

Co-option of Kelly Richdale to Edenred's Board of Directors

On the recommendation of the Compensation, Appointments and CSR Committee, Edenred's Board of Directors has decided on September 15, 2025, to co-opt Mrs. Kelly Richdale as a director of Edenred, effective immediately. According to the Board of Directors' independence criteria, which are based on the AFEP/MEDEF Code, Kelly Richdale is considered an independent director.

This co-option follows the resignation of Mrs Monica Mondardini. The Board of Directors warmly thanks Monica Mondardini for her commitment and contribution since 2021 to the work of the Board of Directors and the Audit and Risk Committee.

The process of co-opting Kelly Richdale was initiated on the basis of criteria relating to individual experience, skills, and expertise, as defined by the Compensation, Appointments and CSR Committee and by the Board of Directors. The Board also sought to maintain balanced membership, both in terms of gender and international experience.

Kelly Richdale brings to the Board her in-depth sector expertise in cutting-edge technologies (artificial intelligence, quantum computing, digital identity management, and blockchain) and operational risk management.

The ratification of Kelly Richdale's co-option for the remainder of Monica Mondardini's term of office, i.e., until the close of the General Meeting to be held in 2029, will be submitted to the General Meeting on May 7, 2026.

Further to this co-option, the Board of Directors remains composed of 13 members, including two employee-representative directors. It includes 45.5% (5/11) of women and 90.9% (10/11) of independent directors (employee-representative directors are not taken into account for the calculation of independence and gender balance, in accordance with the applicable legal provisions and the AFEP/MEDEF Code).



Kelly Richdale, 56, a Swiss, British, and South African national, is a graduate of Cambridge University and holds an MBA from INSEAD Business School as well as a CISSP (Certified Information Systems Security Professional) certification in cybersecurity.

Kelly Richdale began her career by co-founding A4Vision, which commercialised computer vision and biometric solutions for security markets, and served as its general manager for the Europe and Middle East region until 2007. Following successive acquisitions by Bioscrypt (Canada) and then L-1 Identity Solutions (United States), she held various operational management positions in both companies until 2010, when she joined ID Quantique to head the Quantum Safe Security division. From 2020 to 2022, she was part of the Swiss management team of Libra (later Diem), Meta's blockchain-based crypto payment project. She was also a member of the Innovation

Council of Innosuisse, the Swiss federal agency for science-based innovation, from 2016 to 2023, and an Executive Fellow of the World Economic Forum, working on artificial intelligence and quantum industry transformation from 2023 to 2025.

Since 2021, Kelly Richdale has been a senior advisor at SandboxAQ, where she provides support in the areas of artificial intelligence and cybersecurity. She has also been a member of the Board of Directors of Assura, a leading Swiss health insurance company, since 2022. Finally, she became a partner at deep tech venture capital firm Amadeus Capital Partners in 2024 and chairs Pimloc, a company active in the field of personal data protection and artificial intelligence.

Edenred is a leading digital platform for services and specific purpose 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 digital services 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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