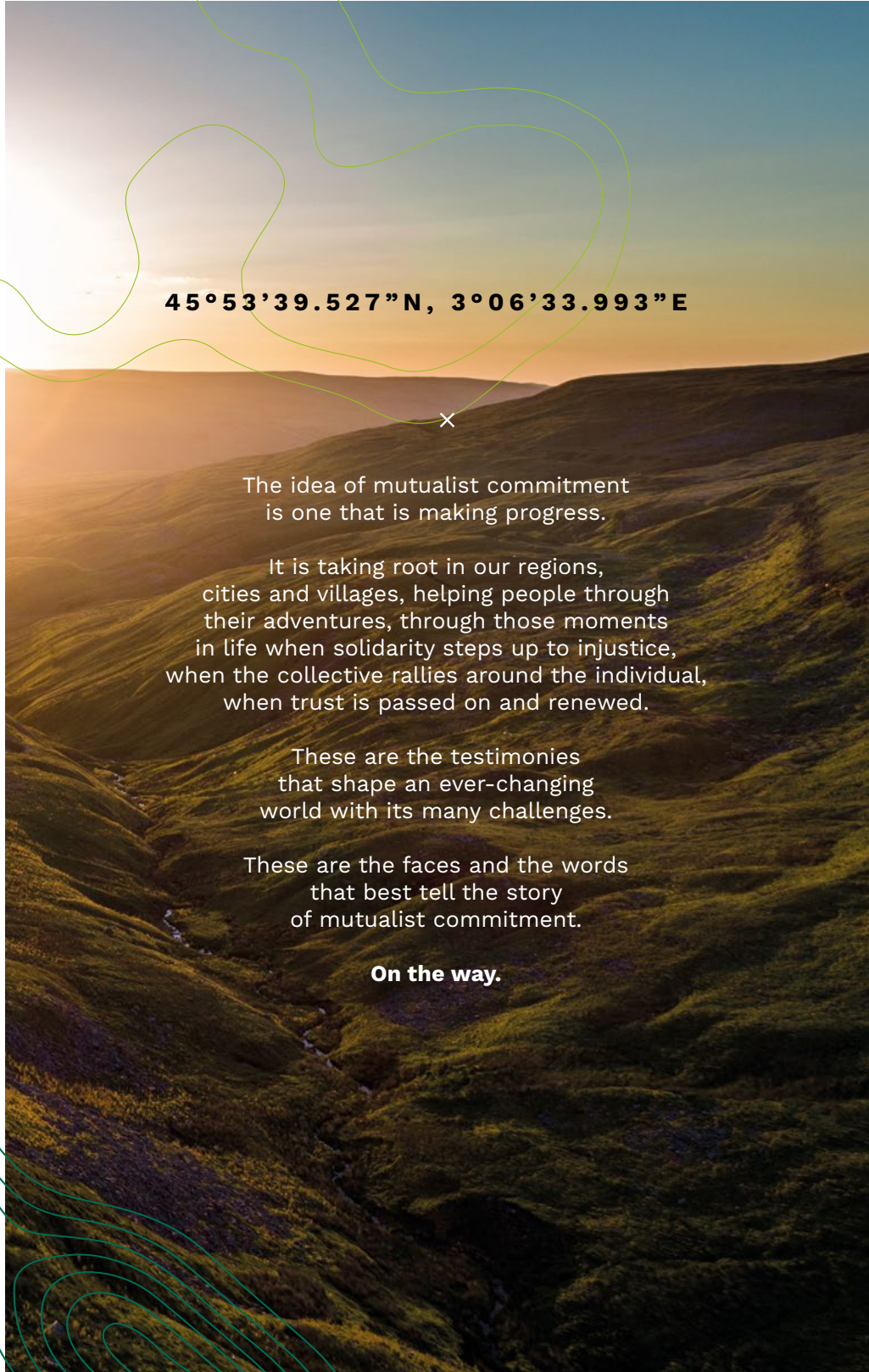




ON THE FIELD(S)

2024 ANNUAL REPORT



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X

The idea of mutualist commitment
is one that is making progress.

It is taking root in our regions,
cities and villages, helping people through
their adventures, through those moments
in life when solidarity steps up to injustice,
when the collective rallies around the individual,
when trust is passed on and renewed.

These are the testimonies
that shape an ever-changing
world with its many challenges.

These are the faces and the words
that best tell the story
of mutualist commitment.

On the way.

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GETTING CLOSER TO OUR REGIONS

With a strong local presence, Groupama has yet again left its mark on our regions.



✕ **Laurent POUPART**
Chairman of Groupama
Assurances Mutuelles



✕ **Thierry MARTEL**
Chief Executive Officer of Groupama
Assurances Mutuelles

What is your perspective on 2024?

Thierry Martel: In a complex environment affecting geopolitics, the economy and the climate, Groupama opted for a controlled growth strategy, designed to consolidate our technical stability, a proactive approach that delivered a record premium income of €18.5 billion in our 2024 results, up 8.9%, driven by growth in operations in

“A record premium income of €18.5 billion.”

Thierry MARTEL

France and abroad, as well as by a strong increase of net income to €961 million. The latter figure reflects improved operating results in all our business lines, whether for property and casualty insurance, pension and savings or health and protection. Lastly, the solvency ratio, a key indicator of the Group's financial strength, remains very robust at 185%, with no transitional measure after debt reduction of €260 million. Our good results were not limited to the financial sphere; in sustainability, we obtained the Afnor CSR Commitment label in recognition of our corporate social responsibility initiatives.

Laurent Poupert: I'm delighted with the 2024 results. They will contribute to the Group's long-term future by increasing its net worth and solvency, while enabling it to invest and meet future challenges. Over the course of the year we put all our efforts into living up to our

raison d'être “We are here to help as many people as possible build their lives with confidence”. In all our branches, in France and abroad, members and employees worked together to keep this promise. They supported our customers through difficult times by showing up and doing what they could to respond as quickly as possible to their needs. At different levels, everyone strengthened the fundamental principles of our mutualist model, the values of support and solidarity, driven by a powerful community and a well-structured system. All of this feeds into our ambition to become the mutualist champion of customer support.

Lastly, to stand out from the competition, Groupama confirmed its unique character with a new brand identity and a new advertising style. Our “Always there for me” strapline emphasises the Group's ability to protect its customers, support them, and take action when necessary.

“At different levels, everyone strengthened the fundamental principles of our mutualist model.”

Laurent POUPART

What were Groupama's main actions?

Thierry Martel: As we had to sustain our rate increases, we were more determined than ever to demonstrate our value added as an insurance professional with strong local connections. For example, in 2024 we added new services to our offering, such as our new multi-risk home insurance combining flexibility and affordability, and support for farmers to make their photovoltaic installations safer. We're there for our customers, wherever they are, and at every stage of their lives. In addition, to create a preference for Groupama we concentrated on stepping up our preventive work in some fields, from road safety to information and preparation for retirement, and guidance for customers on health. And of course, our flagship initiative being our training programme for life-saving skills.

Laurent Poupert: 2024 was also a year in which our mutualist dynamic was called into play. It was fully deployed for the benefit of our policyholders faced with an increasing number of climate events. I would like to thank our elected members and employees who stood by their sides during these difficult times. And a great many of them rose to the occasion in mainland France, the overseas territories, and abroad! Our mutualist spirit, through a regional network of 26,000 elected members, is a major distinguishing factor that contributes to the Group's attractiveness by maintaining a strong local bond with our policyholders and by defending community values. We successfully achieved this by, for example, donating oak trees from our forests for rebuilding the timber roof of Notre Dame cathedral in Paris. This commitment, which embodies our values of solidarity, kindled an immense feeling of pride in our mutualist community.



What are the main challenges facing the Group?

Laurent Poupard: As we've mentioned, one of the main challenges concerns the acceleration of climate change. The impact of climate change doubles every five years in France. Like all insurers, Groupama is faced with these structural developments. This is why sustainability and prevention have become increasingly prominent in our business model over the years. Sustainability is no longer optional, it's absolutely imperative! Risk prevention is no longer optional either, it's a prerequisite for insurability. This is another reason why we've strengthened our support for our farmer policyholders, for whom we're the leading partner. Under the crop insurance reform, we provide them with increased coverage

"Climate change is forcing us to improve risk modelling."

Thierry MARTEL

of their crops against climate hazards through a risk management tool combining individual responsibility, multi-risk cover and national support. And, as a professional agricultural organisation, we ensure that our policyholders are heard by farming stakeholders and the authorities. Another major challenge transforming the market is artificial intelligence (AI); its capacity for processing information and its increasing potential present both risks and opportunities. At Groupama, we see AI as a tool for the benefit of business, customers and our in-house teams. AI must help us to improve customer satisfaction and grow our productivity. At a time when cyber-attacks are increasingly frequent, we must be extremely vigilant in terms of ethics as well as security.

Thierry Martel: To pick up on our Chairman's words, I would like to add that climate change is forcing us to improve risk modelling. It also presents two major challenges. How can we maintain affordable prices so that our policyholders can continue to be covered? How can we ensure that regions remain insurable? The subject of insurability forces us collectively—

insurers and the authorities—to adopt a more partnership-based mindset and to find new solutions. First, because if a risk is no longer random but becomes a certainty, it is no longer insurable and other mechanisms must be activated. Next, we're currently faced with phenomena that we're not always able to price accurately due to their magnitude and their recurrence. This has translated into a withdrawal of reinsurers, leaving insurers to bear levels of risk that may turn out to be problematic. So insurers and the government need to work on new insurability frameworks, within which mutualisation can remain the cornerstone, and which provide insurers with public safety nets for extreme risks.

Lastly, there's a challenge that we haven't yet mentioned: health insurance. The authorities have continued to apply an accounting approach to cost transfer, without trying to work with insurers on the major challenges of public health such as, for example, healthy life expectancy.

How do you see the coming years?

Thierry Martel: The Group is aspiring to significant growth by 2030, in France and abroad, by becoming the leading insurance group in terms of customer support. We're going to roll out our "Ambition 2030" strategic plan focusing on three closely linked areas of interest: technical, to generate the necessary revenue to fund our investments and consolidate our solvency;

"Sustainability is no longer an option, it's absolutely imperative!"

Laurent POUPART

development of our customer and policyholder base, as that is what will secure the Group's future; and the continuous improvement of our quality of service since this is a basic mutualist duty. We will also pursue our CSR efforts, particularly by decarbonising claims recovery and, better still, by increasing our considerable prevention efforts to simply avoid accidents.

Laurent Poupard: For a mutual company, the quality of policyholder relations is not a means but an end. We should never forget this. The actions of our elected officials are constantly guided by two fundamental principles: securing the company's viability on the one hand, and the satisfaction of policyholders on the other. These points are not contradictory, but require a medium and a long-term perspective, rigour, high standards and responsibility. This is the "Ambition 2030" programme. I know that we can count on motivated employees and committed elected members to achieve these goals. Our community is more invested than ever. This is the key factor for our company's success. If we do everything possible to nurture it, there will be no limits to what we can accomplish tomorrow.

GROUPAMA WORKING IN EVERY FIELD

**For over a century,
the Groupama Group has been grounded
its action in timeless human values
to help as many people as possible
build their lives with confidence.
It is based on mutual assistance
communities that are people-centred,
positive and responsible,
and on stable, solid governance.**

12 million
members
and customers

26,000
elected members

32,000
employees

THE MUTUALIST ORIENTATION COUNCIL

The Mutualist Orientation Council's mission is to recommend a candidate for the position of Chairman of the Board of Directors of Groupama Assurances Mutuelles, and to define the Group's general direction and monitor its implementation.

THE BOARD OF DIRECTORS

The Groupama Assurances Mutuelles Board of Directors maps out the Group's business in accordance with the guidelines set out by the Mutualist Orientation Council and monitors implementation.

THE GROUP EXECUTIVE COMMITTEE

Chaired by the Chief Executive Officer, Thierry Martel, and comprising 21 members, the Group Executive Committee helps to design and deploy the strategy and coordinates all the Group's activities from an operational perspective.



Groupama, a mutualist insurer for the past 125 years, is the Group's general insurer and local brand. It is delivered in France by the network of 2,400 local mutuels, and outside France by international subsidiaries.

Groupama comprises:

- 9 regional mutuels in Metropolitan France;
- 2 overseas mutuels;
- 2 specialist mutuels.

www.groupama.fr



The 5th largest network of general insurance agents in France, Gan Assurances works exclusively with its 920 committed local business owners to provide individuals, professionals, businesses and farmers with a comprehensive range of services.

It represents a community of just under 4,700 people, including general insurance agents, agency employees and company staff.

www.gan.fr



To find out
more about
Groupama's
governance

OUR REGIONAL FOOTPRINT

10 COUNTRIES

Bulgaria, China, Croatia, France,
Greece, Hungary, Italy,
Romania, Slovenia, Tunisia.

×
€18.5bn
IN COMBINED
PREMIUM INCOME

×
€961m
IN NET INCOME

×
PROPERTY AND
CASUALTY INSURANCE

€9.2bn
IN PREMIUM
INCOME

×
LIFE AND HEALTH
INSURANCE

€9.0bn
IN PREMIUM
INCOME

×
241%
SOLVENCY
RATIO WITH
TRANSITIONAL
MEASURE

×
FINANCIAL
SERVICES

€246m
IN PREMIUM
INCOME

FRANCE FIGURES

6 million
MEMBERS
AND CUSTOMERS

€15.2bn
IN PREMIUM INCOME

26,000
EMPLOYEES

No. 1
INSURER IN
AGRICULTURE
INSURER
OF MUNICIPAL
AUTHORITIES

No. 4
HOME INSURER
INSURER
IN INDIVIDUAL
PROTECTION

No. 5
MOTOR INSURER

INTERNATIONAL FIGURES

6 million
CUSTOMERS

6,000
EMPLOYEES

€3.1bn
IN PREMIUM INCOME

No. 1
INSURER
IN ROMANIA

No. 3
INSURER
IN HUNGARY

No. 9
NON-LIFE INSURER
IN ITALY

LOGBOOK

PREVENTING



Lucas ROCHANGE-LESQUIOT
Student at LEGTA
PAU-MONTARDON

I learnt a lot from Groupama's "10 de conduite agricole" programme

"Each year, between 2,000 and 3,000 sixth-formers studying farming are trained in driving agricultural vehicles, road safety and accident prevention through the '10 de conduite agricole' programme with Groupama. I was lucky enough to take part in this training programme which includes practical and theory parts to prevent the accidents that can occur on farms; I'm really proud to have been selected to represent my college during the national final, which took place in Besançon, in France, on 6 and 7 September 2024, and to represent my college. After those two days I was pronounced winner of the national final. Coming from a farming family, it was really a memorable experience for me. Farming is my life!"

PENSIONS SYMPOSIUM: PERCEPTIONS ARE STARTING TO CHANGE

As part of the fourth Meetings About Retirement organised by Groupama in October 2024, the Group presented an overview of the conclusions of the most recent survey about the French and retirement carried out with Odoxa. While still concerned about the current reform, with a majority remaining opposed to it, their perception has nonetheless considerably evolved. French people expect to retire at the age of 64, compared to 62 in 2022. 43% of them even consider retiring after 65. They are increasingly counting on their savings to fund retirement, and invest €255 per month on average, compared to €234 a year ago.

INDIVIDUAL HEALTH: A FOCUS ON SERVICE

In an environment of growing health costs and changing reimbursement practices, Groupama has continued to expand in individual health. Thanks to its teams, a mobile app and a website, the group has put the emphasis on personalisation and customer support. New services have been rolled out, with the renewal of the Sévéane network of more than 5,000 partner opticians, and a service for preventing the loss of independence with an app to help people age better.



Carla BELLAVIA
Director of HR, Organisation and Communication
ROME, ITALY

Prevention for the new generations

"In Italy, even now, very little is done to raise awareness about risk prevention. This is why Groupama Assicurazioni has made prevention one of its priorities. We've created a learning laboratory for teachers and students, and today, 370 schools and 500 classes have adopted its educational kit. The results have surpassed our expectations, since we think that we've reached more than 30,000 people, counting teachers, students and their families. We're particularly pleased with this trickle-down effect, which reflects our commitment and our social impact. Furthermore, the Group rewarded this risk prevention initiative with a Top Succès award in 2024!"

STRENGTHENING



Alexandre JEANJEAN
Managing Director, Groupama Biztosító Zrt
BUDAPEST, HUNGARY

Increasing our local profile for greater customer satisfaction

"In 2024, at a time when many of our competitors were cutting back on a high-street presence in the Hungarian market, we increased ours by opening fourteen new agencies, bringing our total to 150. In a market where customers find it difficult to distinguish between the different insurance offers, and operators position themselves solely on price, over the years we have transformed our proprietary distribution network and built a range of products and services so that we can focus on our customers' needs and respond to them effectively. Increasing the local presence optimises the balance between advice, service and price. Thanks to that, in 2024 we again gained more customers (up 1%, or 1.7 million customers), increased our market share in all business lines, and generated strong investment margins for the future—with more than 20% of market profits. Above all, this strengthens our teams' belief that a constant focus on serving our customers enables us to fulfil our mission by enhancing our areas of expertise and that this approach, which is not always the easiest, is the one that creates by far the most value."

A RESOUNDING SUCCESS FOR THE NEW ISSUE OF CAT BONDS

To protect its exposure to climate risk in France, Groupama has issued a European record Aggregate Cat Bonds, as indemnity cover for an accumulation of storm events. This €150 million placement, which came into effect in July 2024 for a three-year term, illustrates the Group's capacity to diversify its reinsurance structures.

SUBORDINATED BONDS

Groupama issued €600 million of perpetual subordinated bonds in July 2024. The securities, remunerated at 6.5% per year, met with robust demand from institutional investors, with an order book more than five times oversubscribed. This operation has contributed to the group's active capital management, and demonstrates its financial strength.



Mirela AGACHE-DURAND
Managing Director, Groupama Asset Management
PARIS

We've expanded our range of services and expertise with the acquisition of INOCAP Gestion

"The acquisition of the asset management company INOCAP Gestion is an important transaction for us, as it allows Groupama Asset Management to ramp up its strategy of diversifying into a new customer base of asset management advisers. We will be able to offer our customers an additional service through private management or discretionary management. Furthermore, the integration of their teams and expertise will enhance our quality of management and research. Lastly, INOCAP Gestion's reputation will strengthen Groupama's image as an innovative business."

INNOVATING



Julie MAZEAUD
Head of Corporate, Governance
and Restructuring
NANTERRE

We are acclimatising to artificial intelligence

"I took part in one of the conferences organised by Groupama to raise awareness of the issues surrounding the digital transformation and artificial intelligence (AI). We are now using AI to improve our business processes, especially the customer experience and relationship. The Group has chosen responsible AI that complies with current regulatory standards and our values. Our environment is changing, but people are still central to the decision-making process, with AI remaining first and foremost a tool to help us work better."



Alexandre MICHAUT
Group Director of Digital Transformation
NANTERRE

AI is a true ally for our teams

"Like any major technological advance, AI has upended our habits and raised questions, particularly about how its impact on people. Should we worry that it will replace us? At Groupama, we believe that on the contrary, AI should advise, not replace. Our profession as insurers is based above all on knowing our business fundamentals well, on trust and on interpersonal relations, which are key values that just can't be replaced by technology. Rather than seeing artificial intelligence as somehow opposed to human intelligence, we've chosen to make them work together. AI is here to assist us, to help us make the best decisions and to free us from tedious tasks so that we can focus on the essence of our job: supporting our customers. For example, we use AI to rapidly search for and analyse precise information from huge bodies of documents. We are now encouraging our employees to take full ownership of it, so that it can provide them with routine strategic support. Together, we are building the insurance of the future, keeping our main focus on people, so we can become a champion of customer support."

THE CUSTOMER EXPERIENCE GOES DIGITAL IN BULGARIA

Groupama's Bulgarian customers can now claim for reimbursement of medical expenses online. This service, which considerably reduces reimbursement times for costs incurred, grew steadily in 2024, with 90% of claims now being processed electronically.



Georgios SALAGKODIS
Digital Product Owner, Groupama Asfalistikiki
NEA SMYRNI, GREECE

The Road Help application is as innovative as it is effective

"Road Help is designed to provide drivers with swift, hassle-free roadside assistance in case of an accident or breakdown. Users can quickly request help, share their exact location, specify roadside need, and track assistance in real-time, reducing response time and enhancing safety. A key challenge in its development was integrating Mondial Assistance's white-label solution while maintaining service quality. Ensuring alignment across teams and overcoming technical and legal complexities required close collaboration and an agile approach. Groupama Asfalistikiki mobilized customer insights, strong partnerships, and advanced digital solutions—leveraging geolocation, real-time tracking, and automation to deliver a seamless, user-friendly experience."



Geoffroy MALATERRE
Founder of Spareka
MONTREUIL

We've brought sustainability to life with Volt'Terre

"Volt'Terre is an Open Innovation programme developed by Groupama in which start-ups work with Groupama's teams on building useful solutions for customers. We were lucky that Spareka was included in the programme, with the goal of repairing equipment for policyholders rather than replacing it. This approach has improved the policyholders' experience, reduced management costs for claims and generated a positive environmental impact. In 2024, it saved 3,720 kg of CO₂."

A NEW MULTI-RISK HOME INSURANCE OFFER

With a view to improving support for customers and members, Groupama has gradually rolled out a new multi-risk home insurance offer with its regional mutuals. Built on a base offer with a large number of individually activated options, it stands out for its flexibility and ability to meet customers' and members' pricing requirements. This offer has been an indisputable success, with tens of thousands of contracts secured since October 2024.

PROTECTING

BETTER CLIMATE AND NATURAL RISK PROTECTION FOR BUSINESSES

From the end of March 2025, climate risk and natural catastrophe cover will be mandatory for Italian businesses. So in December 2024, Groupama Assicurazioni launched *DinamicaPlus Eventi Catastrofali*, a non-life insurance offer, to meet these regulatory requirements.



Oana BICA
Head of communications and press relations
BUCAREST, ROMANIA

Developing and supporting beneficial projects for local communities

"Our aim is to identify the real needs in communities and then develop or support projects that benefit them. We focus on risk prevention, promoting health and sport, fighting inequalities and protecting the environment. Reforestation, blood donation, educational support, these are just some of our most recent actions. With good results to show for it. Groupama volunteers, along with the French Chamber of Commerce, Industry, and Agriculture in Romania (CCIFER), planted up to 3,500 trees in 2024. 41 of our colleagues donated blood, and 50 hospitalized children received gifts from our colleagues. I am proud to belong to a company where the CSR strategy is not just a statement of intent."



Julien ROLAND
Prevention officer
REIMS

We support our customers planning to install solar panels

"Fire is the main risk affecting solar panel installation. Whatever the cause—insufficiently tightened connectors, overheating, poor installation, electrical fault, etc.—the building can be entirely destroyed. This is why Groupama offers members long-haul support to make their project safe. Our advisers are involved at every step: during the project feasibility study, with specific recommendations; in the post-launch stage, with site visits to monitor progress; and in the operational phase, during which we remain available to assist our members. Our approach is attractive, because the field is fairly uncommon and full of technical and regulatory intricacies."

NEW INDIVIDUAL HEALTH PRODUCTS FOR THE TUNISIAN MARKET

Tunisian residents under the age of 65 can take out a STARCARE contract, STAR's new individual health insurance. This insurance includes health cover with reimbursement of healthcare costs, hospital stays and optical and dental expenses, as well as assistance cover. Based on four options providing levels of cover suited to each customer's requirements, this offer also allows the beneficiary to choose how they will be reimbursed.

REACTING



Jean-Baptiste DESPREZ
Managing Director, Groupama Indian Ocean
SAINTE-MARIE, LA RÉUNION

Mutual assistance and solidarity were our driving forces when the cyclone struck

"Cyclone Chido inflicted immense human and material damage on Mayotte. Unfortunately, this type of event is becoming more frequent, and has started to affect areas that were spared until now. To tackle the situation, we made arrangements to respond to the most urgent needs: when we had a strong enough signal we assessed the damage by video, and several loss adjusters came from Reunion Island as soon as the airport reopened. We were able to set in motion the first advance payments for our policyholders in dire need, to support businesses and trigger provision of emergency bags and rehousing. Our *Mutuaide* assistance service and GAA (Groupe Austral Assistance) were available day and night to our Mayotte customers, and our employees clocked in on the *Fêt Kaf* public holiday to record claims. Yet again, I was impressed by the great solidarity and extreme resilience of the community when faced with catastrophic events, and I'm happy that our Group's mutualist values chime with this."

TROPICAL CYCLONE BELAL: A MAJOR MOBILISATION

In January 2024, tropical cyclone Belal hit the Reunion Island. Faced with this impending emergency Groupama took action in advance, with preventive measures, and again later after the weather warning was lifted. Backup was provided remotely through a regional inter-agency mutual aid solution, and compensation administrators agreed to defer their holidays, turning out in force to help Groupama policyholders despite the school holiday period. This arrangement meant that claims could be recorded and initial compensation paid out as promptly as possible. In all, nearly 7,000 claims were filed and processed within an extremely tight timeframe.



Carole THÉRIN
Head of compensation,
NOUMÉA, NEW CALEDONIA

In New Caledonia, Groupama has proved its ability to take action and to react

"There were serious disturbances in New Caledonia in May 2024. From the first days, Groupama activated a crisis unit and rallied its teams. The Compensation team, with the support of other company departments (claims department in Polynesia, employees from the underwriting department, etc.), were brought in to report claims in record time and handle the very considerable increase in claims. These efforts improved the Group's capacity for loss adjustment, and above all allowed it to compensate policy-holders quickly. Particular care was taken to make sure that employees were safe: full-time remote working for several weeks, roll-out of well-being and mental health workshops, and an emotional and psychological support system. For me, this crisis showed that in circumstances like these, the insurer's role comes into its own by combining protection and action."

SUPPORTING

**Christophe POUZARGUE**

Chairman of the AS Périgord Bessède cycling club
NIORT

The Ton Club, Ton Maillot programme supports our cycling activities

"We decided to apply to the *Ton Club, Ton Maillot* programme as it offers an opportunity to receive jerseys and cycling shorts free of charge, in the form of a donation. Being selected as one of the 120 winning clubs in 2024 meant that we got strips for a children's section of the club, which we couldn't do before, and that made our young amateur cyclists happy. The children are proud to wear identical kit for the 2024/2025 season, customised with the club's colours, and to be sponsored by Groupama like a professional team. Personally, as Chairman, I'm grateful that Groupama, a major brand sponsoring the professional cyclists of the Groupama-FDJ team, has become involved with amateur cycling clubs throughout France."

**Thierry BONNERY**

Chairman of Fondation de l'Eau Groupama
Méditerranée
AIX-EN-PROVENCE

With the Foundation for Water, we're working for society and for the environment

"Groupama Méditerranée's Foundation for Water is working for a cause that affects us all, particularly as insurers in the Mediterranean region. It supports research, promotes water-related jobs, helps protect water resources and aquatic biodiversity and raises awareness of hydroclimatic risks. We have supported seven projects since it was founded a year ago. Examples include updating a free, virtual water resources centre, restoring wetlands and a study on wastewater reuse in a hospital in Marseille. All these educational, ecological and research initiatives are carried out in the seven departments in Groupama Méditerranée's region. In addition to this, the Clapoty endowment fund implemented two projects for raising public awareness."

**Sophie DANCYGIER**

General delegate, Fondation Groupama –
Mutualist Communication Director
PARIS

More than one million euros to fight rare diseases

"The Groupama Foundation is celebrating its 25th anniversary: 25 years of unwavering commitment to the fight against rare diseases, supporting scientific research, research in human and social sciences, as well as all actions that help patients on a daily basis. Illustrating Groupama's mutualist spirit and values of community and solidarity, it rallies elected members and key employees, promoters of charity walks and events in all departments for the benefit of associations and researchers. In 2024, the Groupama Group, its entities, and the Groupama Foundation supported 78 associations and 14 research teams through a donation of more than one million euros to defeat rare diseases. This support included the 2024 Social Innovation Award, a programme of therapeutic education for children suffering from phenylketonuria, as well as a new centre in the north of France for children with multiple disabilities, and the development of new medication to treat several forms of childhood cancer in Bordeaux."

THE GAN FOUNDATION FOR CINEMA SUPPORTS OUTSTANDING WORKS

The films supported by the Gan Foundation for Cinema have met with stellar success, garnering a total of 100 awards. These include 1 César, 1 Cannes Grand Prix, and 50 awards for Flow, which was crowned Best European Animated Film. These accolades prove that a bold approach and recognition of outstanding works can be winning strategies.

STANDING OUT

**THE GROUP'S PLEDGES
FOR SUSTAINABILITY RECEIVE
AFNOR CERTIFICATION**

As part of the Group's certification programme, launched in 2024, Groupama Assurances Mutuelles, Groupama Centre-Manche, Groupama d'Oc and Groupama Gan Vie received the AFNOR "Confirmed CSR commitment" label. Some of the Group's other companies are pursuing this certification process in 2025. This assessment reflects Groupama's strong contribution to sustainable development.



Sylvain BUREL
Group Communication Director
PARIS

**The Groupama brand has introduced
new identity markers and new
advertising copy**

"In 2024, we've redesigned the music, the logo and Cerise's role, making them stronger and more modern, with the aim of increasing the strength of our communication and the power of our brand. The idea of using geographic coordinates to indicate our mutualist model was an obvious choice for reasons of both form and content, since Groupama provides stability, safety and trust in a constantly changing world. We have been a landmark in human and geographic terms for our customers for over 125 years. This concept perfectly embodies our "Always there for me" signature, which reflects our renewed commitment to support our policyholders at every stage of their lives."

**SEVEN OF THE GROUP'S COMPANIES
RECEIVE TOP EMPLOYER 2024
CERTIFICATION**

Groupama Loire Bretagne, Groupama Nord-Est, Groupama Grand Est, Groupama Assicurazioni (Italy), Groupama Asigurari (Romania), Groupama Asfalistiki (Greece) and, for the first time ever, Groupama Rhône-Alpes Auvergne, all received Top Employer certification in 2024. This certification, obtained following an audit of HR practices, confirms Groupama's position as an employer of choice in its sector.



Valentin MADOUAS
Professional racing cyclist,
member of the Groupama-FDJ cycling team
BREST

**My silver medal at the Paris
Olympics will always be one of my
finest memories as a racing cyclist**

"You have to be well supported and well prepared to win a silver medal at the Olympics. In my case, I was lucky enough to have the constant support of the Groupama-FDJ team. In this Olympic year, it gave me everything I needed to be able to win a medal with the French olympic team: the equipment, guidance on nutrition, the training programme and my race schedule. These factors were all perfectly coordinated to ensure that I was ready and able to surpass myself on 3 August 2024! Experiencing a race like that, with the atmosphere in the streets of Paris, and ending up taking the second step of the podium at the foot of the Eiffel Tower was simply amazing. I would like to dedicate this victory to all those who have followed and supported me since I started!"

**GROUPAMA ASSET MANAGEMENT
AGAIN RECOGNISED AS EUROPE'S
BEST ASSET MANAGEMENT COMPANY**

For the fifth time running, Groupama Asset Management (GAM) was rewarded at the European Funds Trophy for the quality of its fund management and performance, winning the Best European Asset Manager award in the "41 to 70 rated funds" category.

The methodologies can be obtained on request from the organisers. Reference to a ranking or an award does not provide a guarantee of future performance.

FOR A SUSTAINABLE PLANET AND A MORE EQUITABLE SOCIETY

For Groupama, sustainability is inseparable from our overall direction. It lies at the very heart of our DNA and is fully integrated into our development model. The Group implements actions that benefit its stakeholders and have a positive impact on the planet, regions, and society.

Groupama has identified five commitments for sustainability: to build a proactive and responsible personal relationship with the customer; to offer coverage solutions that keep pace with environmental and lifestyle changes; to contribute to the local sustainability; to implement a sustainable savings and investment policy; and to operate as a responsible group in which everyone is proud to apply our values.

The Group puts particular emphasis on decarbonising its activities, funding transition and being a model employer. Its most significant undertakings include supporting its members, particularly farmers, in the environmental and social transition, stepping up its preventive action, working to make healthcare more accessible, helping people age well and pursuing a policy of philanthropic patronage.



Valentine FISCHER
Specialist claims advisor
SCHILTIGHEIM

Learning life-saving skills is more than useful, it's a necessity

"I'm delighted to have taken the in life-saving skills course, provided free of charge by Groupama for nearly 200,000 people. I'd already received training in this important area over 10 years ago, so it was a chance to update my skills. I was able to revise and practice skills that I'd partly forgotten. This training strategy is crucial. Firstly, because it gives us the tools to react in a stressful situation, and also because it's proved to be far more effective than mere theoretical training. It's reassuring to know that my colleagues have been trained in the necessary skills. An accident can happen so quickly! By learning these skills we can help save lives anywhere, in the street or in our personal orbit, while waiting for the emergency services to arrive. Everyone should know them! That's why I've encouraged people close to me to take part in the public sessions organised free of charge by Groupama."

HELPING FARMERS IN THEIR ASSET MANAGEMENT STRATEGY

Groupama has set up specific asset management support to help farmers pass on their property and rise to the challenge of encouraging new generations of farmers. It comprises analyses of individual protection, pensions and inheritance, and a report on the overall position. It also includes an insurance and investment offer suited to this very specific time of life.

GROUPAMA, THIRD LARGEST PRIVATE OWNER OF FORESTS IN FRANCE

Over the last century the Group has built up a portfolio of over 25,000 hectares, making it the third largest private owner of forests. Groupama's policy is designed to add value to these assets while taking account of societal issues, climate and biodiversity. Most of this forest has been awarded the PEFC environmental quality label.

EVERYDAY RISK PREVENTION

328,000
people informed or trained

PHILANTHROPY

€9.7m
including €1.6m towards the fight against rare diseases

CIRCULAR ECONOMY

19.4%
of auto claims involving re-use of parts in France

SUPPORT FOR TRANSITION TO AGRICULTURAL SOVEREIGNTY

48.2%
of areas insured for multiple climate and prairies risks by Groupama in France

DECARBONISATION Investments

-60%
carbon intensity reduction in 2024 vs 2021

SUSTAINABLE FINANCE

€6.1bn
in sustainable investments assets

Internal operations

-24.7%
carbon intensity reduction in 2024 vs 2019

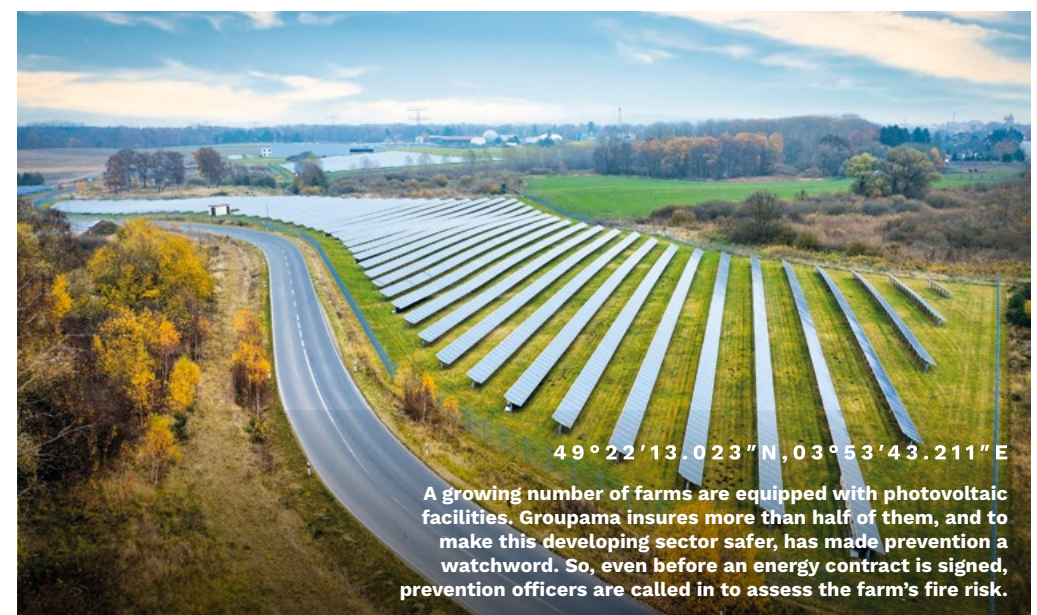
DISABILITY

6.4%
direct employment in France

CARBON SEQUESTRATION

11.01m
tons of CO₂ stored by Groupama forests in France

GETTING CLOSER TO OUR REGIONS





44°50'29.243"N, 00°34'13.366"W

Groupama recruited more than 4,000 employees in 2024 from all regions, by leveraging its social media profile and attending recruitment fairs in French cities such as Bordeaux.



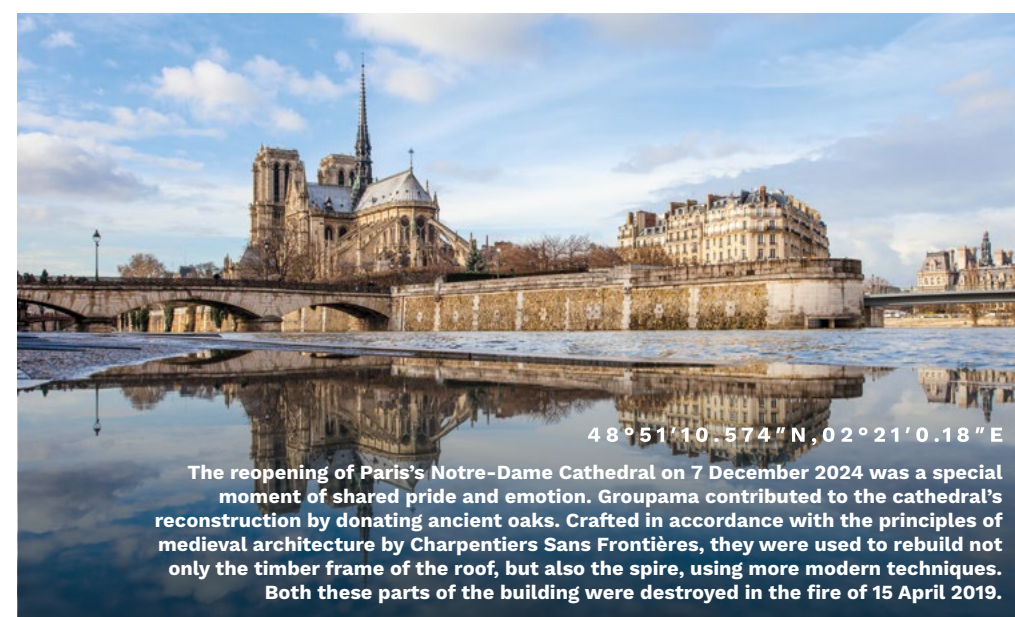
44°21'4.107"N, 02°34'22.257"E

During the "Plantez des milliers" reforestation operation, Groupama d'Oc invited the general public, regardless of whether they were members, to plant 15,000 trees in the fourteen departments it covers. Anyone interested in taking part could book their tree online and pick it up from the agency of their choice.



18°54'36.044"S, 47°31'32.091"E

For the annual Action Solidarité Madagascar trip, a delegation composed of Groupama members travelled to the island to visit around twenty projects already supported by the non-profit organisation, and learn more on new needs. For the most part, these projects concern education, agricultural training, health and the environment.



48°51'10.574"N, 02°21'0.18"E

The reopening of Paris's Notre-Dame Cathedral on 7 December 2024 was a special moment of shared pride and emotion. Groupama contributed to the cathedral's reconstruction by donating ancient oaks. Crafted in accordance with the principles of medieval architecture by Charpentiers Sans Frontières, they were used to rebuild not only the timber frame of the roof, but also the spire, using more modern techniques. Both these parts of the building were destroyed in the fire of 15 April 2019.

21°20'28.673"S, 55°28'39.422"E

Walks and other charity events in 2024 again yielded record amounts, with almost €470,000 donated to seventy non-profit organisations and two research projects.



NOTES



45°40'31.664"N, 06°23'33.15"E

Every year for the last five years, Groupama has helped a group of employees rise to the challenge of the *Étape du Tour*, the world's most famous amateur cycling race. This year's will take place on 20 July in France, between Albertville and La Plagne!

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