

<p style="text-align: center;">INFORMATION ON THE FINANCIAL CONDITIONS OF THE TERMINATION OF MANDATE OF FRANÇOIS RIAHI AS CHIEF EXECUTIVE OFFICER</p>
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In a press release dated 3 August 2020, the Board of Directors of Natixis announced the departure of Mr. François Riahi from his position as Chief Executive Officer of Natixis and member of the management board of the BPCE Group.

At its meeting dated 3 August 2020, the Board of Directors, on the recommendation of the Compensation Committee, decided on the financial conditions for the termination of Mr. François Riahi's duties as Chief Executive Officer of Natixis.

Fixed compensation

Mr. François Riahi shall receive his fixed compensation for the 2020 financial year calculated on a *prorata temporis* basis (*i.e.* for the period from 1st January 2020 to 3rd August 2020, date of termination of his duties as Chief Executive Officer of Natixis).

Variable compensation and Long Term Incentive Plans

Mr. François Riahi shall receive in 2021 his variable compensation in respect of the 2020 financial year, which shall be determined by the Board of Directors of Natixis in 2021 on the basis of the performance conditions set on 6 February 2020 by the Board of Directors of Natixis. The variable compensation for the 2020 financial year shall be calculated on a *prorata temporis* basis until the date of termination of duties (*i.e.* for the period from 1st January 2020 to 3rd August 2020). The payment of this variable compensation in respect of the 2020 financial year shall be subject to the prior approval of the Natixis shareholders' general meeting to be held in May 2021 and shall be made in accordance with the applicable regulations (CRD IV).

In accordance with the "CRD IV" regulations, the payment of the annual variable compensation due in respect of a financial year is (i) deferred over several financial years, (ii) subject to a condition of presence and to performance conditions and (iii) at least half of it is indexed to Natixis' share price. In light of François Riahi's investment in Natixis, and to the extent that the payment of each relevant variable compensation was disclosed to and approved by Natixis's general meeting of shareholders, the Board of Directors of Natixis decided to waive the condition of presence with respect to the payment of the deferred compensation for previous financial years (*i.e.*, 2018 and 2019 financial years). Consequently, the payment of the deferred portion of the annual variable compensation in respect of prior financial years shall be made in accordance with the timetable and conditions initially provided for (with the exception of the condition of presence).

In addition, on the date of termination of his duties, Mr. François Riahi holds performance shares under the Long Term Incentive Plans for the members of the Natixis Senior Management Committee. The definitive allocation of these performance shares is subject to a condition of presence and to performance conditions. Given the seniority of Mr. François Riahi, his contribution, the conditions of his departure and the limited amounts involved, the Board of Directors of Natixis has decided to waive the condition of presence and to maintain the performance shares granted to Mr. François Riahi under the Long Term Incentive Plans subject to the achievement of the performance conditions provided for in each plan. For further information, please refer to page 80 of the 2019 Universal Registration Document.

Non-compete undertaking

Given the information to which Mr. François Riahi had access in the context of his duties as Chief Executive Officer (in particular with regard to the Group's strategy), the Board of Directors decided to implement the six-month non-compete undertaking applicable to Mr. François Riahi. In return, Natixis shall pay an indemnity of EUR 400,000, corresponding to six months' fixed compensation.

Severance payment

At its meeting dated 2 May 2018, the Board of Directors determined a severance package for François Riahi, subject to performance conditions (relating to the Group's share of net income, the Return on Equity and the cost/income ratio) and applicable in the event of his departure from his duties as Chief Executive Officer (except in the event of departure for gross or willful misconduct, at his own initiative to take another position or following a change of his position within the BPCE Group) (please refer to page 81 of the 2019 Universal Registration Document). This severance package was approved on 23 May 2018 by the Natixis shareholders' general meeting as well as by the 2019 and 2020 shareholders' general meetings. Subject to the performance conditions, the amount of the severance payment shall be equal to the monthly reference compensation multiplied by twelve months (increased by one month per year of seniority).

The Board of Directors has acknowledged that the departure of Mr. François Riahi resulted from different views on strategic orientations and that two (out of the three) performance conditions were met. Taking into account his seniority within the Group, the severance indemnity to be paid to Mr. François Riahi amounts to EUR 2,425,965.

In accordance with the recommendations of the Afep-Medef corporate governance Code, the aggregate of the non-compete compensation (*i.e.*, EUR 400,000) and the severance payment (*i.e.*, EUR 2,425,965) of Mr. François Riahi does not exceed two years of his compensation (fixed and variable).

Mr. François Riahi does not benefit from any employment contract with any entity of the Natixis/BPCE group. He shall not benefit from any payment from BPCE upon the termination of his duties.

In addition, it is specified that Mr. François Riahi shall pay the amount due under "Article 82" policy of the French Tax Code set up by the BPCE Group.