

THIS DOCUMENT IS A FREE NON BINDING TRANSLATION, FOR INFORMATION PURPOSES ONLY, OF THE FRENCH LANGUAGE "DOCUMENT D'INFORMATION" DATED THE DATE OF THIS DOCUMENT PREPARED BY UNEDIC. IN THE EVENT OF ANY AMBIGUITY OR CONFLICT BETWEEN CORRESPONDING STATEMENTS OR OTHER ITEMS CONTAINED IN THESE DOCUMENTS, THE RELEVANT STATEMENTS OR ITEMS OF THE FRENCH LANGUAGE "DOCUMENT D'INFORMATION" SHALL PREVAIL.

Information Memorandum dated 1 August 2024, as updated on 6 March 2025

Unédic

€60,000,000,000

EURO MEDIUM TERM NOTE PROGRAMME TO THE SERVICE OF EMPLOYMENT WITH OR WITHOUT THE GUARANTEE OF THE FRENCH STATE

Under the Euro Medium Term Note Programme (the "**Programme**") described in this information memorandum (the "**Information Memorandum**"), Unédic (the "**Issuer**" or "Unédic"), subject to compliance with all relevant laws, regulations and directives, may from time to time issue notes (the "**Notes**"). The Final Terms (as defined in "Terms and Conditions of the Notes", a form of which is included in this Information Memorandum) prepared in respect of any issue of Notes will specify whether or not the Notes will benefit from the guarantee of the French State (the "**Guaranteed Notes**"). The aggregate nominal amount of Notes outstanding shall not at any one time exceed €60,000,000,000 (or its equivalent in other currencies) at any date of issue.

Under certain circumstances, a request for admission of the Notes to trading on Euronext Paris ("**Euronext Paris**") may be presented. Euronext Paris is a regulated market within the meaning of the Directive 2014/65 (as amended) ("**MiFID II**") dated 21 April 2004 (a "**Regulated Market**"). Notes may also be admitted to trading on any other Regulated Market in a Member State of the European Economic Area ("**EEA**"), on any non-regulated market, or may be unlisted. The Final Terms prepared in respect of any issue of Notes will specify whether or not such Notes will be admitted to trading and, if so, on which relevant Regulated Market(s). Notes admitted to trading on a Regulated Market shall have a minimum denomination of at least €100,000 (or its equivalent in other currencies) or such higher amount as may be allowed or required by any relevant monetary authority or any applicable laws or regulations.

This Information Memorandum does not constitute a base prospectus within the meaning of Regulation 2017/1129 of the European Parliament and the Council dated 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC (the "Prospectus Regulation"), the provisions of which do not apply to the Issuer, and therefore has not been submitted to the clearance procedures of the *Autorité des marchés financiers* (the "AMF"). The Issuer undertakes to update the Information Memorandum on an annual basis.

The Notes will be issued in dematerialised form and may, at the option of the Issuer, be issued in either bearer form (*au porteur*) or in registered form (*au nominatif*) as more fully described in this Information Memorandum. Notes will be in book entry form in compliance with Articles L.211-3 *et seq.* of the French *Code monétaire et financier*. No physical documents evidencing title to the Notes will be issued in respect of the Notes. Notes issued in bearer form (*au porteur*) shall be inscribed as from their issue date in the books of Euroclear France (acting as central depository) which shall credit the accounts of the Account Holders (as defined in "Terms and Conditions of the Notes - Form, Denomination, Title, Redenomination and Consolidation") including Euroclear Bank S.A./N.V., ("**Euroclear**") and Clearstream Banking, *société anonyme* ("**Clearstream, Luxembourg**"). Notes issued in registered form (*au nominatif*) may, at the option of the relevant Noteholder (as defined in "Terms and Conditions of the Notes - Form, Denomination, Title, Redenomination and Consolidation"), either be (a) in fully registered form (*au nominatif pur*), in which case they will be inscribed in an account maintained by the Issuer or a registration agent (designated in the relevant Final Terms) acting on behalf of the Issuer or (b) in administered registered form (*au nominatif administré*) in which case they will be inscribed in the accounts of the Account Holder designated by the relevant Noteholder.

The Issuer is rated Aa3 (stable outlook) by Moody's France S.A.S., AA- (negative outlook) par S&P Global Ratings Europe Limited et AA- (stable outlook) par Scope Ratings GmbH. As at the date of this Information Memorandum, each of these rating agencies is established in the European Union and is registered under Regulation (EC) No. 1060/2009 of the European Parliament and of the Council of 16 September 2009, as amended (the "**CRA Regulation**") or established in the United Kingdom in accordance with the CRA Regulation as it forms part of domestic law by virtue of the European Union (Withdrawal) Act 2018 (the "**UK CRA Regulation**").

Notes issued under the Programme may, or may not, be rated. The rating of Notes (if any) will be specified in the relevant Final Terms. The rating of Notes will not necessarily be the same as the rating assigned to the Issuer, it being understood that a rating does not constitute a recommendation to buy, sell or hold Notes and may be subject to suspension, change, or withdrawal at any time by the assigning rating agency.

This Information Memorandum, any update of this Information Memorandum and the documents incorporated by reference in this Information Memorandum will be available on the Issuer's website (www.unedic.org).

Prospective investors are invited to take into account the risks described in the "Risk Factors" section before deciding to invest in the Notes issued under the Programme.

Each Tranche (as defined in "General Description of the Programme") of Notes will be issued pursuant to the relevant provisions described in the "Terms and Conditions of the Notes" chapter of this Information Memorandum, as supplemented by the provisions of the relevant Final Terms determined by the Issuer and the relevant Dealers (as defined in "General Description of the Programme") at the time of the issue of such Tranche.

The Issuer declares and represents that, after having taken all reasonable measures to this effect, all information contained or incorporated by reference in this Information Memorandum is, to its knowledge, in accordance with the facts and does not contain any omission likely to affect its import. It contains all relevant information necessary for prospective investors to knowingly assess the assets, activities, financial position, results and prospects of the Issuer, as well as the rights attached to the securities. The Issuer assumes the responsibility thereto.

None of the Dealers has verified the information contained or incorporated by reference in this Information Memorandum. None of the Dealers makes any representation, whether express or implied, or accepts any responsibility, with respect to the accuracy or completeness of any of the information contained or incorporated by reference in this Information Memorandum. Neither this Information Memorandum nor any other information supplied in connection with the Programme is intended to provide the basis of any credit or other evaluation and should not be considered as a recommendation by any of the Issuer or the Dealers that any recipient of this Information Memorandum or any other financial statements should purchase the Notes. Each prospective investor of Notes shall determine the relevance of the information contained or incorporated by reference in this Information Memorandum on its own and its purchase of Notes should be based upon such investigation as it deems necessary. Neither any of the Dealers undertake to review the financial or general condition of the Issuer during the life of the arrangements contemplated by this Information Memorandum nor to advise any investor or prospective investor of any information that may come to their attention.

This Information Memorandum may only be used for the purposes for which it has been published.

No person is or has been authorised to give any information or to make any representation other than those contained or incorporated by reference in this Information Memorandum in connection with the issue or sale of Notes. If given or made, such information or representation shall not be relied upon as having been authorised by the Issuer or any of the Dealers. Neither the delivery of this Information Memorandum nor any sale made in connection herewith shall, under any circumstances, imply that there has been no change in the Issuer's affairs since the date hereof or the date of the most recent update to this Information Memorandum, or that there has been no adverse change in the Issuer's financial position since the date hereof or the date of the most recent update to this Information Memorandum, or that any other information supplied in connection with the Programme is correct as of any time subsequent to the date on which it is supplied or, if different, the date indicated in the document containing such information.

The Notes and any related guarantee have not been and will not be registered under the United States Securities Act of 1933, as amended (the "Securities Act") or with any securities regulatory authority of any state or other jurisdiction of the United States. Subject to certain exceptions, the Notes may not be offered or sold within the United States. The Notes are being offered and sold outside the United States of America to non-U.S. persons in reliance on Regulation S under the Securities Act ("Regulation S").

This Information Memorandum does not constitute an offer of, nor an invitation by or on behalf of the Issuer or the Dealers to subscribe for, or purchase, any Notes.

The distribution of this Information Memorandum and the offering or sale of Notes may, in certain jurisdictions, be restricted by law. Neither the Issuer nor the Dealers represent that this Information Memorandum will be distributed in compliance with the law, or that the Notes will be offered in compliance with the law, any relevant registration or any requirement of any competent authority or by virtue of any exemption that would be applicable, and shall not be liable for facilitating such distribution or such offer. In particular, neither the Issuer nor the Dealers have taken any action for the Notes to be offered to the public or the distribution of this Information Memorandum on the territory of a competent authority that would require such an action to be taken. As a result, Notes shall not be offered or sold, directly or indirectly, and neither this Information Memorandum nor any offering document shall be distributed or published on the territory of a competent authority, other than compliance with any relevant laws or regulation of such

territory. Persons into whose possession this Information Memorandum comes or that would be interested in subscribing to the Notes are required to inform themselves about and to observe the restriction relating to the distribution of this Information Memorandum and the offer and sale of Notes which are applicable to them. Restrictions on the distribution of this Information Memorandum and the offer and sale of Notes notably exist in the United States of America, the EEA (notably in France) and the United Kingdom.

For a description of the applicable restrictions on offers, sales and transfers of Notes and on distribution of this Information Memorandum, see "Subscription and Sale".

Neither the Notes, the Final Terms or this Information Memorandum have been submitted to the clearance procedures of the French *Autorité de marchés financiers* (the "AMF") or of any other competent authority within the meaning of the Prospectus Regulation.

The Issuer alone is responsible for the information contained in this Information Memorandum

Neither the Dealers nor the Issuer make any representation to a prospective investor of Notes on the legality of its investment pursuant to the laws applicable to such prospective investor. Any prospective investor in the Notes must be capable of bearing the economic risk of its investment in the Notes for an undetermined period of time.

In connection with the issue of any Tranche (as defined in "General Description of the Programme"), the Dealer, if any, named as the stabilising manager in the relevant Final Terms (the "Stabilising Manager") (or persons acting on behalf of any Stabilising Manager(s)) may over-allot Notes or effect transactions with a view to supporting the market price of the Notes at a level higher than that which might otherwise prevail. However, there is no assurance that the Stabilising Manager (or persons acting on behalf of a Stabilising Manager(s)) will undertake such stabilisation actions. Such stabilisation actions may begin on or after the date on which adequate public disclosure of the final terms of the offer of the relevant Tranche is made and, if begun, may be ended at any time, but it must end no later than the earlier of thirty (30) days after the issue date of the relevant Tranche and sixty (60) days after the date of the allotment of the relevant Tranche. Any stabilisation action or over-allotment shall be conducted in accordance with all applicable laws and rules.

In this Information Memorandum, unless otherwise specified or the context otherwise requires, references to "€", "Euro", "EUR" and "euro" are to the lawful currency of the member states of the European Union that have adopted the single currency in accordance with the Treaty establishing the European Community, as amended, references to "£", "pounds sterling" and "Sterling" are to the lawful currency of the United Kingdom, references to "\$", "USD", "U.S. dollars" and "US Dollar" are to the lawful currency of the United States of America, references to "¥", "JPY" and "Yen" are to the lawful currency of Japan and references to "CHF" and "Swiss Francs" are to the lawful currency of Switzerland.

NOTICE

The Notes may not be a suitable investment for all investors

Each prospective investor must determine, based on its personal assessment and with the help of any adviser it may find to be appropriate depending on the circumstances, the suitability of an investment in the Notes in light of its own circumstances. In particular, each prospective investor should:

- (i) have sufficient knowledge and experience to make a meaningful evaluation of the Notes, the merits and risks of investing in the relevant Notes and the information contained in this Information Memorandum, in any update to this Information Memorandum or in the relevant Final Terms;
- (ii) have access to and know how to use appropriate analytical tools to evaluate, in the context of its own financial position and of its sensitivity to the risk, an investment in the relevant Notes and the impact the relevant Notes may have on its overall investment portfolio;
- (iii) have sufficient financial resources and liquidity to bear all the risks of an investment in the Notes, including where the currency for principal or interest payments is different from the prospective investor's currency;
- (iv) understand thoroughly the terms of the relevant Notes and be familiar with the operation of any relevant indices and financial markets; and
- (v) be able to assess (either alone or with the help of a financial adviser) possible scenarios for the economy, interest rates or any other factor that may affect its investment and its ability to face the risks incurred.

A prospective investor should not invest in Notes unless it has the expertise (either alone or with the help of its advisers) to assess how the Notes will perform under changing conditions, the resulting effects on the value of such Notes and the impact this investment will have on its overall investment portfolio.

Each prospective investor should consult its own legal, tax, accounting and/or financial advisers before investing in the Notes.

Legal restrictions may limit certain investments

Certain prospective investors are subject to laws and regulations relating to investments, or to examinations or regulation by certain regulatory or supervisory authorities. Such prospective investors must consult their legal advisers to determine if and the extent to which (1) the law authorises them to invest in the Notes, (2) the Notes may be used as a security for other types of borrowings, and (3) if other restrictions relating to the Notes are applicable. Financial institutions must consult their legal advisers or the relevant regulatory authorities to determine the treatment applicable to the Notes with respect to balanced equity ratios depending on risks and other similar rules.

The decision to invest in the Notes should depend on the investor's sole judgment

A prospective investor cannot rely on the Issuer, the Dealers or their respective affiliates (nor on their employees, directors, officers or external advisers) for determining the legality of its investment in the Notes, nor for appreciating the risk factors mentioned in this section. The Issuer, the Dealers and their respective affiliates (as well as their employees, directors, officers and external advisers) are not responsible for a prospective investor's compliance with the legislation and regulations applicable to it when investing in the Notes, whether such laws are those of the jurisdiction in which it is registered or, if different, those of the jurisdiction in which it operates its business, nor are they responsible for such prospective investor's compliance with the laws, regulations or recommendations to which the prospective investor must or should comply.

GOVERNANCE OF MIFID II PRODUCTS/TARGET MARKET – The Final Terms of each series of Notes will contain a section entitled "Governance of MiFID II Products" which will set out the assessment of the Notes' target market, by taking into consideration the 5 categories referred to in item 19 of the Orientations published by the European Securities and Markets Authority on 3 August 2023, and appropriate distribution channels. Any person offering, selling or subsequently recommending the Notes (a "distributor") must take this assessment of the target market into account; however, any distributor subject to Directive 2014/65/EU (as amended, "MiFID II") is required to conduct their own assessment of the target market of the Notes (by adopting or expanding the assessment made of the target market) and determine the appropriate distribution channels.

For each issue it will be determined if, in the interests of the rules of governance of products under Delegated Directive (EU) 2017/593 (the "Rules of Governance for MiFID Products"), any Dealer subscribing for the Notes must be considered as a manufacturer of the said Notes, failing which neither the Arranger, the Dealers nor any of their respective affiliates will be manufacturers within the meaning of the Rules of Governance for MiFID Products.

UK MiFIR PRODUCT GOVERNANCE / TARGET MARKET – The Final Terms of each series of Notes will contain a section entitled "UK MiFIR product governance " which will set out the assessment of the Notes' target market, by taking into consideration the appropriate channels for distribution of the Notes. Any person offering, selling or subsequently recommending the Notes (a "distributor") must take this assessment of the target market into account; however, any distributor subject to the FCA Handbook Product Intervention and Product Governance Sourcebook (the "UK MiFIR Product Governance Rules") is required to conduct their own assessment of the target market of the Notes (by adopting or expanding the assessment made of the target market) and determine the appropriate distribution channels.

For each issue it will be determined if, for the purpose of the UK MiFIR Product Governance Rules, any Dealer subscribing for the Notes must be considered as a manufacturer of the said Notes, failing which neither the Arranger, the Dealers nor any of their respective affiliates will be manufacturers within the meaning of the UK MiFIR Product Governance Rules.

TABLE OF CONTENTS

RISK FACTORS	7
GENERAL DESCRIPTION OF THE PROGRAMME	15
DOCUMENTS INCORPORATED BY REFERENCE	18
UPDATE OF THE INFORMATION MEMORANDUM	20
TERMS AND CONDITIONS OF THE NOTES.....	21
USE OF PROCEEDS.....	34
DESCRIPTION OF THE ISSUER.....	35
RECENT DEVELOPMENTS.....	54
DESCRIPTION OF THE GUARANTEE.....	56
FORM OF FINAL TERMS.....	57
SUBSCRIPTION AND SALE.....	66
GENERAL INFORMATION	68
RESPONSIBILITY WITH RESPECT TO THE INFORMATION MEMORANDUM	70

RISK FACTORS

The Issuer believes that the following factors are relevant for Noteholders to decide whether to invest in the Notes and/or may affect the Issuer's ability to fulfil its obligations towards investors under the Notes. These risks are contingencies which may or may not occur and the Issuer is not in a position to express a view on the likelihood of any such contingency occurring.

The Issuer believes that the risk factors described below represent, as at the date of this Information Memorandum, the principal risks inherent in investing in Notes issued under the Programme. The list of risk factors set out below is not intended to be exhaustive and investors may be affected by other factors. Other risks and uncertainties which, on the date of this Information Memorandum, are not known to the Issuer, or are considered non-relevant, may have a significant impact on the investment in the Notes. Prospective investors should also read the detailed information set out elsewhere in this Information Memorandum and have their own opinion prior to making any investment decision. Investors should in particular conduct their own assessment of the risks relating to the Notes before making such an investment.

The Issuer considers that the Notes shall only be purchased by investors which are (or are advised by) financial institutions or other professional investors who are in a position to assess the specific risks involved by an investment in the Notes.

Any reference thereunder to a Condition refers to a numbered condition in the "Terms and Conditions of the Notes" section.

1. Risk factors relating to the Issuer and its activities

It should be recalled at the outset that the Issuer, being a non-profit association governed by the non-profit associations Act of 1 July 1901, exhibits numerous specific features that distinguish it from all other associations governed by that Act of 1 July 1901.

This is because the Issuer was instituted at the initiative of the social partners and its affairs are consistently managed on a joint basis. Its activities of managing the unemployment insurance scheme in France (which is compulsory in the sense that all employers in the private sector are required to include their employees in the scheme pursuant to Article L. 5422-13 of the French Code du Travail) make it the cornerstone of the French unemployment insurance system, conferring upon it a role in society which has no equivalent elsewhere in France.

Its method of governance and its usefulness to society intrinsically link the Issuer to the social partners and the government authorities which organise the unemployment insurance scheme in the public interest. At the date of this Information Memorandum, the predominance of the Issuer as an institution in the public employment service has not been called in question by the national actors in employment policy.

Impact of the macroeconomic environment on the Issuer

The Issuer, as manager of the unemployment insurance scheme, is particularly sensitive to national and international macroeconomic trends. The main factors influencing the Issuer's financial position are the growth rate in the French Gross Domestic Product with its knock-on effects on employment among subscribers to the scheme, the employment policies of the Government and of businesses, and the effect of decisions by the social partners on the rules for compensating those seeking work and on contribution rates.

In view of the macroeconomic environment, the Issuer's activity may result in a worsening of its financial position; the fund raising needs being inherent to a negative trend of the context and of the macroeconomic fundamentals.

The scissor effect caused by an increase in number of job seekers (a fall in the number of contributors and an increase in the cost of benefit payments) will negatively impact the Issuer's results; any improvement in the economic situation will result in the opposite scissor effect, contributing to the improvement in the Issuer's financial situation.

The Covid-19 epidemic is an example of the risks relating to the macroeconomic environment which had serious consequences on the Issuer's financial situation in respect of its activity of managing the unemployment insurance system. The impact has been experienced both with respect to the Issuer's revenues (through decreased dynamism in its revenues, or even a decrease in revenues due to a downturn in employment) and expenditures (through a

lesser decrease in expenditures or through an increase in such expenditures due to the risk of a slowdown in the return to employment arising from stay-at-home orders).

This crisis, unprecedented in its scope, had significant financial consequences on the system.

The Issuer regularly carries out forecasting works as part of its role as manager of the Unemployment Insurance system. Details about the financial estimates and their evolution are also set out in the “Recent Developments” section below.

Authorisation of the unemployment insurance agreement may be withdrawn for failure to maintain the financial equilibrium of the unemployment insurance scheme or to protect the rights of job seekers

Articles L. 5422-13 *et seq.* of the French *Code du Travail* lay down the principle of the existence of a compulsory unemployment insurance scheme. The measures implementing these rules which were set by the legislator are enacted by way of agreements concluded by the social partners and, for those measures to be binding and applicable, they must be approved by the Prime Minister¹. This authorisation represents the agreement given by the Prime Minister for the application of the unemployment insurance agreement to all employers and employees in the private sector.

Authorisation may be withdrawn where the stipulations of the agreement or the conditions for its application cease to be in conformity with the legal provisions². The legal provisions in question include in particular those providing for the contribution and benefit rates to be calculated so as to guarantee the financial equilibrium of the unemployment insurance scheme³.

Accordingly, adjustments in the financial situation of the unemployment insurance scheme must be covered by an agreement of all the social partners managing the Issuer, and this agreement is subject to the authorisation of the State. In the event that economic conditions make it impossible to continue ensuring the financial equilibrium of the scheme, the social partners must take all necessary measures to restore that financial equilibrium, particularly by revising the parameters for unemployment compensation (contribution rates, benefit entitlement rules). These decisions are designed to ensure the financial equilibrium of the unemployment insurance scheme during medium-term cycles "accommodating" the economic situation, allowing for the lag between economic developments and their impact on employment.

The Conseil d'Etat took the view that when the Minister with responsibility for Employment regards the financial equilibrium of the unemployment insurance scheme or the protection of the rights of job seekers as not guaranteed by the agreement of the social partners, the State may, by virtue of its powers of appraisal, object in the general interest to the authorisation sought for the unemployment insurance agreement⁴.

In the absence of that authorisation, or in the event of its withdrawal, the French *Code du Travail* provides for the State, under a management agreement, to confer upon any Private bodies that it chooses the management of the unemployment insurance scheme, including the payment of unemployment benefit and the collection of contributions. However, in the absence of such a management agreement, the management of the unemployment insurance scheme is entrusted to a national public corporation of administrative character [quasi-government]⁵.

While a risk therefore exists that the Issuer may have its authorisation withdrawn, so that it no longer has charge of managing the unemployment insurance scheme, undermining the financial equilibrium of the Issuer and, more generally, the French unemployment benefit system, mechanisms exist to forestall such a risk. This is because the Issuer is subject to inspection by the Inspection Générale des Finances (General Finance Inspectorate) and by the Treasury auditors⁶, and is also subject to the supervision of a member of the “corps du contrôle général économique et financier” (general economic and financial inspectorate) who attends the meetings of the Issuer’s Executive Committee and Board of Directors. Government is thus involved in the management decisions made by the Issuer and may object to them and withdraw its authorisation if it takes the view that the Issuer’s management fails to fulfil the statutory obligation to ensure the scheme’s financial equilibrium.

¹Art. L. 5422-21 *Code du Travail*.

²Art. R.5422 -16, para. 2 *Code du Travail* .

³Art. L. 5422-12 *Code du Travail* .

⁴Conseil d’Etat, 11 July 2001, req. [application] No. 224586 and following.

⁵Art. L. 5427-7 *Code du Travail*.

⁶Art. L. 5427-6 *Code du Travail*.

It results from these provisions that the continuity of the unemployment insurance scheme in any event, including notably when the measures provided under the agreement that are necessary to guarantee its equilibrium or return to its equilibrium cannot be taken.

Adoption of the unemployment insurance agreement of 15 November 2024

An unemployment benefit agreement was concluded on 15 November 2024 by the social partners. This agreement was approved by Order issued by the Prime Minister dated 19 December 2024, notably pursuant to the provisions of Article L.5422-20 to Article L.5422-23 of the Labour Code, with the exception of certain provisions considered to have no legal basis. The agreement and its annexes establish the implementation measures of the unemployment benefit scheme with effect from 1 January 2025 or 1 April 2025, as the case may be, for a duration of 4 years, namely until 31 December 2028.

This agreement establishes all the unemployment insurance regulation and replaces decree no. 2019-797 of 26 July 2019 relating to the unemployment insurance scheme. The approval of this new agreement thus terminates the “carence regime” introduced by the government in July 2019, which had resulted from the absence of agreement between the social partners on a proposed reform of the unemployment insurance scheme.

Any related decision or regulatory change will lead to an update of this Information Memorandum.

Applicability of Article L. 213-15 of the Monetary and Financial Code

Article L. 213-15 of the Monetary and Financial Code provides in particular that when, as a result of the cumulative losses recognised in the accounting records, the net worth of a non-profit association has fallen by more than half of the amount outstanding at the end of the financial year preceding that of the issue, the general meeting, the Board of Directors for purposes of the Issuer since under the Articles of association that Board exercises the powers and duties usually assigned to the general meetings must meet within four months of the approval of the financial statements recording such losses, for the purpose of deciding whether to continue the association’s activity or to dissolve it.

If it is decided not to dissolve, the association is required, no later than the end of the second financial year following the one in which the losses were recognised, to reconstitute its net worth.

In the event of the activity continuing, but without the net worth being reconstituted within the required time limit, or failing any valid decision as to whether the association’s activity should be continued, the association is no longer entitled to issue new securities and any holder of securities already issued may apply to the courts for immediate refund of the whole outstanding amount. The court may nevertheless grant the association 6 months in which to remedy the situation; the court may not order immediate reimbursement if, on the date of its ruling on the merits, the situation has been remedied.

The loss of the right to issue new securities and the option offered to any holder to apply to the courts for immediate refund of the whole amount issued is not applicable to the Issuer’s issues when such issues benefit from the guarantee of the French State. Pursuant to Article 149 of 2025 budget law no. 2025-127 of 14 February 2025, the Minister for Economy is expressly authorised to grant the guarantee of the French State to the borrowings subscribed by the Issuer in 2025, in terms of principal and interest, subject to a maximum overall amount of €4 billion in principal. Although it is not automatic, the guarantee of the French State is thus granted to the bond borrowings subscribed by the Issuer, each year, within the framework of the budget law. It results from the preliminary discussions over these legal texts that the members of the *Assemblée Nationale* (French National Assembly) and of the *Sénat* (French Senate) intended by these articles to avoid application of the provisions of the second sentence of Article L. 213-15§6 to any issues that could be made by the Issuer within the limits above mentioned.

The guarantee of the French State was thus granted to the bonds issued in 2025, in a global amount of €4 billion by order of the Minister of the Economy, Finance and Industrial and Digital Sovereignty dated 17 February 2025.

A large proportion of the Issuer's activities is carried out by France Travail (formerly Pôle emploi) and by Urssaf Caisse nationale on behalf of the Issuer

Under the terms of the agreement between the Issuer and France Travail dated 19 December 2008, of the quadripartite agreement executed between the Issuer, France Travail, the AGS (Association for the management

of the unemployment insurance scheme of the employees creditors “*Association pour la gestion du regime d’assurance des créanciers des salaires*”) and Urssaf Caisse nationale on 17 December 2010 and of the tripartite agreement executed between the Issuer, France Travail and Caisse centrale de mutualité sociale Agricole (CCMSA), France Travail, Urssaf Caisse nationale and CCMSA perform a number of missions on the Issuer’s behalf, which actually constitute the Issuer's operational activities. It should be pointed out that France Travail (formerly “*Pole emploi*”) is a public body created on 19 December 2008.

France Travail and Urssaf Caisse nationale (for the majority of employees via the urssaf network) collect the contributions payable under the unemployment insurance scheme and the contributions payable under the scheme for guaranteeing amounts payable to employees, as well as paying unemployment benefit to jobseekers. CCMSA collects the contributions payable under the unemployment insurance scheme and the contributions payable under the scheme for guaranteeing amounts payable to employees by the employers of the agricultural sector.

Accordingly, investors’ attention is drawn to the fact that these Issuer's operational activities are performed by third parties which the Issuer's main role consists of prescribing. The Issuer has nevertheless created structures to control such operational risks, enabling it within the framework of negotiated agreements, to carry out the necessary controls to check compliance with the rules it prescribes, with respect to unemployment benefit payments and to the rates and bases of unemployment insurance contributions.

Accounting principles, rules and methods of the Issuer

The annual financial statements of the Issuer (consisting of the balance sheet, income statements and notes) are prepared in accordance with the chart of accounts for the unemployment insurance scheme approved by the Conseil National de la Comptabilité on 9 January 1995 (declaration of conformity no. 79). They take into account the specific aspects of the declarative nature of unemployment insurance. Unemployment insurance is a specific pay-as-you-go scheme.

The Issuer "consolidates" all of the accounts of the unemployment insurance institutions. In a strictly legal sense, "consolidates" equates to a "combination" of accounts in accordance with regulation no. 99-02 of the Conseil National de la Comptabilité. The accounting principles, rules and methods of the Issuer are set out in more detail in its financial report (see section entitled "Documents incorporated by reference").

The financial assessment of the Issuer by investors must take this specific form of accounting into consideration.

Liquidity risk

The liquidity risk vis-à-vis the Issuer would arise should the latter not have adequate funds to honour its commitments. Subject to the other information set out in this Information Memorandum, liquidity risk is permanently hedged by proactive management of liquidities and access to diversified sources of financing, both in the long term (EMTN programme totalling 60 billion euros) and in the short term (medium-term note programme totalling 10 billion euros and short-term note programme totalling 18 billion euros).

Exchange rate risks

The Issuer maintains a sound policy with respect to the management of the interest rate risk and the exchange rate risk. The Issuer has concluded or will conclude euro currency swap agreements in the case of an issue of Notes in foreign currencies. See the paragraphs entitled "Risks related to fluctuations in interest rates and inflation" and "Exchange rate and exchange control risks" from the section below entitled "Risk factors relating to the notes and to the market".

2. Risk factors relating to the Notes and to the market

The following paragraphs describe the principal risks factors that the Issuer believes are material with respect to the Notes in order to assess the risks associated with these Notes. Prospective investors should consult their own financial and legal advisers about risks associated with investments in a specific Series of Notes and the suitability of such investment in light of their particular circumstances.

Prescription of the Guarantee

The limitation period applicable to the guarantee of the French State is different from the one applicable to the Notes.

Pursuant to Article 1 of law no. 68-1250 dated 31 December 1968 on prescription periods including those relating to claims on the French State, any demand for payment by the French State, and therefore including demands for payments pursuant to the Guarantee, is extinguished following a period of four (4) years as from the 1st of January in the year following the date on which the guaranteed amounts become due. No claim for payment in respect of the Guarantee instituted after that date could be honoured. Pursuant to French law as at the date hereof, the State's assets cannot be seized and cannot be the subject of private law enforcement proceedings in France. Consequently, should the Issuer default, Noteholders may not instigate any private-law enforcement proceedings or any seizure proceedings in France against the assets or property of the State.

Claims against the Issuer for payment in respect of the Notes shall be prescribed and become void unless made within ten (10) years (in the case of principal) or five (5) years (in the case of interest) from their respective due date.

The debt securities market can be volatile and negatively impacted by many events

The market for debt securities is influenced by economic and market conditions and, to varying degrees, by interest, exchange and inflation rates in other European and industrialized countries. There can be no guarantee that events in France, Europe or elsewhere will not create market volatility or that such volatility will not negatively impact the market value of the Notes or that economic and market conditions will not have some other negative effect.

An active market for the Notes may not develop or continue

There can be no guarantee that an active market for the Notes will develop or, if one does, that it will continue. If an active market for the Notes does not develop or does not continue, the market price and liquidity of the Notes may be negatively affected. As a result, investors might not be able to easily sell their Notes or to sell them at a price that would offer a yield on similar products for which an active market would have developed.

The Issuer has the right to purchase Notes pursuant to the terms defined in Condition 7(e) and the Issuer may issue new Notes, pursuant to the terms defined in Condition 13. Such transactions may affect the course of the price of the Notes, either positively or negatively. The introduction of additional or competing products on the markets could negatively affect the value of the Notes.

The Notes may be redeemed prior to maturity

If at the time of repayment of principal or interest, the Issuer is obligated to pay additional amounts pursuant to Condition 9(b), it may then, pursuant to Article 7(d), redeem all the Notes at the Early Redemption Amount together with, unless otherwise specified in the relevant Final Terms, any interest accrued to the date established for redemption. The terms and conditions of redemption for tax reasons are specified in Article 7 (d) (ii) and in Article 9 (b).

Any early redemption option for the benefit of the Issuer, provided in the Final Terms for a given Issue of Notes may result, for the Noteholders, in a yield that is considerably lower than anticipated.

The Final Terms for a given Tranche may provide an early redemption option for the benefit of the Issuer. As a result, the yield at the time of redemption may be lower than anticipated by Noteholders and the value of the amount of the Notes redeemed may be lower than the Noteholder's purchase price. As a result, part of the Noteholders' capital invested could be lost which means Noteholders might not receive the full amount of the capital invested if they had paid a purchase price greater than par. Furthermore, in case of early redemption, Noteholders who choose to reinvest the funds they receive might only be able to reinvest in financial instruments with yields below those of the redeemed Notes.

Early partial redemption by the Issuer or Noteholders may affect the liquidity of the Notes of a given Series for which the option has not been exercised.

Risks related to fluctuation in interest rates and inflation

It cannot be guaranteed that the market value of Fixed Rate Notes will not be adversely affected by future fluctuations on the interest rate market or by inflation.

Exchange rate and exchange control risks

The Issuer will pay principal and interest on the Notes in the currency specified in the relevant Final Terms (the "**Specified Currency**"). This presents certain risks relating to currency conversions if an investor's financial activities are denominated principally in a currency or currency unit (the "**Investor's Currency**") other than the Specified Currency. These risks notably consist in exchange rates significantly changing (including changes due to devaluation of the Specified Currency or revaluation of the Investor's Currency) and in authorities with jurisdiction over the Investor's Currency imposing or modifying exchange controls. An appreciation in the value of the Investor's Currency relative to the Specified Currency would decrease (1) the Investor's Currency-equivalent yield on the Notes in the Investor's Currency, (2) the Investor's Currency-equivalent value of the principal payable on the Notes and (3) the Investor's Currency-equivalent market value of the Notes.

Government and monetary authorities having jurisdiction on the Specified Currency or the Investor's Currency may impose (as some have done in the past) exchange control measures that could adversely affect exchange rates. As a result, investors may receive lower interest or principal amounts than anticipated, or even no interest or principal at all.

Credit risks of the Issuer

Potential investors are exposed to the credit risk of the issuer. Credit risk shall be taken to mean the risk of the Issuer being unable to meet its financial obligations under the Notes, giving rise to a partial or full loss by the investor. However, such risks should be viewed within the context of the status of the Issuer.

Risk relating to credit ratings

Independent credit rating agencies may assign credit ratings to the Notes issued under the Programme in addition to the credit ratings that may be assigned to the Issuer itself. Such ratings do not necessarily reflect the potential impact of the risk factors described in this section, and other risk factors that may affect the value of the Notes issued under the Programme. A credit rating does not constitute a recommendation to buy, sell or hold Notes and may be revised, suspended, modified or withdrawn by the rating agency at any time.

Modification of the Terms and Conditions of the Notes

The Noteholders will be grouped automatically for the defence of their common interests, for each Tranche of the same Serie, in a Masse, as defined in Condition 12 of the Terms and Conditions of the Notes "Representation of the Noteholders", and a general meeting of Noteholders can be held. The terms and conditions of representation of the Noteholders permit in certain cases to bind all Noteholders who did not attend the relevant general meeting or who voted in a manner contrary to the majority by the vote of Noteholders who did attend the relevant general meeting or had been represented.

The general meeting of Noteholders may, deliberate on any proposal relating to the modification of the Terms and Conditions of the Notes, notably on any proposal, whether for arbitration or settlement, relating to rights in controversy or which were subject of judicial decisions.

Tax matters

Potential purchasers and sellers of the Notes should be aware that they may be required to pay taxes or other documentary charges or duties in accordance with the laws and practices of the country where the Notes are transferred or other jurisdictions. In some jurisdictions, no official statements of the tax authorities or court decisions may be available for financial instruments such as the Notes.

Potential investors are advised to not rely upon the tax overview contained in this Information Memorandum and/or in the Final Terms but to ask for their own tax adviser's advice on their individual taxation with respect to the

acquisition, remuneration, sale and redemption of the Notes. Only these advisors are in a position to duly consider the specific situation of the potential investor.

Change in legislation

The Terms and Conditions of the Notes and the provisions relating to the Guarantee are governed by French law as at the date of this Information Memorandum. No representation is made as to the impact of a judicial or administrative court decision or a change in French laws or regulations (or the manner in which they are construed by competent authorities) as of any later date.

Risks relating to social bond issues

The net proceeds of each issue of Notes will be allocated by the Issuer to the financing or refinancing, in whole or in part, of eligible social expenditures as specified in the relevant Final Terms in accordance with the social bond framework governing the issuance of Unédic's social bonds (as modified from time to time) (the "**Social Bond Framework**") published in a dedicated section of the Issuer's website in accordance with the Social Bond Principles published by the International Capital Markets Association ("**ICMA**"). In addition to eligibility criteria, the above-mentioned Social Bond Framework describes the proceeds management arrangements, reporting and external review arrangements (notably the issuance of a Second Party Opinion and external verification) applicable to the Issuer's social bond issuances. More information, notably on the use of the net proceeds from the issuance, will be provided in the relevant Final Terms.

Potential investors must take into account the information set out in the relevant Final Terms as regards the use of the proceeds of each issuance of Notes and must determine themselves whether the information is relevant to an investment in the Notes and whether it is necessary to conduct any investigation they deem necessary. Neither the Issuer nor the Dealers warrant that the use of the proceeds to finance one or more eligible projects will respond, in whole or in part, to the expectations or current or future requirements of investors resulting from investment criteria or directives with which such investors are required to comply, whether under current or future applicable law or regulations, any other applicable rule or any portfolio management mandate. Neither the Issuer nor the Dealers warrant that the project(s) in question will have the expected social impact, whether directly or indirectly. In addition, it should be noted that there currently is no definition (legal, regulatory or otherwise) of, nor market consensus with respect to what constitutes a "social" project or any other project carrying an equivalent label. Finally, the requirements under such a label may change and, consequently, investors may not be guaranteed that a project or the use or the various uses made of such a project or that relate to such project will respond to their expectations regarding "social" objectives or any other objective bearing an equivalent label.

No undertaking or representation is given with respect to the relevance or the reliability, for any purpose whatsoever, of an expert opinion, a second party opinion or an extra-financial rating of the Notes (whether solicited by the Issuer or otherwise) which may be delivered in the framework of an issuance of the Notes to satisfy social or other objectives. As of the date hereof, the authors of such opinions, certificates and ratings are not subject to any regulatory regime or other type or regime or any particular supervision. Such opinions, certificates or ratings do not constitute, and must not be considered as being, a recommendation by the Issuer or any other person to subscribe for, purchase, sell or hold the Notes.

Although the Issuer intends to allocate the proceeds from each issuance of Notes to one or more determined projects as described in the relevant Final Terms, nothing guarantees that the relevant project or the use or uses of such proceeds or that relate to such proceeds may actually be carried out in such way and/or according to a defined timeline, and that, consequently, such proceeds will be totally or partially disbursed for such project. In addition, nothing guarantees that such project will be completed or realised within a given period or that it will be completed or realised in accordance with the results originally expected or anticipated by the Issuer. Such an event or default by the Issuer will not constitute an Early Redemption Event.

Such an event or failure to allocate the proceeds from an issuance of Notes to an above-mentioned project, the withdrawal of an opinion, certificate or rating, or the delivery of any opinion or certificate by which it is determined that the Issuer does not comply with the subject matter of such opinion or certificate could have a material adverse effect on the value and marketability of the Notes or lead to unfavourable consequences for certain portfolio managers which have received an order to invest in securities that have a specific purpose. For all practical purposes, however, it is specified that payments of principal and interest due under the Notes must not depend on the effectiveness of the relevant project.

No Dealer warrants that the Notes meet any social or sustainability criteria required by potential investors or contemplated by the Social Bond Principles or the guidelines that apply to social bonds published by the ICMA. The Dealers have neither the mission nor the responsibility of evaluating the eligibility criteria, verifying that the Notes comply with the ICMA's eligibility criteria, principles or guidelines or monitoring the use made of the proceeds of the issuance. In this regard, investors are invited to consult the Issuer's website or to consult their own advisor.

GENERAL DESCRIPTION OF THE PROGRAMME

The terms and expressions defined in the section entitled "Terms and Conditions of the Notes" below shall have the same meaning in this general description.

Unless stated otherwise, the Notes shall be issued in accordance with the Terms and Conditions of the Notes set out on pages 21 to 33, as supplemented by the relevant Final Terms agreed by the Issuer and the Dealer(s) concerned. The following section must be read subject to the other information contained in this Information Memorandum.

Issuer:	Unédic
Guarantee:	If the relevant Final Terms state that the Notes benefit from a guarantee provided by the French State, all payments in principle and interest due from the Issuer vis-à-vis the Guaranteed Notes shall benefit from a guarantee provided by the French State under the terms set out in the section entitled "Description of the Guarantee" and in the relevant Final Terms.
Programme:	Euro Medium Term Note Programme. The Notes constitute <i>obligations</i> (bonds) within the meaning of French law.
Dealers:	The programme does not lead to any permanent appointment of dealers. The Issuer reserves the right to nominate dealers on an ad hoc basis for one or more Tranches. All references in this Information Memorandum to " Dealers " shall mean any person designated as a dealer for one or more Series or Tranches.
Fiscal Agent and Principal Paying Agent:	BNP Paribas Euroclear France Participant Code: 29106
Maximum Amount of the Programme:	The aggregate nominal amount of Notes outstanding at any given time shall not exceed 60,000,000,000 euros (or the equivalent amount in another currency, calculated as of the issue date).
Method of issue:	The Notes may be issued on a syndicated or non-syndicated basis. The Notes will be issued in series (each a " Series "), where each Series shall be composed of one or more tranches (each a " Tranche ") issued at different issue dates. The Notes of each Series are interchangeable with all other notes of that Series, the specific terms of each Tranche issued from one Series being identical to the terms of the other Tranches of such Series (other than in respect of the issue date, issue price and nominal amount of the tranche). The specific terms of each Tranche will be determined by the Issuer and the relevant Dealer(s) at the time of the issue and will be set out in the relevant Final Terms supplementing this Information Memorandum.
Form of the Notes:	The Notes will be issued in dematerialised form and may, at the option of the Issuer, be issued in bearer form (<i>au porteur</i>) or in registered form (<i>au nominatif</i>), and in such latter case, at the option of the relevant Noteholder, either in fully registered form (<i>au nominatif pur</i>) or in administered registered form (<i>au nominatif administré</i>). No physical document evidencing title to the Notes will be issued in respect of the Notes.
Issue price:	The Notes may be issued at par, below par or with an initial premium, as specified in the relevant Final Terms.

Maturities:	Subject to compliance with all relevant laws, regulations and directives, Notes shall have a maturity of at least one (1) month (inclusive) from the date of original issue, as provided for in the relevant Final Terms. The maximum maturity of the Notes is fifteen (15) years.
Currencies:	Subject to compliance with all relevant laws, regulations and directives, Notes may be issued in euros, US dollars, Japanese yen, Swiss francs, pounds sterling or in any other currency agreed between the Issuer and the relevant Dealer(s).
Nominal value:	The Notes shall have the nominal value specified in the relevant Final Terms, it being understood that there may only be one nominal value per Series. Notes admitted to trading on a Regulated Market shall have a unit nominal value of at least 100,000 euros (or the equivalent value in other currencies) or of any higher amount that may be authorised or required by the relevant monetary authority or by any law or regulation applicable to the Specified Currency.
Rank of the Notes:	Notes will constitute direct, unconditional, unsecured and unsubordinated obligations of the Issuer and will rank <i>pari passu</i> and without any preference among themselves and (subject to such exceptions as are from time to time mandatory under French law) equally and rateably with all other present or future unsecured debts and guarantees of the Issuer.
Negative pledge:	The Terms and Conditions of the Notes include a negative pledge, as more fully described in Condition 4 of the Terms and Conditions of the Notes, "Negative Pledge".
Events of default:	The Terms and Conditions of the Notes include events of default, as more fully described in Condition 10 of the Terms and Conditions of the Notes, "Events of Default".
Redemption amount:	Subject to any applicable laws, regulations and directives, the relevant Final Terms will specify the basis for calculating the redemption amounts payable.
Optional redemption:	The relevant Final Terms will state whether the Notes may be redeemed prior to their stated maturity at the option of the Issuer (either in whole or in part) and, if so, the terms applicable to such redemption.
Early redemption:	Except as provided for in the paragraph entitled "Optional Redemption" above, Notes will only be redeemable at the option of the Issuer prior to their stated maturity in instances provided for in Condition 7 of the Terms and Conditions of the Notes, "Redemption, purchase and options".
Interest Periods and Interest Rates:	The length of the interest periods for the Notes and the applicable interest rate or its method of calculation may differ from time to time or be constant for any Series. The Notes may have a maximum interest rate, a minimum interest rate (as defined in the relevant Final Terms, as the case may be) or both. The use of Interest Accrual Periods permits the Notes to bear interest at different rates in the same interest period (see section 6 "Calculation of interest and other calculations" in the Terms and Conditions of the Notes). All such information will be set out in the relevant Final Terms.
Fixed Rate Notes:	Interest on Fixed Rate Notes will be payable in arrears on the date or dates specified in the relevant Final Terms.
Redenomination:	Notes issued in any currency of any Member State of the European Union participating in the third stage of the Economic and Monetary Union may be redenominated into euros, as more fully provided for in Condition 1(d).
Consolidation:	Notes of one Series may be consolidated with Notes of another Series as more fully provided for in Condition 1(e).

Withholding tax:	All payments of principal or interest by or on behalf of the Issuer in respect of the Notes shall be made free and clear of, and without withholding or deduction for, any taxes, duties, assessments or governmental charges of whatever nature imposed, levied, collected, withheld or assessed by or on behalf of France or any authority therein or thereof having power to tax, unless such withholding or deduction is required by law. If under French legislation payments in principal or interest relating to any Note must be subject to any existing or future charge or withholding, as permitted under the law and save in certain limited circumstances, the Issuer undertakes to increase its payments such that Noteholders receive all of the amounts that would have been paid to them in the absence of any such charge or withholding.
Governing law:	The Terms and Conditions of the Notes and the Guarantee shall be governed by French law.
Clearing systems:	Euroclear France, acting as central depository, and/or any other clearing system that may be agreed upon by the Issuer, the Fiscal Agent and the relevant Dealer.
Initial delivery of Notes:	The <i>lettre comptable</i> relating to each Tranche of Notes shall be deposited with Euroclear France in its capacity as central depository at least one (1) Paris business day before the issue date of the said Tranche.
Admission to trading:	On Euronext Paris and/or any other regulated market or on any non-regulated market as specified in the relevant Final Terms. The relevant Final Terms may specify that a Series of Notes will not be admitted to trading on any market.
Rating:	<p>The Issuer has been rated Aa3 (stable outlook) by Moody's France S.A.S. since 14 December 2024, AA- (negative outlook) by Standard and Poor's Global Ratings Europe Limited since 5 March 2025 and AA- (stable outlook) by Scope Ratings GmbH since 5 March 2025.</p> <p>Moody's France S.A.S., Standard and Poor's Global Ratings Europe Limited and Scope Ratings GmbH are established in the European Union and registered under Regulation (EC) No. 1060/2009 of the European Parliament and of the Council of 16 September 2009, as modified.</p> <p>The relevant Final Terms will specify (i) the rating of the Notes, if any (which will not necessarily be the same as the one assigned to the Issuer), and (ii), as applicable, whether or not such rating is issued by a rating agency established in the European Union and registered under the CRA Regulation or established in the United Kingdom in accordance with CRA Regulation as it forms part of domestic law by virtue of the UK CRA Regulation.</p> <p>A rating does not constitute a recommendation to buy, sell or hold Notes and may be subject to suspension, change or withdrawal at any time by the relevant rating agency.</p>
Selling restrictions:	There are restrictions on the offer, sale or transfer of Notes and on the distribution of offering material in various jurisdictions, as more fully described in "Subscription and Sale". Regarding the offering and sale of a specific Tranche, additional selling restrictions may be specified in an update to this Information Memorandum.

DOCUMENTS INCORPORATED BY REFERENCE

This Information Memorandum shall be read and construed in conjunction with the following documents, and which are incorporated by reference in, and shall be deemed to form part of, this Information Memorandum:

- (i) the 2022 and 2023 financial statements of the Issuer, in the French language, for the years ended 31 December 2022 and 2023;
- (ii) the Terms and Conditions of the Notes included in the base prospectus dated 6 February 2015, having been granted the visa no. 15-046 on such date by the AMF, the Terms and Conditions of the Notes included in the base prospectus dated 24 February 2016 and granted visa no. 16-058 on such date by the AMF, the Terms and Conditions of the Notes included in the base prospectus dated 17 March 2017 granted visa no. 17-100 by the AMF on such date, the Terms and Conditions of the Notes included in the base prospectus dated 16 May 2018 granted visa no. 18-179 by the AMF on such date, and the Terms and Conditions of the Notes included in the base prospectus dated 16 May 2019 granted visa no. 19-206 by the AMF on such date, the Terms and Conditions of the Notes included in the information memorandum dated 9 June 2020, the Terms and conditions of the Notes included in the information memorandum dated 14 June 2021 and the Terms and conditions of the Notes included in the information memorandum dated 5 August 2022 and the Terms and Conditions of the Notes included in the information memorandum dated 10 August 2023;
- (iii) the memorandum from the Issuer's Executive Committee on the financial situation of the unemployment insurance system for 2024-2027 dated 20 February 2024;
- (iv) the memorandum from the Issuer's Executive Committee on the financial trajectory of the unemployment insurance system for 2024-2027 dated 11 June 2024;
- (v) the memorandum from the Issuer's Executive Committee on the financial situation of the unemployment insurance system for 2024-2027 dated 22 October 2024; and
- (vi) the memorandum from the Issuer's Executive Committee on the financial situation of the unemployment insurance system for 2025-2027 dated 19 February 2025.

In case of discrepancy between any statement included in the present Information Memorandum and any statement included in any document incorporated by reference, the statements of the present Information Memorandum shall prevail.

Copies of the documents incorporated by reference are available without charge (i) on the website of *la Direction de l'information légale et administrative* (www.info-financiere.fr), (ii) the website of the Issuer (www.unedic.org) and (iii) upon request at the registered office of the Fiscal Agent or Paying Agent during normal business hours so long as Notes are outstanding, as described in section "General Information" below.

A free English translation of the financial statements, for information purposes only, is available on the Issuer's website (www.unedic.org).

Information incorporated by reference in this Information Memorandum shall be read in connection with the cross reference list below.

Cross-reference list

Information incorporated by reference	<i>Reference</i>	
	<i>2022 Financial report</i>	<i>2023 Financial report</i>
<p>Financial information concerning the Issuer's assets and liabilities, financial position and profits and losses</p> <p><u>Historical Financial Information</u> <u>Financial Statements</u></p>		
<p>- Consolidated Balance Sheet</p>	Pages 16-17	Pages 14-15

- Consolidated Profit and loss account	Page 18	Page 16
- Notes	Pages 20-68	Pages 18-66
<u>Auditing of historical annual financial information</u>		
Statutory auditors' report	Pages 69-75	Pages 68-73

Information incorporated by reference	Reference
Terms and Conditions of the Notes included in the base prospectus dated 6 February 2015, having been granted the visa No 15-046 on such date by the AMF	Page 18 to 33 of the base prospectus dated 6 February 2015, having been granted the visa No 15-046 on such date by the AMF
Terms and Conditions of the Notes included in the base prospectus dated 24 February 2016 and granted visa no. 16-058 on this date by the AMF.	Page 20 to 35 of the base prospectus dated 24 February 2016 and granted visa no. 16-058 on this date by the AMF.
Terms and Conditions of the Notes included in the base prospectus dated 17 March 2017 and granted visa no. 17-100 on this date by the AMF.	Page 21 to 36 of the base prospectus dated 17 March 2017 and granted visa no. 17-100 on this date by the AMF.
Terms and Conditions of the Notes included in the base prospectus dated 16 May 2018 and granted visa no. 18-179 on this date by the AMF.	Pages 24-39 of the base prospectus dated 16 May 2018 and granted visa no. 18-179 on this date by the AMF
Terms and Conditions of the Notes included in the base prospectus dated 16 May 2019 and granted visa no. 19-206 on this date by the AMF.	Pages 24-40 of the base prospectus dated 16 May 2019 and granted visa no. 19-206 on this date by the AMF
Terms and Conditions of the Notes included in the information memorandum dated 9 June 2020	Pages 28-47 of the information memorandum dated 9 June 2020
Terms and Conditions of the Notes included in the information memorandum dated 14 June 2021	Pages 23-35 of the information memorandum dated 14 June 2021
Terms and Conditions of the Notes included in the information memorandum dated 5 August 2022	Pages 23-35 of the information memorandum dated 5 August 2022
Terms and Conditions of the Notes included in the information memorandum dated 10 August 2023	Pages 22-31 of the information memorandum dated 10 August 2023

UPDATE OF THE INFORMATION MEMORANDUM

In connection with Notes admitted to trading on a regulated market, any significant new factor or any mistake or inaccuracy relating to information included in this Information Memorandum, which could have a significant influence on the assessment of the Notes and occurs or is observed after the date of this Information Memorandum and before the beginning of the trading of the Notes on such regulated market will be the subject of an update to the Information Memorandum.

Any update of this Information Memorandum will be published on the Issuer's website (www.unedic.org) and will be available for review, without charge, during normal business hours any weekday (Saturdays, Sundays and public holidays excepted) at the registered office of the Fiscal Agent or Paying Agent, where copies may be obtained.

TERMS AND CONDITIONS OF THE NOTES

The following sets forth the basic terms and conditions of the Notes that, subject to later completion or amendment and as supplemented by the provisions of the relevant Final Terms, shall be applicable to the Notes (the "**Terms and Conditions**"). All capitalised terms that are not defined in these Terms and Conditions will have the meanings given to them in the relevant Final Terms of a given Tranche. References below to "**Conditions**" are, unless the context requires otherwise, to the numbered paragraphs below. References in the Terms and Conditions to "**Notes**" are to the Notes of one Series only, not to all Notes that may be issued under the Programme. References to "**Guaranteed Notes**" in the Terms and Conditions refer to the Notes benefiting from the guarantee of the French State.

The Notes are issued by Unédic (the "**Issuer**" or "**Unédic**") in series (each a "**Series**"), each Series including one or more tranches (each a "**Tranche**") with different issue dates. The specific terms of each Tranche (including the aggregate nominal amount, issue price, redemption price, and interest payable) will be determined by the Issuer and the relevant Dealer(s) and will be specified in the final terms of such Tranche (the "**Final Terms**").

The Notes are issued with the benefit of an agency agreement dated 1 August 2024 (as amended, the "**Agency Agreement**") and entered into between the Issuer and BNP Paribas as fiscal agent and principal paying agent. The fiscal agent, the paying agent and the calculation agent (if any) are referred to below respectively as the "**Fiscal Agent**", the "**Paying Agent**" (which expression shall include the Fiscal Agent) and the "**Calculation Agent**".

For the purposes of these Terms and Conditions, "**Regulated Market**" means any regulated market located in a member state of the European Economic Area ("**EEA**"), as defined in the Directive 2014/65 as amended ("**MiFID II**").

1. Form, denomination, title, redenomination and consolidation

(a) Form

Notes will be issued in dematerialised form. Title to the Notes will be evidenced in accordance with Articles L.211-3 *et seq.* of the French *Code monétaire et financier* by book entries (*inscriptions en compte*). No physical document evidencing title to the Notes (including *certificats représentatifs* pursuant to Article R.211-7 of the French *Code monétaire et financier*) will be issued in respect of the Notes.

Notes will be issued, at the option of the Issuer, as described in the relevant Final Terms, in either bearer form (*au porteur*), which will be inscribed in the books of Euroclear France ("**Euroclear France**") (acting as central depository) which shall credit the accounts of the Account Holders, or in registered form (*au nominatif*) and, in such latter case, at the option of the relevant Noteholder in either administered registered form (*au nominatif administré*), inscribed in the books of an Account Holder designated by the relevant Noteholder, or in fully registered form (*au nominatif pur*) inscribed in an account maintained by the Issuer or a registration agent (designated in the relevant Final Terms) acting on behalf of the Issuer (the "**Registration Agent**").

For the purpose of these Terms and Conditions, "**Account Holder**" means any intermediary institution entitled to hold securities accounts, directly or indirectly, with Euroclear France, and includes Euroclear Bank S.A./N.V. ("**Euroclear**") and Clearstream Banking, *société anonyme* ("**Clearstream, Luxembourg**").

The Notes are "Fixed Rate Notes".

(b) Denomination

Notes from a Series shall be issued in the denomination specified in the relevant Final Terms (the "**Denomination**"), it being understood that there can only be one Denomination per Series. Notes admitted to trading on a Regulated Market shall have a minimum denomination of at least €100,000 (or its equivalent in any other currency), or such higher amount as may be allowed or required by any relevant competent authority or any applicable laws or regulations applicable to the Specified Currency.

(c) Title

Title to the Notes in bearer form (*au porteur*) and in administered registered form (*au nominatif administré*) shall pass upon registration of the transfer of the Notes in the accounts of the Account Holders. Title to Notes in fully registered form (*au nominatif pur*) shall only pass upon registration of the transfer of the Notes in the accounts maintained by the Issuer or by the Registration Agent.

Except as ordered by a judicial or administrative court decision or as required by applicable laws or regulations, the Noteholder (as defined below), shall be deemed to be and may be treated as its absolute owner for all purposes, whether or not it is overdue and regardless of any notice of ownership, or any interest in it, and no person shall be liable for so treating the Noteholder.

In these Terms and Conditions, "**Noteholder**" means the individual or entity whose name appears in the account of the relevant Account Holder, the Issuer or the Registration Agent (as the case may be) as being entitled to such Notes.

(d) Redenomination

The Issuer may (if so specified in the relevant Final Terms), on any date, without the consent of the holder of any Note by giving at least thirty (30) calendar days' notice in accordance with Condition 14 and on or after the date on which the European Member State in whose national currency the Notes are denominated has become a participating Member State in the single currency of the European Economic and Monetary Union (as provided in the Treaty establishing the European Community (the "**EC**"), as amended from time to time (the "**Treaty**")) or events have occurred which have substantially the same effects (in either case, "**EMU**"), redenominate all (but not some only) of the Notes of any Series into Euros and convert the aggregate nominal amount and the Denomination set out in the relevant Final Terms accordingly as more fully described in the relevant Final Terms.

(e) Consolidation

Unless otherwise provided in the relevant Final Terms, the Issuer, with the prior approval of the Fiscal Agent (which shall not be unreasonably withheld), may from time to time on any Interest Payment Date occurring on or after the redenomination date on giving not less than thirty (30) calendar days' prior notice to the Noteholders in accordance with Condition 14, without the consent of the Noteholders or Couponholders, consolidate the Notes of one Series denominated in Euro with the Notes of one or more other Series issued by it, whether or not originally issued in one of the European national currencies or in Euro, provided such other Notes have been redenominated in Euro (if not originally denominated in Euro) and which otherwise have, in respect of all periods subsequent to such consolidation, the same terms and conditions as the Notes.

2. Conversions and exchanges of Notes

Notes issued in bearer form (*au porteur*) may not be converted for Notes in registered form (*au nominatif*), whether in fully registered form (*au nominatif pur*) or in administered registered form (*au nominatif administré*).

Similarly, Notes issued in registered form (*au nominatif*) may not be converted for Notes in bearer form (*au porteur*).

Notes issued in fully registered form (*au nominatif pur*) may, at the option of the relevant Noteholder, be converted into Notes in administered registered form (*au nominatif administré*), and *vice versa*. The exercise of any such option by such Noteholder shall be made in accordance with Article R.211-4 of the French *Code monétaire et financier*. Any such conversion shall be effected at the cost of such Noteholder.

3. Status

The Notes constitute direct, unconditional, unsubordinated and (subject to Condition 4 below) unsecured obligations of the Issuer and rank and will rank *pari passu* without any preference among themselves and (subject to such exceptions as are from time to time mandatory under French law) equally and rateably with all other present or future unsecured and unsubordinated debt of the Issuer.

4. Negative pledge

The Issuer represents, until all the Notes have been redeemed, that he will not grant or permit to subsist any security interest (*sûreté réelle*) (which includes any mortgage, pledge, charge, lien or other interest) upon all or part of its assets and revenues, present or future, to secure indebtedness of, or guaranteed by, the Issuer, and represented by bonds, commercial paper, other securities or other financial instruments within the meaning of Article L.211-1 of the French *Code monétaire et financier*, whether listed or not, unless the Notes are equally and rateably secured therewith.

5. Guarantee

Under Article 149 of the 2025 budget law (law no. 2025-127, dated 14 February 2025), the borrowings subscribed by the Issuer in 2025 may benefit from the guarantee of the French State in principal and interest, up to a maximum overall amount of € 4 billion euros in principal.

The Final Terms prepared in respect of any issue of Notes will specify whether or not the Notes will benefit from the guarantee of the French State (the "**Guarantee**"), pursuant to an Order ("*Arrêté*") of the Minister for the Economy, Finance and Industrial and Digital Sovereignty, adopted pursuant to Article 149 of the above-mentioned law, under the terms described in "Description of the Guarantee" and in the relevant Final Terms.

The State's Guarantee was therefore granted to bonds of the Issuer issued in 2025 in the amount of 4 billion euros, by order of the Minister of the Economy, Finance and Industrial and Digital Sovereignty dated 17 February 2025.

The commitments of the French State under the Guarantee will rank *pari passu* with present, future, direct, unconditional, unsubordinated and unsecured obligations of the French State.

Pursuant to Article 1 of law no. 68-1250 dated 31 December 1968 on prescription periods including those relating to claims on the French State, any demand for payment by the French State, and therefore including demands for payments pursuant to the Guarantee, is extinguished following a period of four (4) years as from the 1st of January in the year following the date on which the guaranteed amounts become due. Under French law at the date of this Information Memorandum, the French State's assets cannot be subject to execution or other enforcement proceedings of private law in France.

6. Calculation of interest and other calculations

(a) Definitions

In these Terms and Conditions, unless the context otherwise requires, the following defined terms shall have the meanings set out below:

"**Benchmark**" means the reference rate as set out in the relevant Final Terms.

"**Business Day**" means:

- (i) in the case of Euro, a day on which the Trans European Automated Real Time Gross Settlement Express Transfer or any successor thereto (TARGET 2) (the "**TARGET System**") is operating (a "**TARGET Business Day**"),
- (ii) in the case of a Specified Currency other than Euro, a day (other than a Saturday or Sunday) on which commercial banks and foreign exchange markets settle payments in the principal financial centre for that currency,
- (iii) in the case of a Specified Currency and/or one (1) or more additional business centre(s) specified in the relevant Final Terms (the "**Business Centre(s)**"), a day (other than a Saturday or a Sunday) on which commercial banks and foreign exchange markets settle payments in such currency in the Business Centre(s) or, if no currency is indicated, generally in each of the Business Centres so specified.

"**Day Count Fraction**" means, in respect of the calculation of an Interest Amount on any Note for any

period of time (from and including the first day of such period to but excluding the last) (whether or not constituting an Interest Period, the "**Calculation Period**");

- (i) if "**Actual/365**", "**Actual/365-FBF**" or "**Actual/Actual-ISDA**" is specified in the relevant Final Terms, the actual number of days in the Calculation Period divided by 365 (or, if any portion of that Calculation Period falls in a leap year, the sum of (A) the actual number of days in that portion of the Calculation Period falling in a leap year divided by 366 and (B) the actual number of days in that portion of the Calculation Period falling in a non-leap year divided by 365);
- (ii) if "**Actual/Actual-ICMA**" is specified in the relevant Final Terms:
 - (A) if the Calculation Period is equal to or shorter than the Determination Period during which it falls, the number of days in the Calculation Period divided by the product of (x) the number of days in such Determination Period and (y) the number of Determination Periods normally ending in any calendar year; and
 - (B) if the Calculation Period is longer than the Determination Period, the sum of:
 - (x) the number of days in such Calculation Period falling in the Determination Period in which it begins divided by the product of (1) the number of days in such Determination Period and (2) the number of Determination Periods normally ending in any calendar year; and
 - (y) the number of days in such Calculation Period falling in the next Determination Period divided by the product of (1) the number of days in such Determination Period and (2) the number of Determination Periods normally ending in any calendar year,

in each case where

"**Determination Period**" means the period from and including a Determination Date in any calendar year to but excluding the next Determination Date, and

"**Determination Date**" means the date specified in the relevant Final Terms or, if none is so specified, the Interest Payment Date;

- (iii) if "**Actual/Actual-FBF**" is specified in the relevant Final Terms, the fraction whose numerator is the actual number of days elapsed during such period and whose denominator is 365 (or 366 if 29 February falls within the Calculation Period). If the Calculation Period is of a duration of more than one (1) year, the basis shall be calculated as follows:
 - (x) the number of complete years shall be counted back from the last day of the Calculation Period;
 - (y) this number shall be increased by the fraction for the relevant period calculated as set out in the first paragraph of this definition;
- (iv) if "**Actual/365 (Fixed)**" is specified in the relevant Final Terms, the actual number of days in the Calculation Period divided by 365;
- (v) if "**Actual/360**" is specified in the relevant Final Terms, the actual number of days in the Calculation Period divided by 360;
- (vi) if "**30/360**", "**360/360**" or "**Bond Basis**" is specified in the relevant Final Terms, the number of days in the Calculation Period divided by 360 (the number of days to be calculated on the basis of a year of 360 days with twelve (12) 30-day months (unless (a) the last day of the Calculation Period is the 31st day of a month but the first day of the Calculation Period is a day other than the 30th or 31st day of a month, in which case the month that includes that last day shall not be considered to be shortened to a 30-day month, or (b) the last day of the Calculation Period is the last day of the month of February, in which case the month of February shall not be considered to be lengthened to a 30-day month));
- (vii) if "**30/360-FBF**" or "**Actual 30A/360 (American Bond Basis)**" is specified in the relevant Final Terms, in respect of each Calculation Period, the fraction whose denominator is 360 and whose

numerator is the number of days calculated as for 30E/360-FBF, subject to the following exception:

where the last day of the Calculation Period is the 31st and the first day is neither the 30th nor the 31st, the last month of the Calculation Period shall be deemed to be a month of thirty-one (31) days,

the fraction is:

If $dd2 = 31$ and $dd1 \neq (30,31)$

then:

$$\frac{1}{360} \times [(yy2 - yy1) \times 360 + (mm2 - mm1) \times 30 + (dd2 - dd1)]$$

or

$$\frac{1}{360} \times [(yy2 - yy1) \times 360 + (mm2 - mm1) \times 30 + \text{Min}(dd2, 30) - \text{Min}(dd1, 30)];$$

where:

D1 (dd1, mm1, yy1) is the date of the beginning of the period

D2 (dd2, mm2, yy2) is the date of the end of the period

(viii) if "**30E/360**" or "**Eurobond Basis**" is specified in the relevant Final Terms, the number of days in the Calculation Period divided by 360 (the number of days to be calculated on the basis of a year of 360 days with twelve (12) 30-day months, without regard to the date of the first day or last day of the Calculation Period unless, the last day of the Calculation Period is the last day of the month of February, in which case the month of February shall not be considered to be lengthened to a 30-day month);

(ix) if "**30E/360-FBF**" is specified in the relevant Final Terms, in respect of each Calculation Period, the fraction whose denominator is 360 and whose numerator is the number of days elapsed during such period, calculated on the basis of a year comprising twelve (12) months of thirty (30) days, subject to the following the exception:

if the last day of the Calculation Period is the last day of the month of February, the number of days elapsed during such month shall be the actual number of days,

using the same abbreviations as for 30/360-FBF, the fraction is:

$$\frac{1}{360} \times [(yy2 - yy1) \times 360 + (mm2 - mm1) \times 30 + \text{Min}(dd2, 30) - \text{Min}(dd1, 30)].$$

"**Euro-zone**" means the region comprised of member states of the European Union that have adopted the single currency in accordance with the Treaty.

"**FBF Definitions**" means the definitions set out in the 2007 FBF Master Agreement relating to transactions on forward financial instruments as supplemented by the Technical Schedules (*Additifs Techniques*) as published by the *Fédération Bancaire Française* (together the "**FBF Master Agreement**"), unless otherwise specified in the relevant Final Terms.

"**Interest Accrual Period**" means the period beginning on (and including) the Interest Commencement Date and ending on (but excluding) the first Interest Period Date and each successive period beginning on (and including) an Interest Period Date and ending on (but excluding) the next succeeding Interest Period

Date.

"**Interest Amount**" means the amount of interest payable, and in the case of Fixed Rate Notes, means the Fixed Coupon Amount or Broken Amount, as the case may be.

"**Interest Commencement Date**" means the Issue Date or such other date as may be specified in the relevant Final Terms.

"**Interest Determination Date**" means, with respect to a Rate of Interest and Interest Accrual Period, the date specified as such in the relevant Final Terms or, if none is so specified, (i) the day falling two (2) TARGET Business Days prior to the first (1st) day of such Interest Accrual Period if the Specified Currency is Euro or (ii) the first (1st) day of such Interest Accrual Period if the Specified Currency is Sterling or (iii) the day falling two (2) Business Days in the city specified in the relevant Final Terms for the Specified Currency prior to the first (1st) day of such Interest Accrual Period if the Specified Currency is neither Sterling nor Euro.

"**Interest Payment Date**" means the date(s) specified in the relevant Final Terms.

"**Interest Period**" means the period beginning on (and including) the Interest Commencement Date and ending on (but excluding) the first Interest Payment Date and each successive period beginning on (and including) an Interest Payment Date and ending on (but excluding) the next succeeding Interest Payment Date.

"**Interest Period Date**" means each Interest Payment Date unless otherwise specified in the relevant Final Terms.

"**ISDA Definitions**" means the 2006 ISDA Definitions, as published by the International Swaps and Derivatives Association, Inc. (formerly known as International Swap Dealers Association), unless otherwise specified in the relevant Final Terms.

"**Issue Date**" means for each relevant Tranche the closing date of the Notes for such Tranche.

"**Page**" means such page, section, caption, column or other part of a particular information service (including, but not limited to, Thomson Reuters ("**Reuters**")) as may be specified for the purpose of providing a Relevant Rate, or such other page, section, caption, column or other part as may replace it on that information service or on such other information service, in each case as may be nominated by the person or organisation providing or sponsoring the information appearing there for the purpose of displaying rates or prices comparable to that Relevant Rate, as disclosed in the relevant Final Terms.

"**Rate of Interest**" means the rate of interest payable in respect of the Notes of a similar Series and that is specified in the relevant Final Terms or calculated in accordance with its provisions.

"**Relevant Date**" means, in respect of any Note, the date on which payment in respect of it first became due or (if any amount due is unduly unpaid or its payment is unduly delayed) the date on which payment in full of the amount outstanding is made.

(b) Interest on Fixed Rate Notes

Each Fixed Rate Note bears interest calculated on its outstanding nominal amount from the Interest Commencement Date at the rate *per annum* (expressed as a percentage) equal to the Rate of Interest, such interest being payable in arrear on each Interest Payment Date, except as otherwise provided in the relevant Final Terms.

If a fixed amount of interest ("**Fixed Coupon Amount**") or a broken amount of interest ("**Broken Amount**") is specified in the relevant Final Terms, the amount of interest payable on each Interest Payment Date will amount to the Fixed Coupon Amount or, if applicable, the Broken Amount so specified and in the case of the Broken Amount will be payable on the particular Interest Payment Date(s) specified in the relevant Final Terms.

(c) Accrual of interest

Interest shall cease to accrue on each Note on the due date for redemption, unless on such due date payment is improperly withheld or refused, in which event interest shall continue to accrue (as well after as before a potential court decision) at the Rate of Interest in the manner provided in this Condition to the Relevant Date.

(d) Rates of Interest, Maximum/Minimum Redemption Amounts and Rounding:*(i) Maximum/Minimum Redemption Amounts*

If any Maximum or Minimum Rate of Interest or Redemption Amount is specified in the relevant Final Terms, each of such Rate of Interest or Redemption Amount shall be subject to such maximum or minimum, as the case may be. Unless a higher Minimum Interest Rate is specified in the Final Terms, the Minimum Interest Rate shall be deemed to be zero.

(ii) Rounding

For the purposes of any calculations required pursuant to these Conditions (unless otherwise specified), (a) if FBF Determination is specified in the relevant Final Terms, all percentages resulting from such calculations shall be rounded, if necessary, to the nearest ten-thousandth of a percentage point (with halves being rounded up), (b) otherwise all percentages resulting from such calculations shall be rounded, if necessary, to the nearest fifth decimal (with halves being rounded up), (c) all figures shall be rounded to seven figures (with halves being rounded up) and (d) all currency amounts that fall due and payable shall be rounded to the nearest unit of such currency (with halves being rounded up), save in the case of yen, which shall be rounded down to the nearest yen. For these purposes, "unit" means the lowest amount of such currency that is available as legal tender in the country of such currency.

(e) Calculations

The amount of interest in respect of any Note for any period shall be calculated by multiplying the product of the Rate of Interest and the outstanding nominal amount of each Note by the Day Count Fraction, unless an Interest Amount (or a formula for its calculation) is specified in respect of such period, in which case the amount of interest payable in respect of such Note for such period shall equal such Interest Amount (or be calculated in accordance with such formula). Where any Interest Period comprises two or more Interest Accrual Periods, the amount of interest payable in respect of such Interest Period shall be the sum of the amounts of interest payable in respect of each of those Interest Accrual Periods.

(f) Determination and publication of Rates of Interest, Final Redemption Amounts, Early Redemption Amounts and Optional Redemption Amounts

The Calculation Agent or the Fiscal Agent, as the case may be, shall, as soon as practicable on such date as it may be required to calculate any rate or amount, obtain any quotation or make any determination or calculation, determine such rate and calculate the Interest Amounts in respect of each Specified Denomination of the Notes for the relevant Interest Accrual Period, calculate the Final Redemption Amount, Early Redemption Amount and Optional Redemption Amount, obtain such quotation or make such determination or calculation, as the case may be, and cause the Rate of Interest and the Interest Amounts for each Interest Period and the relevant Interest Payment Date and, if required to be calculated, the Final Redemption Amount, Early Redemption Amount and Optional Redemption Amount to be notified to the Fiscal Agent, the Issuer, each of the Paying Agents, the holders of the Notes in respect with Condition 14 and any other Calculation Agent appointed in respect of the Notes that is to make a further calculation upon receipt of such information and, if the Notes are admitted to trading on a Regulated Market and the rules of such Regulated Market so require, such Regulated Market as soon as possible after their determination but in no event later than (i) the commencement of the relevant Interest Period, if determined prior to such time, in the case of notification to such Regulated Market of a Rate of Interest and Interest Amount, or (ii) in all other cases, the fourth Business Day after such determination. The determination of

any rate or amount, the obtaining of each quotation and the making of each determination or calculation by the Calculation Agent(s) shall (in the absence of manifest error) be final and binding upon all parties.

(g) Calculation Agent

The Issuer shall procure that there shall at all times be one or more Calculation Agents if provision is made for them in the relevant Final Terms and for so long as any Note is outstanding. Where more than one Calculation Agent is appointed in respect of the Notes, references in these Conditions to the Calculation Agent shall be construed as each Calculation Agent performing its respective duties under the Conditions. If the Calculation Agent is unable or unwilling to act as such or if the Calculation Agent fails duly to establish the Rate of Interest for an Interest Period or Interest Accrual Period or to calculate any Interest Amount, Final Redemption Amount, Early Redemption Amount or Optional Redemption Amount, as the case may be, or to comply with any other requirement, the Issuer shall appoint a leading bank or investment banking firm engaged in the interbank market (or, if appropriate, money, swap or over-the-counter index options market) that is most closely connected with the calculation or determination to be made by the Calculation Agent (acting through its principal Paris office, as appropriate, or any other office actively involved in such market) to act as such in its place. The Calculation Agent may not resign its duties without a successor having been appointed as aforesaid.

7. Redemption, purchase and options

(a) Final redemption

Unless previously redeemed, purchased and cancelled as provided below, each Note shall be finally redeemed on the Maturity Date specified in the relevant Final Terms at its Final Redemption Amount (which, unless otherwise provided, is its nominal amount).

(b) Redemption at the option of the Issuer, Exercise of Issuer's Options and Partial Redemption

If a Call Option at the option of the Issuer is specified in the relevant Final Terms, the Issuer may, subject to compliance with all relevant laws, regulations and directives and on giving to the Noteholders not less than fifteen (15) nor more than thirty (30) calendar days' irrevocable notice in accordance with Condition 14 (or such other notice period as may be specified in the relevant Final Terms) redeem or exercise any Issuer's option in relation to all or, if so provided, some of the Notes on any Optional Redemption Date or Option Exercise Date, as the case may be. Any such redemption of Notes shall be at their Optional Redemption Amount together with interest accrued to the date fixed for redemption, if any, in accordance with the relevant Final Terms. Any partial redemption or exercise will relate to Notes of a nominal amount at least equal to the Minimum Redemption Amount to be redeemed as specified in the relevant Final Terms and no greater than the Maximum Redemption Amount to be redeemed as specified in the relevant Final Terms.

All Notes in respect of which any such notice is given shall be redeemed, or the Issuer's option shall be exercised, on the date specified in such notice in accordance with this Condition.

The Redemption Option of the Issuer, may be effected either (i) by reducing the nominal amount of the Notes in a Series in proportion to the aggregate nominal amount redeemed or (ii) by redeeming in full some only of the Notes and, in such latter case, the choice between those Notes that will be fully redeemed and those that will not be made in accordance with Article R.213-16 of the French *Code monétaire et financier* and the provisions of the relevant Final Terms, subject to compliance with any other applicable laws and relevant Regulated Market requirements.

(c) Early redemption

The Early Redemption Amount payable in respect of any Note, upon redemption of such Note pursuant to Condition 7(d) or 7(g) or upon it becoming due and payable as provided in Condition 10 shall be the Final Redemption Amount together with interest accrued to the date fixed for redemption unless otherwise specified in the relevant Final Terms.

(d) Redemption for taxation reasons

(i) If, by reason of any change in French law or regulation, or any change in the official application or interpretation of such law or regulation by French competent authorities, becoming effective after the Issue Date, the Issuer would on the occasion of the next payment of principal or interest due in respect

of the Notes, not be able to make such payment without having to pay additional amounts as specified under Condition 9(b) below, the Issuer may, at its option, on any Interest Payment Date or, if so specified in the relevant Final Terms, at any time, subject to having given not more than sixty (60) nor less than thirty (30) days' notice to the Noteholders (which notice shall be irrevocable), in accordance with Condition 14, redeem all, but not some only, of the Notes at their Early Redemption Amount together with, unless otherwise specified in the relevant Final Terms, any interest accrued to the date set for redemption provided that the due date for redemption of which notice hereunder may be given shall be no earlier than the latest practicable date on which the Issuer could make payment of principal and interest without withholding for French taxes.

- (ii) If the Issuer would, on the next payment of principal or interest in respect of the Notes, be prevented by French law from making payment to the Noteholders of the full amounts then due and payable, notwithstanding the undertaking to pay additional amounts contained in Condition 9(b) below, then the Issuer shall forthwith give notice of such fact to the Fiscal Agent. The Issuer shall upon giving not less than seven (7) days' prior notice to the Noteholders in accordance with Condition 14, redeem all, but not some only, of the Notes then outstanding at their Early Redemption Amount together with, unless otherwise specified in the Final Terms, any interest accrued to the date set for redemption on (A) the latest practicable Interest Payment Date on which the Issuer could make payment of the full amount then due and payable in respect of the Notes, provided that if such notice would expire after such Interest Payment Date, the date for redemption pursuant to such notice of Noteholders be the later of (i) the latest practicable date on which the Issuer could make payment of the full amount then due and payable in respect of the Notes and (ii) fourteen (14) days after giving notice to the Fiscal Agent as aforesaid or (B) if so specified in the relevant Final Terms, at any time, provided that the due date for redemption of which notice hereunder shall be given shall be the latest practicable date at which the Issuer could make payment of the full amount payable in respect of the Notes or, if that date is passed, as soon as practicable thereafter.

(e) Purchases

The Issuer shall have the right at all times to purchase Notes in the open market or otherwise (including by tender offer) at any price, subject to the applicable laws and regulations.

All the Notes purchased by or on behalf of the Issuer may at its sole option, be held and resold in accordance with applicable laws and regulations for the purpose of enhancing the liquidity of the Notes, or cancelled in accordance with Condition 7(f), unless otherwise specified in the relevant Final Terms.

(f) Cancellation

The Notes purchased by the Issuer for cancellation will be cancelled by transfer to an account in accordance with the rules and procedures of Euroclear France. If so transferred or surrendered, the relevant Notes shall, together with all Notes redeemed by the Issuer, be cancelled forthwith (together with all rights relating to payment of interest and other amounts relating to such Notes). Any Notes so cancelled or, where applicable, transferred and surrendered for cancellation may not be reissued or resold and the obligations of the Issuer in respect of any such Notes shall be discharged.

(g) Illegality

If, by reason of any coming into effect of a new law or regulation in France, a change in French law or any mandatory French provision, or any change in the official judicial or administrative application or interpretation of such law by any competent authority, becoming effective after the Issue Date, it would become unlawful for the Issuer to perform or comply with its obligations under the Notes, the Issuer will redeem all, but not some only, of the Notes at their Early Redemption Amount together with any interest accrued to the date set for redemption in a notice to Noteholders, which shall be published in accordance with Condition 14 not more than forty-five (45) nor less than thirty (30) calendar days' prior to such payment (which notice shall be irrevocable).

8. Payments

(a) Method of Payment

Any Payment of principal and interest in respect of Notes shall (i) in the case of Notes in bearer form (*au porteur*) or administered registered form (*au nominatif administré*), be made by transfer to the account denominated in the Specified Currency of the relevant Account Holders for the benefit of the Noteholders and, (ii) in the case of Notes in fully registered form (*au nominatif pur*), to an account denominated in the Specified Currency with a Bank (as defined below) designated by the relevant Noteholder. All payments validly made to such Account Holders or Bank will be an effective discharge of the Issuer in respect of such payments.

(b) Payments subject to applicable laws

All payments are subject to any applicable fiscal or other laws, regulations and directives but without prejudice to Condition 9. No commission or expenses shall be charged to the Noteholders in respect of such payments.

(c) Appointment of Agents

The Fiscal Agent, the Paying Agent and the Calculation Agent initially appointed by the Issuer and their respective specified offices are listed at the end of this Information Memorandum. The Fiscal Agent, the Paying Agent and the Registration Agent act solely as agents of the Issuer and the Calculation Agent acts as an independent expert and, under no circumstances shall act as agents of any Noteholder (unless otherwise specified). The Issuer may at any time vary or terminate the appointment of the Fiscal Agent, any Paying Agent, any Calculation Agent or Registration Agent and appoint other Fiscal Agent(s), Paying Agent(s), Calculation Agents(s) or Registration Agent(s) or additional Paying Agent(s), Calculation Agents(s) or Registration Agent(s), provided that the Issuer shall at all times maintain (i) a Fiscal Agent, (ii) a Paying Agent having specified office in one major European city (this city being Paris so long as the Notes are admitted to trading on Euronext Paris and that the rules applicable to that Regulated Market so require), (iii) one or more Calculation Agents if required by the Conditions (iv) in the case of Notes in fully registered form, a Registration Agent and (v) such other agent as may be required by the rules of any other Regulated Market on which the Notes may be admitted to trading.

Notice of any such change or any change of any specified office shall promptly be given to the Noteholders in accordance with Condition 14.

(d) Business Days for payment

If any date for payment in respect of any Note or Coupon is not a business day, the Noteholder shall not be entitled to payment until the next following business day unless otherwise specified in the relevant Final Terms, nor to any interest or other sum in respect of such postponed payment. In this paragraph, "**business day**" means a day (other than a Saturday or a Sunday) (A) (i) on which Euroclear France is open for business, (ii) on which banks and foreign exchange markets are open for business in such jurisdictions as shall be specified as "**Financial Centre(s)**" in the relevant Final Terms and (B) (i) in the case of a payment in a currency other than Euro, where payment is to be made by transfer to an account maintained with a Bank in the Specified Currency, a day on which foreign exchange transactions may be carried on in the relevant currency in the principal financial centre of the country of such currency or (ii), in the case of payments made in Euro, which is a TARGET Business Day.

(e) Bank

For the purpose of this Condition 8, "**Bank**" means a bank in the principal financial centre of the Specified Currency or, in the case of Euro, in a city in which banks have access to the TARGET System.

9. Taxation

(a) Tax exemption

All payments of principal, interest and other revenues related to the Notes by or on behalf of the Issuer in

respect of the Notes shall be made free and clear of, and without withholding or deduction for, any taxes, duties, assessments or governmental charges of whatever nature imposed, levied, collected, withheld or assessed by or within France or any authority therein or thereof having power to tax, unless such withholding or deduction is required by law.

(b) Additional amounts

If French law should require that payments of principal or interest in respect of any Note be subject to deduction or withholding in respect of any present or future taxes or duties whatsoever, the Issuer will, to the fullest extent then permitted by law, pay such additional amounts as shall result in receipt by the Noteholders of such amounts as would have been received by them had no such withholding or deduction been required, except that no such additional amounts shall be payable with respect to any Note :

(i) Other connection

to, or to a third party on behalf of, a Noteholder who is liable to such taxes or duties by reason of his having some connection with the Republic of France other than the mere holding of the Note; or

(ii) Payment to individuals

where such withholding or deduction is imposed on a payment to an individual and is required to be made pursuant to any European Union Directive implementing the conclusions of the ECOFIN Council meeting of 26 and 27 November 2000 or any other conclusion of the ECOFIN Council on the taxation of savings income or any law implementing or complying with, or introduced in order to conform to, such Directive.

References in these Conditions to (a) "**principal**" shall be deemed to include any premium payable in respect of the Notes, all Early Redemption Amounts, Optional Redemption Amounts and all other amounts in the nature of principal payable pursuant to Condition 7 or any amendment or supplement to it, and (b) "**interest**" shall be deemed to include all Interest Amounts and all other amounts payable pursuant to Condition 6 or any amendment or supplement to it.

10. Events of Default

The Representative (as defined in Condition 12), upon request of any Noteholder, or in the event no Representative has been appointed, any Noteholder, may, upon written notice addressed by registered letter with acknowledgment of receipt to the Fiscal Agent (with copy to the Issuer) given before all defaults shall have been cured, cause all the Notes (but not some only) held by such Noteholder to become immediately due and payable at their principal amount, together with any accrued interest thereon, as of the date on which such notice is received by the Fiscal Agent, if any of the following events (each an "**Event of Default**") shall occur:

- (i) default in any payment when due of principal of, or interest on, any of the Notes (including the payment of additional amounts mentioned in Condition 9) by the Issuer, and the continuance of any such default for a period of ten (10) calendar days thereafter; or
- (ii) default in the performance of, or compliance with, any other obligation of the Issuer under the Terms and Conditions of the Notes, if such default shall not have been remedied within twenty (20) calendar days after receipt by the Issuer of notice of such default given by the Representative (as defined in Condition 12) or a Noteholder; or
- (iii) one or more, present or future, indebtedness of the Issuer for borrowed money, whether individually or collectively in excess of Euro 200,000,000 (or its equivalent in any other currency), shall become or might become due and payable prior to its stated maturity as a result of a default thereunder by the Issuer, or if any such indebtedness shall not be paid when due or, as the case may be, at the expiry of any applicable grace period thereof, or if a security thereto is implemented, or in the event of a payment default of any amount in connection with a guaranteed debt of a third party by the Issuer; or
- (iv) if the Issuer is liquidated, dissolved, merged, split or absorbed, before full redemption of the Notes, except if the obligations of the Issuer under the Notes are transferred to the surviving entity pursuant to such liquidation, dissolution, merger, split or absorption, as the case may be;

- (v) if the Issuer proposes a general moratorium in relation to its debt within the framework of negotiations with its creditors in the context of any out-of-court proceedings, is subject to a safeguard procedure (*procédure de sauvegarde*) or applies for the appointment of a *conciliateur* or a *mandataire ad hoc* (except when such appointment is due to statutory requirements of the Issuer or to a management assignment), or is subject to such an application, or enters into an amicable settlement (*procédure de conciliation*) with its creditors; or a judgement is issued for the judicial liquidation (*liquidation judiciaire*) of the Issuer; or, to the extent permitted by applicable law, is subject to similar proceedings; or the Issuer makes any conveyance, assignment or other arrangement for the benefit of, or enters into a composition with, its creditors; or
- (vi) regarding only the Guaranteed Notes, if the Guarantee ceases to be valid or to be in full force and effect for any reason.

11. Prescription

Claims against the Issuer for payment of any sums payable with respect to the Notes shall be prescribed within ten (10) years (in the case of principal) or five (5) years (in the case of interest) from their due date.

The prescription period applicable to the Guarantee is described in Condition 5.

12. Representation of Noteholders

Noteholders will, in respect of all Tranches in one Series, be grouped automatically for the defence of their common interests in a *masse* (in each case, the "*Masse*").

In accordance with Article L.213-17 of the French *Code monétaire et financier*, the *Masse* will be governed by the provisions set out in articles L.228-46 to L.228-89 of the French *Code de commerce* applicable to associations and will act through an initial representative (the "**Representative**") and an alternate representative, whose names and remuneration with respect to such appointment will be specified in the relevant Final Terms.

13. Further issues

Unless otherwise provided in the relevant Final Terms, the Issuer may from time to time without the consent of the Noteholders create and issue further Notes to be assimilated (*assimilées*) with the Notes already issued provided such Notes and the further Notes carry rights identical in all respects (or identical in all respects save as to the issue date, issue price and first payment of interest specified in the relevant Final Terms) and that the terms of such Notes provide for such assimilation, and references in these Conditions to "**Notes**" shall be construed accordingly.

14. Notices

- (a) Notices to the holders of Notes in registered form (*au nominatif*) shall be valid if either, (i) they are mailed to them at their respective addresses, in which case they will be deemed to have been given on the fourth weekday (being a day other than a Saturday or a Sunday) after the mailing, or (ii) they are published in a leading economic and financial daily newspaper of general circulation in Europe (which is expected to be the *Financial Times*). It is specified that so long as such Notes are admitted to trading on any Regulated Market and that the rules applicable to such Regulated Market so require, notices will only be deemed to be valid if they are published on the website of any relevant regulatory authority, in a leading economic and financial daily newspaper with general circulation in the city/ies where such Notes are admitted to trading, which in the case of Euronext Paris, shall be, *Les Echos*, and by any other means required, as the case may be, by the rules applicable to such Regulated Market.
- (b) Notices to the holders of Notes in bearer form (*au porteur*) shall be valid if published (i) in a leading economic and financial daily newspaper of general circulation in Europe (which is expected to be the *Financial Times*) and (ii) so long as such Notes are admitted to trading on a Regulated Market and that the rules applicable to such Regulated Market so require, in a leading economic and financial daily newspaper with general circulation in the city/ies where such Notes are admitted to trading, which in the case of Euronext Paris, shall be, *Les Echos*, and by any other means required, as the case may be, by the rules applicable to such Regulated Market.

- (c) If any such publication is not practicable, notice shall be validly given if published in another leading economic and financial daily newspaper with general circulation in Europe. Any notice given to the Noteholders by publication shall be deemed to have been given on the date of such publication or, if published more than once or on different dates, on the date of the first publication as provided above.
- (d) Notices required to be given to the Noteholders (whether in registered or in bearer form) (*au porteur* or *au nominatif*) pursuant to these Terms and Conditions may be given by delivery of the relevant notice to Euroclear France, Euroclear, Clearstream, Luxembourg and any other clearing system through which the Notes are for the time being cleared in substitution for the mailing and publication as required by Conditions 14(a), (b) et (c) above; provided that so long as such Notes are admitted to trading on any Regulated Market(s) and the rules applicable to that Regulated Market so require, notices shall also be published in a leading economic and financial daily newspaper with general circulation in the city/ies where such Notes are admitted to trading, which in the case of Euronext Paris, shall be, *La Tribune* or *Les Echos*, and by any other means required, as the case may be, by the rules applicable to such Regulated Market.

15. Governing law, language and jurisdiction

(a) Governing law

The Terms and Conditions of the Notes and the Guarantee are governed by, and shall be construed in accordance with, French law.

(b) Language

This Information Memorandum was drafted in French. An indicative translation made available by the Issuer may be offered.

(c) Jurisdiction

Any claim against the Issuer in connection with any Notes or against the Guarantor in connection with the Guarantee may be brought before any competent court in Paris.

USE OF PROCEEDS

The net proceeds of the issue of Notes will be used to support the financing needs of the Issuer (as specified, as the case may be, in the relevant Final Terms), which is in charge of ensuring the performance of the unemployment insurance scheme in favour of employees, companies and the unemployed, by making sure that the operators shall apply the rules and provisions adopted by the social partners, within a perspective of a socially responsible management of the unemployment insurance scheme. The issuer's activity is further described in section "Description of the Issuer" below.

If with respect to a specific issuance of Notes a specific use of proceeds has been identified, such use shall be indicated in the relevant Final Terms.

The Notes may be qualified as "Social Bonds", as indicated in the relevant Final Terms in accordance with a framework document relating to Unedic's social bonds (as may be amended from time to time) (the "Social Bond Framework") which is available in a dedicated area on Unedic's website, in accordance with the principles applicable to the social bonds (the Social Bond Principles published by the International Capital Markets Association).

As regards the social bonds and as described in the relevant Final Terms, the net proceeds from the issuance of the Notes will be allocated by the Issuer to the financing or refinancing of some or all of the eligible social expenditures, as described in the relevant Final Terms with reference to the Social Bond Framework.

The above-mentioned Social Bond Framework describes the management of proceeds, reporting and external reviews (and in particular the issuance of a "Second Party Opinion") and external verification) arrangements applicable to the Issuer's social bond issuances, in addition to the eligibility criteria.

The Issuer mandated ISS Corporate for the issuance of a "Second Party Opinion" on the Sustainability Quality of the Issuer and Social Bond Programme, assessing among other things the compliance of the Social Bond Framework with the Social Bond Principles. This Second Party Opinion, and any other opinion or certification provided in connection with the issuance of Notes according to the Social Bond Framework is available on the dedicated section of the website of the Issuer.

The Final Terms relating to the social bonds will provide the relevant information, such as the references to the applicable social bond framework (defining, among other things, the selection criteria for eligible social expenditures) under which such Notes are issued. The Final Terms may refer investors to the relevant section of the Issuer's website for more information.

DESCRIPTION OF THE ISSUER

History and development of the Issuer

The Issuer is a jointly-managed body created under the National inter-industry agreement of 31 December 1958 to manage the unemployment insurance scheme. At that time, the scope of the unemployment insurance scheme was confined to the activity sectors represented on the Conseil National du Patronat Français (French national employers' association – CNPF). The scheme was progressively widened to include all trades and professions in the private sector. The following are the milestones in the widening of its scope:

1959	Inclusion of the industrial and commercial sectors represented on the Conseil National du Patronat Français (CNPF)
1967	Inclusion of all industrial and commercial sectors and optional membership for industrial and commercial public corporations (utilities)
1974 – 1977	Inclusion of the agricultural scheme
1979 – 1980	Inclusion of domestic servants and child minders
1987	Optional, revocable membership of local government and administrative public corporations other than those of the State, for non-established staff
1999	Optional, revocable membership of universities, major higher training institutions (grandes écoles) and scientific and technological public corporations

Issuer's corporate name and business name

The Issuer's name is "Union nationale interprofessionnelle pour l'emploi dans l'industrie et le commerce - Unédic".

Registration place and number of the Issuer

The Issuer is registered with the Paris Trade and Corporate Register under the unique identification number 775 671 878 RCS Paris.

Formation and term of the Issuer

The Issuer filed its articles of association with the non-profit associations office of the Préfecture de police [police headquarters] on 23 January 1959 and began its activity on 5 February 1959. The Issuer was subsequently registered with the Paris Trade and Corporate Register on 20 January 1994 for an unlimited term.

Its financial year begins on 1 January and ends on 31 December each year.

Registered office, legal form, legislation governing the activities of the Issuer, country of origin, address and telephone number of the registered office

Legal form and registered office

The Issuer is a private-law, non-profit association formed under the non-profit association Act of 1 July 1901. The Issuer was instituted pursuant to the National inter-industry agreement of 31 December 1958 creating a national, inter-industry unemployment insurance scheme, signed between the national employers' organisations and the national trade-union organisations of employees, representative at inter-industry level.

The following is the contact information for the Issuer's registered office, 4 rue Traversière, 75012 Paris, France, tel.: +33 (0)1.44.87.64.00, website: www.unedic.org.

Legislation governing the Issuer's activities

The Issuer is governed by French law and in particular by the provisions of the non-profit associations Act of 1 July 1901 and by the provisions of the French *Code du Travail* and of the aforementioned national agreements concerning the unemployment-insurance institutions and the unemployment insurance scheme which apply to all employers in the private sector.

The Issuer implements the provisions of relevance to unemployment insurance.

- Agreements concerning the unemployment insurance institutions

The agreement of 31 December 1958 was succeeded by the agreement of 24 February 1984, then by that of 22 March 2001 relating to institutions concluded for an indefinite term, both maintaining the institutions created in 1958. The agreement of 22 March 2001 currently governs the Issuer's internal operation, supplementing its articles of association.

- The unemployment insurance agreements

Since 1984, the social partners have concluded unemployment insurance agreements for fixed terms to take account in particular the financial position of the unemployment insurance scheme. These agreements are then approved by the national authorities competent in employment matters to make those agreements binding upon all employers and employees in the private sector. The Issuer is tasked with the responsibility of implementing these unemployment insurance agreements.

The unemployment insurance agreement dated 14 November 2024, which replaces the decree no. 2019-797 of 26 July 2019 on the unemployment insurance scheme, was approved by Order issued by the Prime Minister dated 19 December 2024, notably in application of the provisions of Article L.5422-20 to Article L.5422-23 of the Labour Code. The agreement and the appended texts establish the implementation measures of the unemployment benefit scheme with effect from 1 January 2025 (or 1 April 2025, as the case may be) for a period of 4 years, until 31 December 2028.

The changes made by the agreement of 15 November 2024, which will apply to jobseekers whose employment contract comes to an end on or after 1 April 2025 and to those whose lay-off procedure is initiated on or after that date, concern in particular:

- The minimum requirement of 6 months' work in the last 24 months to qualify for compensation has been lowered to 5 months for seasonal workers;
- The age conditions for application of the specific provisions for senior beneficiaries have been postponed by 2 years to bring them into line with the pension reform:
 - o The periods of work taken into account to determine the unemployment benefit are sought in the last 36 months preceding the end of the employment contract for employees aged 55 and over on the date of the end of their employment contract (instead of 53 before the approval of the new unemployment insurance agreement);
 - o The maximum compensation periods are:
 - 22.5 months (685 days) for recipients aged 55 and 56 on the date of the end of their employment contract (instead of 53 and 54);
 - 27 months (822 days) for recipients aged 57 and over at the date of termination of the employment contract (instead of 55 and over);
 - o The increase in the age at which allowance continues to be paid until retirement at the full rate will be at the same rate as the increase in the statutory retirement age, gradually reaching 64 (instead of 62);
 - o The possibility of extending the duration of benefit, up to a maximum of 137 days, in the event of taking a training course during the benefit period, previously reserved for recipients aged 53 and 54, will apply to all recipients aged 55 and over on the date on which their employment contract ends.

- The age at which the degressive nature of the back-to-work allowance (ARE) does not apply (based on a coefficient equal to 0.7 from the 183rd day of benefit) has been reduced to 55 at the date of termination of the employment contract (instead of 57);
- The number of days not worked taken into account for the calculation of the duration of compensation (as part of the calculation of the daily reference salary) may not exceed 70% of the number of days worked (instead of 75%); the duration of compensation corresponds to the number of days worked and not worked between the first day of the first employment contract and the last day of the last employment contract identified during the last 24 or 36 months (depending on the case) and it is to this duration that the coefficient now set at 0.70 is applied;
- The system of compensation for taking over or starting a business (ARCE) is amended as follows:
 - o Cumulation of ARE with income from the self-employed activity created/taken over is now capped at 60% of the remaining ARE rights on the date the business is created/taken over (previously, there was no cap on cumulation); the remaining rights (40%) could, however, be paid back, subject to cessation of the activity created or taken over, which gave rise to the benefit of cumulative application;
 - o The second payment of the ARCE is now conditional on the absence of full-time activity on an open-ended contract (whereas previously, the second payment of the ARCE was conditional on the exercise of the activity created or taken over), with the possibility of recovering the remaining rights (up to 40%), subject to the cessation of the activity created or taken over that gave rise to the payment of the ARCE;
- The monthly payment of ARE is now made on the basis of 30 calendar days, regardless of the number of calendar days in the month (instead of on the basis of the number of calendar days in each month);
- The condition under which voluntary termination of a contract is not an obstacle to resumption/continuation of compensation stipulates that the recipient must not have worked again for more than 4 months (instead of 3 months).

From 1 May 2025, the rate of unemployment insurance contribution paid by employers will be reduced to 4% (from 4.05%), due to the abolition of the temporary exceptional contribution introduced under the terms of the protocol of 28 March 2017.

A bonus-malus system relating to employers' separation rate for firms with more than 11 employees operating in the seven business sectors that most often have recourse to short-term contracts, introduced by the decree of 26 July 2019 (as amended), remains unchanged. The third period of modulation of unemployment insurance contributions currently in progress continues until September 2025.

However, certain stipulations of the unemployment insurance agreement of 15 November 2024, considered to have no legal basis, have been excluded from approval and are therefore not applicable:

- the provisions stipulating a specific minimum affiliation requirement (5 months) for new entrants (jobseekers who have not been granted rights for the previous 20 years), derogating from the minimum affiliation requirement of 6 months under ordinary law;
- provisions introducing, for cross-border workers and in order to take account of differences in wages between the State of employment and the State of residence, a coefficient on the daily reference wage, when remuneration received abroad is taken into account in calculating the ARE;
- the provisions authorising the accumulation of income from employment with the back-to-work allowance but introducing a time restriction for recipients who resume work abroad;
- the provisions stipulating that the median separation rates per sector eligible for the bonus-malus are determined each year by Unédic circular, whereas the determination of these rates does not fall within the competence of Unédic.

Moreover, it should be noted that the reform of pensions, resulting from the Amending Social Security Funding Act for 2023 dated 14 April 2023, which entered progressively into force from 1 September 2023, also impacted the unemployment insurance scheme, as the legal retirement age is one of the conditions to receive the ARE. Indeed, the ARE cannot be paid beyond the age at which the beneficiary is entitled to a full-rate pension, and at the latest beyond the automatic full-rate age (which remains at 67).

The pension reform provided for several measures, and in particular:

- a gradual increase in the legal retirement age from 62 to 64 from 1 September 2023, 3 months per year of birth to reach the target age of 64 by 2030;
- an acceleration of the schedule of the extension of the contribution period necessary to benefit from a full-rate pension which will be increased to 43 years in 2027,
- an adaptation of certain early departure arrangements, given the increase in the legal retirement age.

The two decrees n° 2023-435 and n° 2023-436 of 3 June 2023 were the first in a long list of application decrees (31 statutory texts are expected for the application of the pension reform), and provide in particular for the necessary application procedures:

- of the gradual increase in the legal retirement age from 62 to 64;
- of the adaptation of certain early departure arrangements;
- of the application of the reform to all civil servant and State worker schemes.

The following decrees were published on 30 July, 11 August, 22 August and 31 August 2023, in relation notably to : the suppression of the four special schemes, the revaluation of minimum pensions, the extension of the gradual retirement scheme, the cumulative application of employment and retirement benefits, the prevention of work-related strain, the professional prevention account, the purchase of trimesters at discounted prices for higher education or internships, and the inclusion of periods worked under community service contracts (TUC).

The provisions of these decrees apply mainly to pensions which took effect from 1 September 2023.

Recent events specific to the Issuer and significantly influencing assessment of its solvency

After an exceptional rebound of employment in France in 2021 (+1,114,654 according to Insee, an increase of nearly 3.9%), driven by the removal of the main health restrictions and by the business and employment support measures that remained in effect, employment in the field affiliated with the unemployment insurance scheme increased in 2022 (+347,000 compared to 2021, an increase of nearly 1.7%), which continued in 2023 (+114,000 compared to the end of 2022). Meanwhile, whereas the number of jobseekers indemnified by the unemployment scheme fluctuated around 2.7 million during the second part of the 2010 decade before reaching a peak at 2.9 million in 2020 (due to the sanitary crisis and the extension of the rights to indemnification applied to support the economy), this number fell down to 2.5 million, driven by the combined effects of the end of the extension of rights, the entry into force of the 2021 unemployment insurance reform and the employment dynamics and then stabilized at this level in 2022, and rose again to 2.6 million in 2023. In total, the number of jobseekers receiving back to work allowances (ARE), back to work training allowances (AREF), professional security allowances (ASP), back to work (ASP), return to work project allowance (AREP) and allowances for the self-employed (ATI) under the unemployment insurance system increased by 117,100 people between December 2022 and December 2023. The number of compensated unemployed persons was 2,715,700 in December 2023. Each month, approximately 2,577,700 jobseekers on average received benefits from the unemployment insurance system in 2023 (source: France Travail, CVS data at end of month, all of France).

While the crisis aggravated Unédic's 2020 and 2021 result to an unprecedented extent, the 2022 and 2023 accounts for the scheme are in benefits. Thus, at the end of 2023, the net result of the Unemployment Insurance amounted to +1.5 billion euros (compared to +3.4 billion euros at the end of 2022).

The overall benefit expenditure increased by 5.74 % in 2023, mainly due to a +5.37% increase for the back to work allowances (ARE) and of +37.97% for the back to work allowance (ASP).

After a historic decline of 6.7% in 2020, the main contributions continued the upward trend that began in 2021 (+10.2%) and in 2022 (+8.1%) to progress by 0.9% in 2023. The increase was slowed down by the partial non-compensation of the general cuts.

After including the contribution of the unemployment insurance to the financing of the supplementary pension for

beneficiaries (425.5 million euros in 2023), to the participation for the France Travail budget (4,333.7 million euros) and the drastic decrease to the financing of partial activity (100.7 million in 2023), the technical management charges increased by +2.76% between 2022 and 2023. The technical management result is positive of 1,988 million euros in 2023, compared to 3.753 million euros in 2022.

Issuer Rating

The Issuer is rated Aa3 (stable outlook) by Moody's France S.A.S, AA- (negative outlook) by S&P Global Ratings Europe Limited and AA- (stable outlook) by Scope Ratings GmbH. The financial rating agency Moody's downgraded the Issuer on 14 December 2024, along with the sovereign rating downgrade for France decided by it. The short-term rating of P1 (issued by Moody's France S.A.S.) remained unchanged. S&P Global Ratings Europe Limited has assigned a short-term rating of A-1+ and Scope Ratings GmbH has assigned a short-term rating of S-1+. The rating agency Fitch France S.A.S has been replaced by the rating agencies S&P Global Ratings Europe Limited and Scope Ratings GmbH as indicated above.

Overview of the Issuer's activities

Issuer's main activities

(A) Issuer's corporate object

Pursuant to Article 2 of its articles of association dated 27 June 2023, the corporate object of the Issuer is:

- (1) to manage or finance all compensation scheme regarding involuntary work-deprivation, loss-jobs prevention, jobs retention and national training programme and more generally all employment scheme;
- (2) to conduct all studies and research in the field of employment, nationally and internationally;
- (3) to liaise as necessary with the public services, agencies and bodies, principally regional joint representation bodies whose activity concerns employment and to provide its cooperation as necessary;
- (4) to provide the regional management joint representation bodies with the guidelines ensuring implementation of the unemployment insurance regulations and make available to them all information and more generally all useful points in order to achieve this task and follow-up those tasks delegated to the unemployment insurance's operators;
- (5) to respond to all requests of the regional joint representation bodies and, as the case may be, take all necessary follow-up measures;
- (6) in compliance with provisions of Law n°2008-126 of 13 February 2008 reforming the organisation of the public employment service, to take all initiatives conducive to the return to employment of workers deprived of work against their will;
- (7) to defend, with respect to any person not having the capacity of a member, the interests of the unemployment insurance scheme before any jurisdiction;
- (8) to ensure that all public employment service members correctly apply all devices entrusted for implementation by Unédic;
- (9) to promote the quality of the services provided to workers deprived of employment against their will and to businesses;
- (10) to access to all personal information collected by all public agencies and bodies entrusted by Unedic with a mandate or a delegation for management, statistical and control purposes;
- (11) to contribute expertise to all other members of the employment public services, particularly in all fields referred to by the present article,
- (12) to manage any plan or funds necessary to the performance of the missions that have been or will be assigned to it by law, by order or by an agreement between the social partners or by any agreement with another entity and of which it undertakes to comply with the regulation. For that effect, it provides for the economical, legal and social unity of each of these schemes and of the means deployed.

- (B) The Issuer manages (i) the contractual and jointly-managed unemployment insurance scheme and (ii) other mechanisms provided under the agreements.

(1) The contractual unemployment insurance scheme

- Unemployment insurance

The unemployment insurance scheme introduced by the national inter-industry agreement of 31 December 1958 is a contractual scheme of which the principles are laid down by statute. The Issuer manages on a jointly-representative basis the contractual provisions for compensating employees deprived of employment in France against their will.

Under the scheme, unemployment benefit is paid to employees deprived of employment against their will who fulfil the conditions of age and of previous activity that has given rise to the payment of unemployment insurance contributions. Unemployment insurance benefits are calculated on the basis of the average gross salary for the last twelve (12) months of an employee deprived of employment against his will. The period for which benefit is paid depends on the length of the earlier activity having given rise to membership of the unemployment insurance scheme and on the age of the employee deprived of employment.

It is a compulsory basic scheme: all employers in the private sector must subscribe to the unemployment insurance scheme to cover all their employees⁷.

The unemployment insurance scheme is funded by compulsory contributions from employers and employees in accordance with the principle of professional solidarity. These contributions used to be collected by *France Travail* on behalf of the Issuer. Since 1 January 2011, collecting contributions, on behalf of the Issuer, is principally provided by Urssaf Caisse nationale and by the urssaf network⁸. These resources are managed by the Issuer. Their amount is laid down by the current unemployment insurance scheme, and changes in accordance with the expenditure to cover.

The contributions are used to finance the benefits paid to employees who are deprived of employment and have paid sufficient contributions. Pursuant to Article L. 5422-24 of the French *Code du Travail*, at least 10% of these contributions are paid to *France Travail* for its operating expenses and investment costs, and its assistance in finding employment for workers deprived of employment. The decree of 26 July 2019 increased the Issuer's rate of contribution to France Travail's financing to 11%. This rate has not been modified by the agreement of 15 November 2024 relating to unemployment insurance.

The agreement of 15 November 2024 has set the rate the general contributions at 4% from 1 May 2025, which are supported by the employers. The employee portion of the unemployment insurance contributions has been removed since 1 January 2019, except for casual entertainment workers ("*intermittents du spectacle*"), employees working in Monaco, and expatriate employees individually affiliated to the unemployment insurance scheme.

The employee contributions to the unemployment insurance system were replaced by a fraction of the employment income based general social contribution (*CSG activité*). €16 billion were thus recorded in 2022 for the CSG on earned income and 16.7 billion euros in 2023.

In order to secure the financing for these eliminations and reductions and to guarantee that the Issuer is financed, the members of the Issuer's Executive Committee approved the execution of the following agreements:

- an agreement with Urssaf Caisse nationale and France Travail (formerly Pôle emploi) to provide a framework for the payment of the employment income based general social

¹⁰ Art. L. 5422-13 *Code du Travail*

¹¹ Collecting contributions on behalf of the unemployment insurance was transferred further to provisions of Law 2008-126 of 13 February 2008.

contribution replacing employee contributions and the monitoring of wage bill data, which was entered into on 23 January 2019; and

- an agreement with Urssaf Caisse nationale, the Caisse Central de la MSA (CCMSA) and France Travail (formerly Pôle emploi) regarding the financing of the general relief arrangements, which was entered into on 23 January 2019.

The framework surrounding the State's financial compensation regarding specific exemptions of employer contributions to the unemployment insurance system (i.e. "targeted" exemptions which were not incorporated in the general relief provisions) was formalised in an framework agreement entered into on 1 March 2019 with the French state (i.e. the services of the Direction du Budget, the DSS and the Ministers in charge of the different budget programs), Urssaf Caisse nationale, the CCMSA and France Travail. Since 2020, this financial framework agreement according to which the amounts corresponding to this compensation are repaid to Unédic by each ministry in charge of the various exemption programmes, was completed by annual amendments. In order to extend its period of application to the contributions owed in respect of employment periods running from 1 January to 31 December 2024, a new amendment was approved by the members of the Issuer's Executive Committee on 20 March 2024. This amendment agreement also provides that from 2025, the agreement of 1st March 2019 shall be automatically renewed each year.

- In order to enable France Travail to carry on the missions previously performed by the unemployment insurance institutions, two service agreements were entered into on 19 December 2008 between the Issuer and France Travail concerning the payment of unemployment insurance benefit and the collection of contributions on a transitional basis.

Under these terms, the Issuer prescribes, particularly to France Travail, the rules concerning payment of unemployment benefit, and implements the unemployment insurance financial policy defined by the social partners. For this purpose, the Issuer drafts instructions and disseminates, among others, circulars, instructions, printed material and operating forms nationwide. In addition, it monitors disputes on questions of principle and manages the finances and cash of the unemployment insurance scheme.

With a view to simplifying formalities by employers in the context of payment of unemployment benefit insurance contributions, by reducing specifically the number of declarations and interlocutors, these service agreements were subsequently incorporated in the context of a quadripartite agreement dated of 17 December 2010 entered into by the Issuer, France Travail, AGS and Urssaf Caisse nationale regarding the collection of contributions and subscriptions due from employers. The missions of the Issuer as referred to in the previous paragraph are incorporated and detailed in this new agreement.

The agreement also describes in detail the conditions according to which *France Travail* and Urssaf Caisse nationale collect on behalf of the Issuer contributions due for unemployment insurance and subscriptions to guarantee employees' claims, as well as payment of unemployment benefit to jobseekers.

- The *Contrat de sécurisation professionnelle* (Careers safeguarding agreement)

In the context of the national inter-professional agreement of 31 May 2011 and Law n°2011-893 of 28 July 2011 for the development of work-study contracts and safeguarding of careers contracts, social partners adopted the agreement of 19 July 2011 for the safeguarding of career contract ("*contrat de sécurisation professionnelle*" or "*CSP*") (which duration had been extended to 31 December 2014), in replacement of the individualised return-to-work agreement ("*convention de reclassement personnalisée*") and the professional transition agreement ("*contrat de transition professionnelle*"). The CSP is intended to assist and pay a specific allowance to the employees who are made redundant for economic reasons in order to promote their accelerated job-reclassification.

The social partners agreed, within the framework of the national inter-industry agreement ("*accord national interprofessionnel*") dated 8 December 2014 concluded for two years, to renew and adapt

the measures regarding safeguarding of careers contracts ("*contrat de sécurisation professionnelle*").

The CSP applies to all redundancy procedures for economic reasons by all companies which are not submitted to the reclassification leave (i.e. all companies, consisting of all their businesses branches, with a workforce of less than 1,000 employees or those in receivership or judicial liquidation regardless of their workforce).

The amendments relate, in particular, to the reduction of the safeguarding of careers indemnity ("*allocation de sécurisation professionnelle*"), the establishment of a re-employment premium and of a "CSP-glissant" to take into account the periods of work and the broadening of the conditions of the return to employment.

The national inter-industry agreement ("*accord national interprofessionnel*") has been implemented in a new agreement on the CSP dated 26 January 2015, entered into force on 1 February 2015.

This agreement on the CSP, as amended to take into account the modifications of the unemployment insurance scheme, expiring on 31 December 2022, the members of the Executive Committee successively validated its extension until 31 December 2025 (by amendment no. 9 dated 22 November 2024).

(2) The other schemes

The Issuer also carries out other missions on behalf of third parties under management agreements with the State and the AGS (Association pour la Gestion du régime d'assurance des créanciers des Salariés – Association managing the scheme insuring amounts owed to employees).

- The Unédic-AGS agreement

The AGS is the employers' organisation financed by businesses, created in early 1974; it pays the debts arising from the employment contract in the event of a business going into receivership or judicial liquidation. On 18 December 1993, a management agreement was concluded between AGS and the Issuer; the latter was responsible for collecting the contributions, making the necessary funds available to the appointed agents and judicial administrators, recovering sums advanced and keeping accounts of the transactions involved.

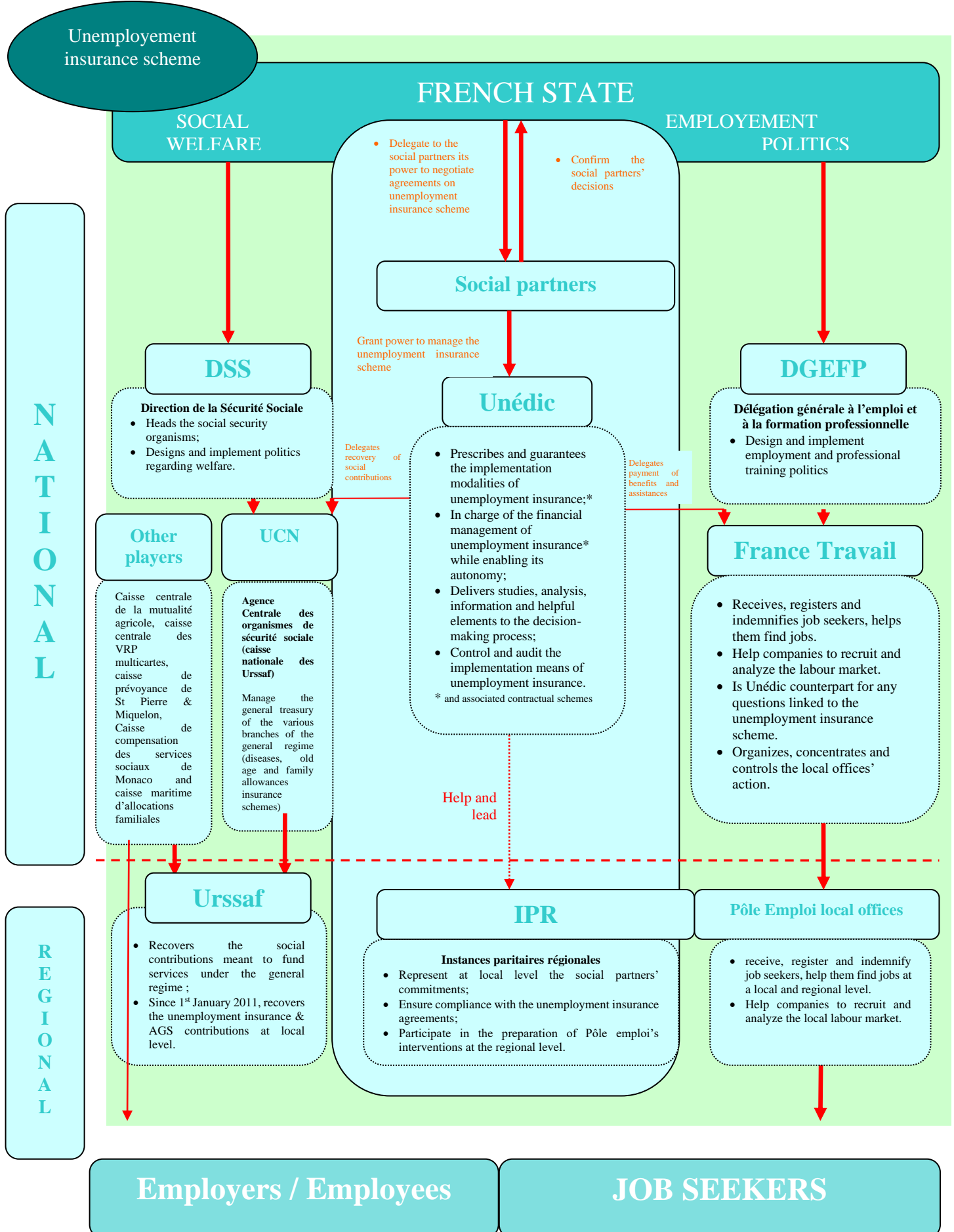
The agreement was terminated on 27 June 2019 by AGS, effective 31 December 2019. After several extension agreements a new management agreement was entered into between AGS and the Issuer on 27 June 2023.

- The State-Unédic agreement on compensation for short-time working

In response to the economic difficulties encountered by businesses, an alternative to short-time working has been instituted, turned "*activité partielle à longue durée*" (long-term part-time working). This scheme may provide for the payment, under a part-time working agreement, of additional benefits for short-time working to employees whose working time is reduced below the legal or contractual period for a long period, with counterpart job-maintenance and training guarantees. These benefits are funded jointly by the business, the State and the unemployment insurance scheme. The scheme contributes to the financing of the arrangement up to a maximum of €150 million (to which an additional envelope of €80 million had been added in 2012), with the aim of avoiding as many redundancies as possible, for which it would have to assume financial responsibility. Beyond 31 December 2012, long-term part-time working ("*activité partielle à longue durée*") was funded by the balance of the previous envelope. The State's participation is in addition to its existing participation in the special short-time working benefit. Since the creation of the new part-time scheme referred to below, the scheme has been financed one-third (33%) by Unédic and two-thirds (67%) by the State.

Flowchart

Place of the Issuer in the organisational scheme of the public employment service.



The unemployment insurance scheme is a protection scheme with rules adopted by the social partners. The Issuer has been put in charge of administering these contractual rules.

The Issuer is joint-representation body managing the unemployment insurance scheme; on behalf of the social partners, it also performs the role of research and expertise in subjects related to employment and unemployment. For this purpose, it provides to the social partners or to its management bodies analytical information required by them to develop their projects and conduct their activities (using indicators, studies, surveys, simulations, estimates, underwriting balance and assessments, benefit forecasts, etc.).

(A) The Issuer and Urssaf Caisse nationale

In the framework of Law No. 2008-126 of 13 February 2008 reforming the organisation of the public employment service, Urssaf Caisse nationale and Urssaf network were entrusted, on behalf of Unédic and AGS, with the collection of unemployment insurance's contributions and subscriptions.

The implementation phase was endorsed by a quadri-partite agreement concluded on 17 December 2010 by the Issuer, France Travail, AGS and Urssaf Caisse nationale, which provides the practical terms pursuant to which Urssaf Caisse nationale and all services of the recovery branch collect, on behalf of the Issuer and AGS, contributions and subscriptions.

(B) The Issuer and France Travail

Law No. 2008-126 of 13 February 2008 organised the merging of the Agence nationale pour l'emploi (ANPE – National employment agency) and the unemployment insurance operating network (the Assédic and Garp agencies) and provided for the creation of a new public corporation called France Travail (formerly “*Pole emploi*”). This new institution was created on 19 December 2008.

France Travail enjoys legal personality and financial independence. On behalf of the issuer, it is responsible for carrying out the missions of the public employment service including placement, payment of benefit, job finding, training, support and advice for job seekers. In accordance with Article L. 5312-1 of the French *Code du Travail*, the missions of France Travail consist of the following:

- (1) prospecting the labour market, developing expertise in trends in the job market and in skills, collecting job offers, assisting and advising businesses in their recruitment, matching job offers with jobseekers and participating actively in combating hiring discrimination and in campaigning for professional equality;
- (2) receiving, informing, guiding, supporting and advising persons regardless of whether they are in work, who are seeking work, training or professional advice, prescribing all actions conducive to developing their professional skills and improving their employability, facilitating their return to work and professional betterment, facilitating their geographical and professional mobility and contributing to their finding work and a place in society;
- (3) taking registrations on the list of jobseekers, keeping that list up-to-date and ascertaining whether jobseekers are duly seeking work;
- (4) on the Issuer's behalf, paying the unemployment insurance benefit and on behalf of the State or the Solidarity fund, paying the Solidarity benefits, return-to-work bonus, the lump-sum bonus and any other benefit or assistance the state requires it to pay under contract;
- (5) collecting, processing, disseminating and making available to the relevant State and Issuer services, data concerning the labour market and payment of benefits to jobseekers; and
- (6) implementing all actions entrusted to it by the State, local and regional government and the Issuer of relevance to its mission.
- (7) implementing the youth employment contract mentioned in Article L. 5131-6 of the French *Code du Travail*.

France Travail collected contributions as a transitional measure; this task is now handed over to the Urssaf (see above).

The Issuer prescribes the rules concerning payment of unemployment benefit and any assistance negotiated by the social partners. The relevant instructions are transmitted to France Travail for payment on the Issuer's behalf of benefits to jobseekers who have been subscribed to the unemployment insurance scheme.

The Issuer also defines, specifies and forwards the necessary instructions for collection of employers' and employees' contributions and participates in the implementation of other contractual mechanisms.

The Issuer ensures that France Travail is compliant in fulfilling its instructions, pursuant to the tripartite, multi-year agreement signed between Unédic, the State and Pôle emploi on 18 December 2014⁹.

A new tripartite agreement was signed on 30 April 2024 for the purpose enabling the State and the Issuer to define France Travail's strategic orientations for the upcoming years (2024-2027).

These orientations respond to a desire on the part of the State, Unédic and the social partners to, on the one hand, pursue the improvement of the support of jobseekers in order to facilitate and accelerate the return to sustainable employment, and on the other hand, reinforce the support of companies in need as to facilitate the recruitment, all the while improving management, resulting from the tripartite agreement, in relation with the establishment of France Travail.

Three strategic orientations were therefore defined in the tripartite agreement of 30 April 2024:

- providing each individual with the means to reach sustainable employment;
- assuring the access of beneficiaries to their right to the payment of their benefits, serving their pathway to return to employment; and
- supporting employers to recruit more rapidly and more sustainably, and to diversify their recruitment methods.

In addition, the Issuer is the main contributor to France Travail's budget, with funding of 10% of the contributions received up to 2019 (3.521 billion in 2019), 11% of the contributions received since 2020 (4.3 billion in 2021, 3.9 billion in 2022, and 4.3 billion in 2023)¹⁰. Decree no 2019-797 of 26 July 2019 relating to the unemployment insurance system increased this contribution by one point (increased to 11%) for the purpose of enhancing the support provided to jobseekers. The 11% rate was not changed following the adoption of the unemployment insurance agreement of 15 November 2024.

(C) The Issuer and the joint bodies

Article L. 5312-10 of the French *Code du Travail* institutes regional joint bodies within the regional management entities of France Travail. Those bodies have the following missions:

- (1) Delivering an opinion on programming of France Travail action at the relevant territorial level; and
- (2) Overseeing the implementation of the unemployment insurance agreement.

The multi-year agreement provided in Article L. 5312-3 of the French *Code du Travail*, signed between the State, Unédic and France Travail (formerly Pôle emploi) provides for the joint bodies to exercise a role of alerting the Issuer as part of their remit of overseeing due implementation of the unemployment insurance agreement. Moreover, the joint bodies may consult the Unédic technical services "*in the event of difficulty in interpreting the unemployment insurance regulations and of its implementing agreements*".

The joint bodies, regarded as the local or regional arm of the social partners managing the unemployment insurance scheme, had their terms of reference specified by the successive unemployment insurance scheme agreements and their implementing instruments.

The Issuer coordinates the action of the joint bodies at the regional level, supporting and advising them in the fulfilment of their mission.

Subsidiaries of the Issuer

¹² Art L. 5312-3 *Code du Travail*

¹⁰ Art. L. 5312-7 and L. 5422-24 of the Labour Code

The Issuer does not own any subsidiary.

Administrative and management bodies

Description & composition of the Issuer's administration and management bodies

The Issuer is a jointly managed institution featuring equal representation on its management bodies between the representatives of national organisations representing employers and the representations of inter-industry organisations representing employees. It is administered by a Board of Directors and an Executive Committee. The Issuer's general management functions are performed by a Managing Director.

A. Description of the Issuer's administration and management bodies

(1) The Board of Directors

The Board of Directors has joint and even-handed representation of a panel of employers and a panel of employees each consisting of twenty-five (25) representatives.

The panel of employers is composed of the *Mouvement des Entreprises de France* (MEDEF), the *Confédération des PME* (CPME) and the *Union des entreprises de proximité* (U2P).

The employees' panel is composed of the Confédération Française Démocratique du Travail (CFDT), the Confédération Française de l'Encadrement - Confédération Générale des Cadres (CFE-CGC), the Confédération Française des Travailleurs Chrétiens (CFTC), the Confédération Générale du Travail (CGT), and the Confédération Générale du Travail - Force Ouvrière (CGT-FO).

The Board of Directors enjoys the widest powers for operations in keeping with the Issuer's corporate object. In particular, it may draw up all internal regulations for implementing the issuer's articles of association, make any amendments to the articles of association, enforce those articles of association and regulations in particular cases that may arise, manage the resources of the Association and any fund to aid workers deprived of employment. The Board of Directors, pursuant to the Articles and Memorandum of Association, also performs the duties ordinarily incumbent on the General Meetings.

(2) The Executive Committee

The Executive Committee is composed with equal representation of the social partners of a maximum of ten (10) members chosen by the Board of Directors from among its members every two (2) years. It is chaired in the framework of alternating 2-year terms by a representative of the national employers' organisations and the representation of the employees' national trade union organisations.

The Chairman, failing whom a second or a third Deputy Chairman belonging to the same panel, ensures the smooth running of the Issuer, in accordance with the articles of association and its regulations and chairs the meetings of the Executive Committee and the Board of Directors, signs all the instruments, deliberations or agreements and represents the Issuer before the courts and in the acts of civil society.

The Executive Committee takes all the measures necessary for the smooth running of the Issuer's administrative affairs, sees to the due dispatch of its ordinary business, exercises any powers delegated to it by the Board of Directors and appoints the Managing Director.

(3) The Managing Director

The Issuer's Managing Director, appointed by the Executive Committee, is in charge of the proper operation of the Issuer's services. He performs his duties and represents the Issuer under powers delegated to him by the Executive Committee. He concludes collective labour agreements for application to all categories of staff covered by the unemployment insurance scheme and chairs the meetings of the staff representative bodies.

(4) The State supervisor

The Issuer is supervised by a State supervisor who sits on the Issuer's Board of Directors and Executive Committee in a consultative capacity.

B. Composition of the Issuer's administrative and management bodies

(1) Board of Directors

- Panel of employers sitting on the Board of Directors

MEDEF*Incumbent Panel Members*

M. Laurent BLERIOT
 Mme Florence BUISSON-VINCENT
 M. Nicolas CUVIER
 M. Mickaël JACQUEMIN
 M. François MIGAYROU
 M. Hubert MONGON
 Mme Nancy NOEL
 Mme Magali SAGNY
 Mme Sophie SEBAH
 Mme Odile TARIZZO
 M. Jean-Eudes TESSON
 M. Xavier THOMAS
 Mme France HENRY-LABORDERE
 M. Jaques VESSAUD

Alternate Panel Members

M. Pierre-Yves DULAC
 M. Stephan GALY
 M. Pierre GROETZ
 M. Pierre-Matthieu JOURDAN
 Mme Corinne LELONG
 M. Frédéric LLORCA
 M. Thibault PIRONNEAU
 Mme Sophie MONESTIER

CPME*Incumbent Panel Members*

M. Eric CHEVEE
 Mme Gwendoline DELAMARE-
 DEBOUTTEVILLE
 M. Xavier DOUAIS
 M. Jean- Michel GAUTHERON
 M. Loys GUYONNET
 M. Stéphane HEIT
 M. Jean-Michel POTTIER
 M. Amir REZA-TOFIGHI

Alternate Panel Members

M. Sébastien ARCHI
 M. Thierry GREGOIRE
 Mme Karine JAN
 Mme Valérie MONIER
 M. Constant PORCHER

U2P*Incumbent Panel Members*

M. Christophe DESMEDT
 M. Christophe SANS
 Mme Isabelle BRICARD

Alternate Panel Members

M. Pierre BURBAN
 Mme Corine POSTEL

- Panel of employees sitting on the Board of Directors

CFDT*Incumbent Panel Members*

Mme Géraldine CORNETTE

Alternate Panel Members

Mme Eloïse ARRIGHI

M. Amor GHOUMA
Mme Patricia FERRAND
M. Olivier GUIVARCH
M. Jean-Luc MICHEL

M. Christophe COURQUIN
Mme Chantal RICHARD

CFE-CGC

Incumbent Panel Members

M. Jean-François FOUCARD
M. Bertrand MAHE
Mme Sandrine COMBAR
Mme Tania DAUCHY
Mme Christelle TOILLON

Alternate Panel Members

M. Michel DAVRIL
M. Franck BOISSART
M. Michel LEBOUÇ

CFTC

Incumbent Panel Members

M. Eric ALLER
M. Martial GALOUZEAU DE VILLEPIN
M. Eric COURPOTIN
Mme Laurence HUYNH
M. Claude GRATEAU

Alternate Panel Members

Mme Noëlle BRISINGER
M. Cyrille LECHEVESTRIER
Mme Audrey IACINO

CGT

Incumbent Panel Members

Mme Victoire BECH
M. Stéphane FUSTEC
M. Denis GRAVOUIL
Mme Cécile RAVAROTTO
M. Yohan THIEBAUX

Alternate Panel Members

Mme Emmanuelle MOISSONIER
Mme Claire LALANNE
M. Jeannick LADERVAL

FO

Incumbent Panel Members

M. Michel BEAUGAS
Mme. Nathalie CAPART
Mme Laurence GILBERT
M. Arnaud PICHOT
Jacques TECHER

Alternate Panel Members

Mme Myriam BARNEL
Mme Laure DOUCIN
M. Christian DORVILMA

Mr. Jean-Eudes TESSON is the Chairperson of Unédic's Board of Directors.

Mrs. Patricia FERRAND is the 1st Deputy Chairperson of Unédic's Board of Directors.

The members of the Issuer's Board of Directors can be contacted at the Issuer's registered office:
4 rue Traversière, 75012 Paris, France.

(2) The Executive Committee

M. Jean-Eudes TESSON – MEDEF
Mme Patricia FERRAND – CFDT
M. Jean-Michel POTTIER – CPME
M. Martial GALOUZEAU DE VILLEPIN - CFTC
M. Bertrand MAHE – CFE-CGC
M. Christophe SANS – U2P

Chairperson
1st Deputy Chairperson
2nd Deputy Chairperson
3rd Deputy Chairperson
Treasurer
Deputy Treasurer

Michel BEUGAS - FO	Assessor
Denis GRAVOUIL – CGT	Assessor
Mme France HENRY-LABORDERE – MEDEF	Assessor
Hubert MONGON – MEDEF	Assessor

(3) General management

The Executive Committee members meeting of 26 March 2020 appointed Christophe VALENTIE as Unédic's new Managing Director. Pursuant to the decisions of the Executive Committee's members as of 28 April 2020, Christophe VALENTIE took up his duties on 15 June 2020.

The members of the Issuer's Executive Committee and Board of Directors can be contacted at the Issuer's registered office: 4 rue Traversière, 75012 Paris, France.

(4) State Supervisor

The issuer is under the supervision of M. Nicolas LERMANT.

Overall remuneration of the members of the Issuer's management and control bodies

The members of the Issuer's management and control bodies, and more generally the members of the Executive Committee and of the Board of Directors, do not receive any remuneration for the duties they perform for the Issuer. The organisations to which they belong receive an indemnity to offset the costs incurred while fulfilling their mandates on behalf of the public unemployment benefits service.

Offices held by members of the Issuer's management and control bodies in other businesses

Most of the members of the Executive Committee conduct their main activities within the organisations that they represent in the management and administration bodies of the Issuer, within the contractual scheme and according to the rules defined by the social partners.

Conflicts of interest – agreements between the Issuer and any legal entity having common senior managers with the Issuer

The Issuer has not identified any person who is a member of its administrative and management bodies who may have a conflict of interest between (i) its duties to the Issuer and (ii) that person's private interests among others.

It should be noted that the Issuer has issued internal regulations governing procurement and other contracts in order to prevent any conflict of interest particularly within its administrative and management bodies. These internal regulations contain a number of recommendations and specify a number of incompatibilities for purposes of the award by the Issuer of procurement and other contracts.

Expenses under agreements relating to the Issuer's financial contribution to trade and employer unions' costs arising from their employees' participation in the management of the unemployment insurance system were renewed in respect of 2025 during a Board of Directors' meeting held on 29 January 2025.

The Issuer has not concluded any agreement with the companies/enterprises listed in the above-mentioned paragraph.

Main shareholders

Nil.

Financial information concerning the Issuer's net assets, financial position and results

Date of latest financial information

The latest elapsed financial year of the Issuer for which the annual financial statements and consolidated annual financial statements have been audited by the statutory auditors is the year ended 31 December 2023 (see section

6 "General Information", paragraph 6 below).

Amount of net worth not carried forward from the end of the last financial year

The amount of net worth not carried forward at the end of the Issuer's last financial year consists solely of its global loss carried forward of €59.775 billion as at 31 December 2023.

Total amount of the issuer's commitments and the breakdown by maturity

Maturity on 31 December 2023 of the balance on debts and provisions at 31 December 2023

<i>in millions Euros</i>	Current charges considered as maturing in less than 1 year	Maturing in between 1 and 5 years	Maturing after more than 5 years	TOTAL
	124			124
Provisions for risks				
	17 549	26 000	23 900	67 449
Debts	3 047	22 000	23 900	48 947
Debenture loans	10 268	4 000		14 268
Bank and credit establishment loans	0			0
Bank overdrafts	0			0
Misc. financial debts	283			283
Creditor affiliates	3 042			3 042
Debtor beneficiaries	137			137
Tax and social welfare debts	8			8
Trade debts	766			766
Other debts				
	251			251
Prepayments				
	17 800	26 000	23 900	67 700
Total debts and prepayments				
TOTAL	17 924	26 000	23 900	67 824

The total outstanding benefits to be paid over the average period of unemployment remaining to be covered as of 31 December 2023 to eligible beneficiaries registered at that date= has been evaluated by Unédic's Department of Studies and Analysis to be €26.2 billion. This amount does not include benefits due to those who are beneficiaries of a compensation maintenance scheme until their retirement.

Outstanding benefits due from Public Unemployment Benefits Service to beneficiaries entitled to retain indemnification concern jobseekers who may under certain circumstances, continue receiving benefits until retirement age. The total benefits due to these beneficiaries registered at the end of the 2023 financial year have been evaluated by Unédic's Department of Studies and Analysis to be €1.1 billion.

Collateral provided for securities previously issued by the Issuer

No outstanding bond issues at the date of this Information Memorandum are the subject of any guarantees; being specified that the bonds issues achieved since 2015 referred to in section "Previous bond issues" below) are guaranteed by the French State (see the section "Description of the Guarantee" below).

Significant information extracted from the issuer's provisional financial statements

The Issuer does not draw provisional financial statements.

Significant changes in the Issuer's financial or commercial situation

With the exception of what is set out in the Information Memorandum, there has been no change in the Issuer's financial situation since 31 December 2023 of significance for the issue of the Notes. It should nevertheless be recalled that, in France, the Issuer is a unique institution responsible for managing the unemployment insurance scheme. Consequently, the Issuer is permanently affected by national and even international macroeconomic trends. The Issuer is directly affected by French general economic trends.

Since 31 December 2023 (the date of its latest audited and published financial statements), the trends affecting the Issuer are described in section "Recent Developments" and in several memorandums from the Issuer's Executive Committee on the financial situation of the unemployment insurance system, which are incorporated by reference to this Information Memorandum.

The macroeconomic trends affecting the Issuer have resulted in a need for additional financing, thus requiring:

- (i) maintaining the Issuer's *Titres Négociables à Court Terme* (Short-Term Negotiable Notes) programme (details of applications at 31 December 2024 shown hereunder), which is capped at 18 billion euros (pursuant to the decisions of the Issuer's Board of Directors on 29 January 2025);
- (ii) maintaining the Issuer's *Titres Négociables à Moyen Terme* (formerly called *bons à moyen terme négociables* (Medium-Term Negotiable Notes) programme (details of applications at 31 December 2024 shown hereunder), it being specified that during the meeting held on 29 January 2025, the Issuer's Board of Directors confirmed the limit on this amount to be 10 billion euros;
- (iii) bonds issues issued under the Programme (cf. paragraph "Significant agreements").

Significant agreements

The following are the significant agreements (other than agreements concluded in the normal course of business) to which the Issuer is a party and that may confer on the Issuer a right or obligation with significant incidence on the Issuer's capacity to fulfil the obligations incumbent on it under this Information Memorandum:

Previous bond issues

Within the framework of the present Programme, the Issuer has carried out the issue the following bonds issues:

- on 21st October 2015 for a total nominal value of €2,000,000,000 bearing interest at an annual rate of 1.25% and maturing on 31st October 2027 (including the Tap issue of €750,000,000 achieved on 4 May 2016 consolidated with the initial €1,250,000,000 issue);
- on 3 March 2016, for a total nominal value of €2,250,000,000 bearing interest at the annual rate of 0.625% and maturing on 3 March 2026 (including the tap issue of €250,000,000 achieved on 20 June 2017 consolidated with the initial €2,000,000,000 issue),
- on 28 March 2017, for a total nominal value of €3,250,000,000 bearing interest at the annual rate of 1.250% and maturing on 28 March 2027 (including (i) the Tap issue of €250,000,000 achieved on 31 August 2017 consolidated with the initial of €2,000,000,000 issue and (ii) the Tap issue of €1,000,000,000 achieved on 20 October 2021 consolidated with the initial €2,000,000,000),
- on 20 April 2017, for a total nominal amount of €1,750,000,000 bearing interest at the annual rate of 1.500% and maturing on 20 April 2032 (including the Tap issue of €750,000,000 achieved on 30 August 2017 consolidated with the initial €2,500,000,000 issue),
- on 30 May 2018, for a total nominal amount of €2,000,000,000 bearing interest at the annual rate of 1.250% and maturing on 25 May 2033 (including the Tap issue of €1,000,000,000 achieved on 29 May 2019 consolidated with the initial €1,000,000,000 issue),

- on 3 October 2018, for a total nominal amount of €2,000,000,000 bearing interest at the annual rate of 0.875% and maturing on 25 May 2028 (including the Tap issue of €750,000,000 achieved on 31 March 2020 consolidated with the initial €1,250,000,000 issue),
- on 20 March 2019, for a total nominal amount of €2,500,000,000 bearing interest at the annual rate of 0.500% and maturing on 20 March 2029 (including the Tap issue of €1,000,000,000 achieved on 21 October 2021 consolidated with the initial €1,500,000,000 issue),
- on 5 March 2020, for a total nominal amount of €1,400,000,000 bearing interest at the annual rate of 0.00% and maturing on 5 March 2030 (including the Tap issue of €150,000,000 achieved on 1 December 2021 consolidated with the initial €1,250,000,000 issue),
- on 17 June 2020, for a total nominal amount of €4,000,000,000 bearing interest at the annual rate of 0.250% and maturing on 25 November 2029,
- on 16 July 2020, for a total nominal amount of €3,500,000,000 bearing interest at the annual rate of 0.250% and maturing on 16 July 2035 (including the Tap issue of €1,500,000,000 achieved on 4 November 2020 consolidated with the initial €2,000,000,000 issue),
- on 15 October 2020, for a total nominal amount of €3,000,000,000 bearing interest at the annual rate of 0.00% and maturing on 25 November 2028,
- on 19 November 2020, for a total nominal amount of €2,500,000,000 bearing interest at the annual rate of 0.00% and maturing on 19 November 2030,
- on 16 February 2021, for a total nominal amount of €3,000,000,000 bearing interest at the annual rate of 0,100% and maturing on 25 May 2034,
- on 1 April 2021, for a total nominal amount of €3,000,000,000 bearing interest at the annual rate of 0,010% and maturing on 25 May 2031,
- on 23 June 2021, for a total nominal amount of €2,000,000,000 bearing interest at the annual rate of 0,5% and maturing on 25 May 2036,
- on 27 July 2021, for a total nominal amount of €2,000,000,000 bearing interest at the annual rate of 0,010% and maturing on 25 November 2031,
- on 17 May 2022, for a total nominal amount of €1,000,000,000 bearing interest at the annual rate of 1,75% and maturing on 25 November 2032,
- on 4 May 2023, for a total nominal amount of €1,000,000,000 bearing interest at the annual rate of 3.125% and maturing on 25 April 2033.
- on 2 May 2024, for a total nominal amount of €1,000,000,000 bearing interest at the annual rate of 3.125% and maturing on 25 November 2034.

The bond issues carried out since 1 January 2019 were partly used for the purpose of the management of the Issuer's financing needs (see Chapter "Use of proceeds" above and paragraph "Issue of *Titres Négociables à Court Terme* (Short-Term Negotiable Notes)" below).

Credit facility agreements

No credit line is currently opened.

Titres Négociables à Court Terme (Short-Term Negotiable Notes)

The Issuer has a *Titres Négociables à Court Terme* programme whose limit for outstanding amount is of €18 billion (pursuant to the decisions of the Issuer's Board of Directors dated 29 January 2025). The *Titres Négociables à Court Terme* programme amounts to €9.017 billion at 31 December 2023 and €12.356 billion at 31 December

2024. As required by the regulations, annual updates regarding this programme have been supplied to the Banque de France. It is currently rated P-1 by Moody's France S.A.S., A-1+ by S&P Global Ratings Europe Limited and S-1+ by Scope Ratings GmbH.

Titres Négociables à Moyen Terme (NEU MTN)

The Issuer has a *Titres Négociables à Moyen Terme* (NEU MTN, Medium-Term Negotiable Notes) programme whose limit for the outstanding amount is €10 billion (under the terms of decision taken by the Board of Directors of the Issuer dated 29 January 2025). The issuance of such notes, whose maturity must be legally greater than one year, is intended to cover the part of the interest rate curve not covered by the euro medium term note programme and the *Titres Négociables à Court Terme* (NEU CP) programme.

The Issuer's NEU MTN programme was used up to an amount of €4.000 billion as at 31 December 2024. It is currently rated Aa2 by Moody's France SAS, AA- par S&P Global Ratings Europe Limited and AA- by Scope Ratings GmbH.

RECENT DEVELOPMENTS

At various meetings of the Executive Committee held during the period from 2020 to 2024, the members of the Executive Committee notably presented the regulatory and operating measures taken in the context of Covid-19 (wage-subsidies, exceptional extension measures for the payment of the ARE, deferral of the payments of contributions) and the effects of such measures on the financing of the unemployment insurance scheme.

At a meeting held on 19 February 2025, the members of the Executive Committee presented latest financial forecasts of the unemployment insurance system for 2025-2027. In 2022, the economy profited from the momentum of the recovery from the health crisis observed in 2021. Driven by this momentum, GDP growth in 2022 was +2.5% on average over the whole year. GDP no longer benefits from this momentum. Its growth is weakened by the inflation unprecedented in the latest decades, therefore, GDP grew by only +1.1% in 2023 and +1.1% in 2024, according to INEES's provisional estimate. In 2025, according to the Economists' Consensus of February 2025 on which these forecasts are based, the the pace of economic activity should remain constant, resulting in annual GDP growth of around +0.7%.

In deficit every year since 2009, Unédic's financial scheme has deteriorated sharply in 2020 and to a lesser extent in 2021 due to the health crisis. The end of the emergency measures, as well as the economic and regulatory factors detailed above, allowed the scheme to return to positive territory from 2022 with a balance of +€4.3 billion.

In 2023, the drop in revenues following the lower compensations of €2.0 billion and the increase in compensation expenditures of the workforce compensated persons generated by the increase in unemployment led to a decrease in the financial balance to +€1.6 billion, which is therefore expected to remain in positive territory despite a very uncertain economic context. In 2024, the financial balance of the scheme would decrease once more to achieve balance. This decrease is explained by an increase in benefit expenditures of approximately €2.8 billion, which is greater than the increase in revenues (€1.2 bn), which are reduced by government levies. The financial balance would then remain close to balance at €-0.2 billion in 2025, due to a reduction in revenues, while expenditure would remain high. From 2026 until 2027, the financial balance of the Unemployment Insurance scheme is expected to return to an upward trajectory due to the decline in unemployment benefit expenditures. Specifically, the financial balance would reach €0.2 billion in 2026, then €6.3 billion in 2027 (in the absence of state levies).

The deterioration of -17.4 billion euros of the financial balance in 2020, related to an economic shock of unprecedented magnitude in the history of the unemployment insurance system due to the Covid-19 pandemic, brought the debt to 63.6 billion euros at the end of 2021. The scheme's debt began a reduction trajectory as early as 2022. It showed a significant reduction in 2022 to reach a net debt of €60.7 billion. After two years of debt reduction in 2022 and 2023, Unédic's debt stood at 59.3 billion euros at the end of 2023. It is expected to remain close to this level in 2024, 2025 and 2026 due to the deterioration in the macroeconomic environment and government levies. In 2027, assuming no government levies are decided in 2027, debt would reach €53.0 billion at the end of the year. Without government levies over the entire period, debt would reach €40.0 billion at the end of 2027, approaching its pre- Covid-19 crisis level.

Unedic assumes the following growth forecasts produced by the Economists' Consensus, published each month. This forecast is thus based on the publication of the Economists' Consensus published on 13 February 2025. The potential effects of the full employment law, which forecasts a generalised registration to France Travail in 2025, including of the RSA beneficiaries, are not integrated in this prevision exercise.

This amount may be reassessed as appropriate, depending on the measures that may be taken by the public authorities in light of the evolution of the economic situation, it being understood that the updating of such estimates will be undertaken by the Issuer in the framework of its forecasting work as the manager of the unemployment insurance system.

For more information, the different memorandums from the Issuer's Executive Committee on the financial situation of the unemployment insurance system are available on the Issuer's website. The memorandum from the Issuer's Executive Committee on the financial situation of the unemployment insurance system for 2024-2027 dated 20 February 2024, the memorandum from the Issuer's Executive Committee on the financial situation of the unemployment insurance system for 2024-2027 dated 11 June 2024, the memorandum from the Issuer's Executive Committee on the financial situation of the unemployment insurance system for 2024-2027 dated 22 October 2024 and the memorandum from the Issuer's Executive Committee on the financial situation of the unemployment

insurance system for 2025-2027 dated 19 February 2025 are incorporated by reference to this Information Memorandum and are available using the following links:

https://www.unedic.org/storage/uploads/2024/02/27/Undic---Financial-Situation-of-Unemployment-Insurance-for-2024-2027-2024-02-20_uid_65ddaefb9ca3c.pdf

https://www.unedic.org/storage/uploads/2024/06/27/Undic---Financial-Situation-of-Unemployment-Insurance-for-2024-2027-2024-06-11_uid_667d6b38c9913.pdf

https://www.unedic.org/storage/uploads/2024/11/06/2024-11-01-Review-et-redo-graphs---Unedic_Rapport-RSE23_Global-VEN_uid_672b6e30a32e6.pdf

https://www.unedic.org/storage/uploads/2025/02/21/Undic---Financial-Situation-of-Unemployment-Insurance-2025-2027-ENG---VDEF_uid_67b8974788fad.pdf

DESCRIPTION OF THE GUARANTEE

Pursuant to Article 149 of 2024 budget law no. 2025-127 dated 14 February 2025, the borrowings (principal and interest) subscribed by the Issuer in 2025 may benefit from the guarantee of French State, up to an aggregate limit of €4 billion in principal, as was the case with the guarantees granted by the French state to the borrowings subscribed by the Issuer in 2023 (€1 billion) and 2024 (€1 billion).

The Final Terms prepared in respect of any issue of Notes will specify whether or not the Notes will benefit from the guarantee of the French State (the “**Guarantee**”), under the terms described in "Description of the Guarantee" and in the relevant Final Terms.

Pursuant to Article 149 of the above-mentioned law, the Guarantee was granted in respect of the bonds that will be issued by Unédic in 2025 within the context of the Programme in 2025, subject to a maximum overall amount of €4 billion in principal (plus all interest and related expenses), pursuant to an order of the Minister of the Economy, Finance and Industrial and Digital Sovereignty dated 17 February 2025.

In respect of this Guarantee if the Issuer does not fulfil its obligations to repay the principal or pay any amount of interest due in respect of the Notes, the French State will fulfil these repayment and payment obligations on first demand as they become due.

The obligations of the French State under the Guarantee will rank *pari passu* with present, future, direct, unconditional, unsubordinated and unsecured obligations of the French State.

Pursuant to Article 1 of law no. 68-1250 dated 31 December 1968 on prescription periods including those relating to claims on the French State, any demand for payment by the French State, and therefore including demands for payments pursuant to the guarantee, is extinguished following a period of four years as from the 1st of January in the year following the date on which the guaranteed amounts become due. Under French law at the date of this Information Memorandum, the French State's assets cannot be subject to execution or other enforcement proceedings of private law in France.

FORM OF FINAL TERMS**Final Terms dated [●]**

[LOGO, if document is printed]

Unédic

Issue of [**Aggregate Nominal Amount of Tranche**] [**Title of Notes**]
[**benefiting from the guarantee of the French State**]¹¹
under the €60,000,000,000 Euro Medium Term Note Programme
of Unédic

Series No.: [●]**Tranche No.: [●]**

Issue Price: [●] per cent.

[Name(s) of Dealer(s)]

¹¹ Only applicable to Guaranteed Notes.

[Governance of MiFID II products / Target Market: eligible counterparties and professional clients only – Solely for the purposes of the approval process of each product manufacturer, by taking into consideration the 5 categories referred to in item 19 of the Orientations published by the European Securities and Markets Authority on 3 August 2023, the assessment of the target market for the Notes led to the conclusion that: (i) the target market for the Notes concerns eligible counterparties and professional clients only, as defined in MiFID II, and (ii) all distribution channels for the Notes to eligible counterparties or professional clients are appropriate. Any person offering, selling or ultimately recommending the Notes (a distributor) must take into consideration the target market of the manufacturer(s). However, distributors subject to MiFID II are required to make their own assessment of the target market of the Notes (by adopting or extending the assessment of the target market conducted by the manufacturer[s]) and to determine appropriate distribution channels.]

[UK MiFIR product governance: eligible counterparties and professional clients – Solely for the purposes of [the/each] manufacturer's product approval process, the target market assessment in respect of the Notes, taking into account the appropriate distribution channels for the Notes, has led to the conclusion that: (i) the target market for the Notes is eligible counterparties, as defined in the FCA Handbook Conduct of Business Sourcebook ("COBS") and professional clients, as defined in Regulation (EU) No 600/2014 as it forms part of domestic law by virtue of the EUWA ("UK MiFIR") and (ii) all channels for distribution to eligible counterparties and professional clients are appropriate. Any person subsequently offering, selling or recommending the Notes (a "distributor") should take into consideration the manufacturer['s/s'] target market assessment; however, a distributor subject to the FCA Handbook Product Intervention and Product Governance Sourcebook (the "UK MiFIR Product Governance Rules") is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the manufacturer['s/s'] target market assessment) and determining appropriate distribution channels.]

PART A – CONTRACTUAL TERMS

The terms used herein shall be deemed to be defined as such for the purpose of the Terms and Conditions set forth in the Information Memorandum dated 1 August 2024, as updated on 6 March 2025.

This document constitutes the Final Terms relating to the issue of the Notes described hereafter and contains the definitive terms of the Notes. These Final Terms supplement the Information Memorandum dated 1 August 2024, as updated on 6 March 2025, relating to Issuer's Note issuance programme and must be read in conjunction therewith.

The Final Terms and the Information Memorandum (as amended, as the case may be) are available on the Issuer's website (www.unedic.org), and during normal business hours at the registered office of the Issuer and at the specified office of the Paying Agent(s) where copies may be obtained. [In addition¹², the Information Memorandum [and the update to the Information Memorandum] [is] [are] available at [●].]

[The following is applicable if the first tranche of an issue, which amount has been increased has been issued under an Information Memorandum (or, as the case may be, under a base prospectus) with an earlier date].

Terms used herein shall be deemed to be defined as such for the purposes of the Terms and Conditions set forth in the Information Memorandum [*or the base prospectus (as the case may be)*] dated [●] (the "**Original Information Memorandum**" or the "**Original Base Prospectus**").

This document constitutes the Final Terms relating to the issue of the Notes described herein and must be read in conjunction with the Information Memorandum dated 1 August 2024, as updated on 6 March 2025 (the "**Current Information Memorandum**"), except in respect of the Conditions which are extracted from the Original Information Memorandum [*or the Original Base Prospectus (as the case may be)*] and are attached hereto. Full information on the Issuer and the offer of the Notes is only available on the basis of the combination of the Final Terms, the Original Information Memorandum [*or the Original Base Prospectus (as the case may be)*] and the Current Information Memorandum.

The Final Terms, the Original Information Memorandum [*or the Original Base Prospectus (as the case may be)*] and the Current Information Memorandum are available on the Issuer's website (www.unedic.org) [and] during normal business hours, at the registered office of the Issuer and at the specified office of the Paying

¹² If the Notes are admitted to trading on a Regulated Market other than Euronext Paris.

Agent(s) where copies may be obtained. [In addition¹³, the Final Terms, the Original Information Memorandum and the Current Information Memorandum are available for viewing [on/at] [●].]

[Include whichever of the following apply or specify as "Not Applicable" (N/A). Note that the numbering should remain as set out below, even if "Not Applicable" is indicated for individual paragraphs or subparagraphs. Italics denote guidance for completing the Final Terms.]

- | | |
|--------------------------------------|---|
| 1. Issuer: | Unédic |
| 2. Guarantee: | [Applicable/Not Applicable]
<i>(If applicable, include the paragraph below)</i>
[Guarantee of the French State granted under Article 149 of 2025 budget law no. 2025-127 dated 14 February 2025 and the order of the Minister of the Economy, Finance and Industrial and Digital Sovereignty dated 17 February 2025 published in the <i>Journal Officiel de la République française</i> 28 February 2025. <i>(Specify the provisions of the order of the Minister for the Economy and Finance).</i>] |
| 3. [(i) Series Number: | [●] |
| [(ii) Tranche Number: | [●]
<i>(If fungible with an existing Tranche, details of that Series, including the date on which the Notes become fungible)]</i> |
| 4. Specified Currency(ies): | [●] |
| 5. Aggregate Nominal Amount: | |
| [(i) Series: | [●] |
| [(ii) Tranche: | [●] |
| 6. Issue proceeds: | |
| (i) Gross issue proceeds: | [●] |
| (ii) Estimated net issue proceeds: | [●] |
| 7. Issue Price: | [●] per cent. of the Aggregate Nominal Amount [plus accrued interest from [insert date] <i>(for fungible issues if applicable)</i>] |
| 8. Denomination: | [●] |
| 9. Number of Notes issued: | [●] |
| 10. (i) Issue Date: | [●] |
| (ii) Interest Commencement Date: | [Specify/Issue Date/Not Applicable] |
| 11. Maturity Date: | [●][Specify date] |
| 12. Interest Rate: | [[●] per cent. Fixed Rate]
<i>(further particulars specified below)</i> |
| 13. Redemption/Payment Basis: | [Redemption at par]
[Other (specify)]
<i>(further particulars specified below)</i> |

¹³ If the Notes are admitted to trading on a Regulated Market other than Euronext Paris.

- 14. Change of Interest Basis or Redemption/Payment Basis:** [*Specify details of any provision for convertibility of Notes into another interest basis or redemption/payment basis*]
- 15. Option:** [Issuer Call / Not Applicable]
- 16. Date of authorisations for issuance of Notes:** Decision of the Board of directors dated 29 January 2025
(Pursuant to Article D.213-19 of the French Code monétaire et financier, describe the decision of the Board of directors and how long it is valid for)
- 17. Method of distribution:** [Syndicated/Non-syndicated]

PROVISIONS RELATING TO INTEREST PAYABLE

- 18. Fixed Rate Notes Provisions:** [Applicable/Not Applicable]
(If not applicable, delete the remaining subparagraphs of this paragraph)
- (i) Rate of Interest: [●] per cent. *per annum* [payable [annually / semi-annually / quarterly / monthly / other (*specify*)] in arrear]
- (ii) Interest Payment Date(s): [●] in each year
[adjusted pursuant to the [*specify Business Day Convention and any applicable Business Centre(s) for the definition of "Business Day"*]/ unadjusted]
- (iii) Fixed Coupon Amount(s): [●] per [●] in Denomination
- (iv) Broken Amount(s): [Not Applicable / *Insert particulars of any initial or final broken interest amounts which do not correspond with the Fixed Coupon Amount(s)*]
- (v) Day Count Fraction: [30/360 / Actual/Actual (ICMA/ISDA) / other]
- (vi) Determination Dates: [●] in each year
(insert regular Interest Payment Dates, ignoring Issue Date or Final Maturity Date in the case of a long or short first or last coupon. N.B. only relevant where Day Count Fraction is Actual/Actual (ICMA))
- (vii) Other terms relating to the method of calculating interest: [Not Applicable/*give details*]

PROVISIONS RELATING TO REDEMPTION

- 19. Call Option:** [Applicable/Not Applicable]
(If not applicable, delete the remaining subparagraphs of this paragraph)
- (i) Optional Redemption Date(s): [●]
- (ii) Optional Redemption Amount(s) of each Note and method, if any, of calculation of such amount(s): [●] per Note of [●] Denomination
- (iii) If redeemable in part:

- (a) Minimum Redemption Amount: [●]
- (b) Maximum Redemption Amount: [●]
- (iv) Exercise date(s): [●]
- (v) Notice period¹⁴: [●]
- 20 Final Redemption Amount of each Note:** [●] per Note of [●] Denomination/Other (*specify*)
- 21. Early Redemption Amount:**
- (i) Early Redemption Amount(s) of each Note payable on redemption for taxation reasons or on event of default or other early redemption and/or the method of calculating the same and/or any other terms (if required or if different from that set out in the Conditions): [●]
- (ii) Redemption for tax reasons at dates not equating to Coupon Payment Dates [Yes/No]

GENERAL PROVISIONS APPLICABLE TO THE NOTES

22. Form of Notes:

- (i) Form of Notes: Dematerialised Notes in [bearer form (*au porteur*)/ administered form (*au nominatif*)]
- (ii) Registration Agent: [Not Applicable/if applicable give name and address] (*Note that a Registration Agent can be appointed in relation to dematerialised Notes in fully registered form only*)

23. Financial Centre(s) or other special provisions relating to payment dates for the purposes of Condition 8(d):

[Not Applicable/Give details. (*Note that this paragraph relates to the date and place of payment, and not interest period and dates, referred to in sub-paragraphs 18(ii) and 19(ii)*)]

24. Redenomination, renominatisation provisions:

[Not Applicable/The provisions [in Condition 1(d)] [annexed to these Final Terms] apply]

25. Consolidation provisions:

[Not Applicable/The provisions [in Condition 1(e)] [annexed to these Final Terms] apply]

26. Masse (Condition 12):

The name and address of the initial Representative of the *Masse* are:

[●]

¹⁴ If setting notice periods which are different to those provided in the terms and conditions, consider the practicalities of distribution of information through intermediaries, for example clearing systems, as well as any other notice requirements which may apply, for example as between the Issuer and the Fiscal Agent.

The name and address of the alternate Representative of the *Masse* are:

[●]

The Representative of the *Masse* [will perceive a remuneration of € [●] *per annum* with respect to its appointment as Representative / will not be remunerated with respect to its appointment as Representative].

DISTRIBUTION

27. (i) If syndicated, names of Managers: [Not Applicable/*give names*]
 (ii) Date of [subscription agreement]: [●]¹⁵
 (iii) Stabilising Manager(s) (if any): [Not Applicable/*give name*]
28. If non-syndicated, name of Dealer: [Not Applicable/*give name*]

PURPOSE OF FINAL TERMS

These Final Terms comprise the final terms required for issue and admission to trading on the [*specify relevant regulated market*] of the Notes described herein pursuant to the €60,000,000,000 Euro Medium Term Note Programme of Unédic.

RESPONSIBILITY

The Issuer accepts responsibility for the information contained in these Final Terms. [(*Relevant third party information*) has been extracted from (*specify source*). The Issuer confirms that such information has been accurately reproduced and that, so far as it is aware, and is able to ascertain from information published by (*specify source*), no facts have been omitted which would render the reproduced information inaccurate or misleading.]¹⁶

Signed on behalf of Unédic:

By: _____
 Duly authorised

¹⁵ Required only for derivative securities to which Annex XII to the Prospectus Directive Regulation applies.

¹⁶ Include if third party information is provided, for example in compliance with Annex XII of the Prospectus Directive Regulation in relation to an index or its components, an underlying security or the issuer of an underlying security.

PART B – OTHER INFORMATION

1. ADMISSION TO TRADING

- (i) (a) Admission to trading: [Application has been made by the Issuer (or on its behalf) for the Notes to be admitted to trading on [Euronext Paris/[●] *specify the relevant regulated market or non-regulated market*] with effect from [●].] [Application is expected to be made by the Issuer (or on its behalf) for the Notes to be admitted to trading on [*specify relevant regulated market or non-regulated market*]] with effect from [●].] [Not Applicable]
(Where documenting a fungible issue need to indicate that original Notes are already admitted to trading.)
- (b) Regulated Markets or equivalent markets on which, to the knowledge of the Issuer, securities of the same class of the Notes to be admitted to trading are already admitted to trading: [[●]/Not Applicable]
- (ii) Estimate of total expenses related to admission to trading: [[●]/Not Applicable]
- (iii) Additional publication of the Information Memorandum and Final Terms: [●] *(See paragraph [●] of the section "General Information" of this Information Memorandum which indicates that the relevant Information Memorandum and Final Terms will be published on the Issuer's website. Please provide for additional methods of publication in respect of an admission to trading on a Regulated Market other than Euronext Paris.)*

2. RATINGS

Ratings: [The Notes to be issued have been rated by Moody's France S.A.S., S&P Global Ratings Europe Limited and Scope Ratings GmbH:

[Moody's: [●]]
[S&P: [●]]
[Scope Ratings: [●]]
[[Other]: [●]]

[In accordance with Regulation (EC) No 1060/2009 dated 16 September 2009 of the European Parliament and of the Council, each of Moody's France S.A.S., S&P Global Ratings Europe Limited and Scope Ratings GmbH is included in the list of credit rating agencies published on the European Securities and Markets Authority's website.]

(The above disclosure should reflect the rating allocated to Notes of the type being issued under

the Programme generally or, where the issue has been specifically rated, that rating.)]

3. THIRD PARTY INFORMATION

If advisors are mentioned in these Final Terms, specify the capacity in which the advisors have acted.

Where information has been sourced from a third party, provide a confirmation that this information has been accurately reproduced and that as far as the Issuer is aware and is able to ascertain from information published by that third party, no facts have been omitted which would render the reproduced information inaccurate or misleading.

In addition, the Issuer shall identify the source(s) of the information.]

4. [INTERESTS OF NATURAL AND LEGAL PERSONS INVOLVED IN THE ISSUE

Need to include a description of any interest, including conflicting ones, that is material to the issue, detailing the persons involved and the nature of the interest. May be satisfied by the inclusion of the following statement: "Save as discussed in "Subscription and Sale", so far as the Issuer is aware, no person involved in the offer of the Notes has an interest material to the offer."

[(When adding any other description, consideration should be given as to whether such matters described constitute "significant new factors" and consequently trigger the need for an update to the Information Memorandum.)]

5. REASONS FOR THE OFFER

Reasons for the offer:

[●] [specify] [social bonds]
[See "Use of Proceeds" in the Information Memorandum – if reasons for offer different from general corporate purposes will need to include those reasons here.]

[In addition, regarding social bonds, insert the link to the heading "Social Bond Framework" on the Issuer's website.]

6. [Fixed Rate Notes only – YIELD

Yield:

[●]

The yield is calculated at the Issue Date on the basis of the Issue Price. It is not an indication of future yield.]

7. OPERATIONAL INFORMATION

ISIN Code:

[●]

Common Code:

[●]

Depositaries:

Euroclear France to act as Central Depository

Any clearing system(s) other than Euroclear Bank S.A./N.V. and Clearstream Banking, société anonyme and the relevant identification number(s):

[Not Applicable/give name(s) and number(s) and address(es)]

Delivery:

Delivery [against/free of] payment

Names and addresses of initial Paying Agent(s):

BNP Paribas
 Numéro Affilié Euroclear France: 29106
 Les Grands Moulins de Pantin
 9, rue du Débarcadère
 93500 Pantin

Names and addresses of additional Paying Agent(s) (if any): France
[[●]/Not Applicable]

SUBSCRIPTION AND SALE

The Issuer may at any time, for one or more Tranches, appoint Dealers, pursuant to a subscription and dealer agreement (the “**Dealer Agreement**”). Subject to the terms and on the conditions contained in the Dealer Agreement, the Notes will be offered by the Issuer to the Dealers. The Notes may be resold at prevailing market prices, or at prices related thereto, at the time of such resale, as determined by the relevant Dealer. The Notes may also be sold by the Issuer through the Dealers, acting as agents of the Issuer. The Dealer Agreement (*Contrat de Placement*) will also provide for Notes to be issued in syndicated Tranches that are jointly and severally underwritten by two or more Dealers.

The Issuer will pay each relevant Dealer a commission as agreed between them in respect of Notes subscribed by it, unless otherwise agreed. The Issuer shall agree to indemnify the Dealers against certain liabilities in connection with the offer and sale of the Notes. The Dealer Agreement (*Contrat de Placement*) shall entitle the Dealers to terminate any agreement that they make to subscribe Notes in certain circumstances prior to payment for such Notes being made to the Issuer.

Selling restrictions

General

These selling restrictions may be modified by the agreement of the Issuer and the Dealers in particular following a change in a relevant law, regulation or directive. Any such modification will be the subject of an update to this Information Memorandum.

Each Dealer shall agree to comply with all relevant laws, regulations and directives in each jurisdiction in which it purchases, offers, sells or delivers Notes or has in its possession or distributes the Information Memorandum, any other offering material or any Final Terms and neither the Issuer nor any Dealer shall be liable for another Dealer's actions.

European Economic Area

Each Dealer must represent and warrant that it has not offered, sold or otherwise made available the Notes to investors other than qualified investors as defined in Regulation (EU) n°2017/1129 (the "Prospectus Regulation"), it being specified that, without prejudice to applicable laws and regulations of any Member State, in accordance with Article 1.2 d) and 1.2 e) of the Prospectus Regulation, the Issuer is not subject to the requirements relating to the setting up, approval and publication of a prospectus provided for in the Prospectus Regulation.

United Kingdom

Each Dealer shall represent and agree that:

- (a) in relation to any Notes which have a maturity of less than one (1) year, (a) it is a person whose ordinary activities involve it in acquiring, holding, managing or disposing of investments (as principal or agent) for the purposes of its business and (b) it has not offered or sold and will not offer or sell any Notes other than to persons whose ordinary activities involve them in acquiring, holding, managing or disposing of investments (as principal or as agent) for the purposes of their businesses or who it is reasonable to expect will acquire, hold, manage or dispose of investments (as principal or agent) for the purposes of their businesses where the issue of the Notes would otherwise constitute a contravention of Section 19 of the Financial Services and Markets Act 2000 (the "FSMA") by the Issuer;
- (b) it has only communicated or caused to be communicated and will only communicate or cause to be communicated an invitation or inducement to engage in investment activity (within the meaning of Section 21 of the FSMA) received by it in connection with the issue or sale of any Notes in circumstances in which the provisions of Section 21(1) of the FSMA do not apply to the Issuer; and
- (c) it has complied and will comply with all applicable provisions of the FSMA with respect to anything done by it in relation to any Notes in, from or otherwise involving the United Kingdom.

United States of America

The Notes and any related guarantee have not been and will not be registered under the United States securities act of 1933, as amended (the "**Securities Act**") and, subject to certain exceptions, may not be offered or sold, directly or indirectly, within the United States or to, or for the account or benefit of, U.S. persons, as defined in Regulation S under the Securities Act ("**Regulation S**"). Each Dealer appointed under the Programme shall be required to agree that, except as permitted by the Dealer Agreement, it will not offer nor sell Notes of any identifiable Tranche within the United States.

Each Dealer shall agree, except as permitted by the Dealer Agreement, it will not offer nor sell Notes of any identifiable Tranche within the United States or within its possessions, or to, or for the account or benefit of U.S. Persons (i) as part of their distribution at any time or (ii) otherwise until forty (40) days after completion of the distribution of such Tranche as determined, and certified to the Issuer, by the Fiscal Agent, or in the case of Notes issued on a syndicated basis, the Lead Manager. Each Dealer shall send to each dealer to which it sells Notes during the distribution compliance period a confirmation or other notice setting forth the restrictions on offers and sales of the Notes within the United States or within its possessions or to, or for the account or benefit of, U.S. persons. Terms used in this paragraph have the meanings given to them by Regulation S.

The Notes are being offered and sold outside the United States to non-U.S. persons in reliance on Regulation S. In addition, until forty (40) days after the commencement of the offering of any identifiable Tranche of Notes, an offer or sale of Notes within the United States by any Dealer (whether or not participating in the offering of such Tranche of Notes) may violate the registration requirements of the Securities Act.

This Information Memorandum has been prepared by the Issuer for use in connection with the offer and sale of the Notes outside the United States. The Issuer and the Dealers shall reserve the right to reject any offer to purchase the Notes, in whole or in part, for any reason. This Information Memorandum does not constitute an offer to any person in the United States. Distribution of this Information Memorandum outside the United States by a U.S. Person to any U.S. person or to any other person within the United States is unauthorised and any disclosure without prior written consent of the Issuer of any of its contents to any such U.S. person or other person within the United States, is prohibited.

France

Each of the Dealers and the Issuer shall declare and agree that [during the initial distribution of the Notes]¹⁷ it has not offered or sold and will not offer or sell, directly or indirectly, Notes to the public in France (except to qualified investors as defined below) and it has not distributed or caused to be distributed and will not distribute or cause to be distributed to the public in France, this Information Memorandum, the relevant Final Terms or any other offering material relating to the Notes to investors other than qualified investors as defined in Regulation (EU) no. 2017/1129 (the Prospectus Regulation), as amended, being specified that the Prospectus Regulation does not apply to this Information Memorandum and the Issuer is not subject to the requirements relating to the setting up, approval and publication of a prospectus provided for in the Prospectus Regulation, in accordance with article 1.2 d) and 1.2 e) of the Prospectus Regulation.

These selling restrictions may be amended. In such a case, these restrictions shall be specified in an updated version of this Information Memorandum.

¹⁷ Only applicable for Notes admitted to trading on Euronext Paris

GENERAL INFORMATION

- (1) The Issuer has obtained all corporate and other consents, approvals and authorisations required in France for the update of the Programme.

Any issuance of Notes under the Programme, to the extent that such Notes constitute *obligations* under French law, requires a resolution of the Board of Directors (*Conseil d'administration*) of the Issuer. As such, pursuant to decisions of the Issuer's Board of Directors dated 29 January 2025, it was decided to (i) authorise, for 2025, the issuance in one or several tranches of new bonds for a maximum amount of € 6 billion, (ii) confirm the maintaining of the maximum maturity of the Notes at up to fifteen (15) years, (iii) confirm the Maximum Amount of the Programme to €60 billion and (iv) delegate to the *président, vice-président or directeur général* of the Issuer all powers to set their terms and conditions, including the execution of the final terms, and in general, to perform any action necessary for the completion of the issues. It is specified that, by decisions of the Board of Directors dated 27 June 2024, it has been decided to delegate to the Bureau the power to request the French State to draw up any additional request for a State guarantee increasing the amount of the guarantee from €4 billion to €6 billion for the borrowings subscribed by the Issuer during 2025.

- (2) Under Article 149 of 2025 budget law no. 2025-127 dated 14 February 2025, the borrowings subscribed by the Issuer in 2025 may benefit from the guarantee of the French State in principal and interest, up to a maximum overall amount of €4 billion in principal.

The State Guarantee was therefore granted for the 2025 bond issues of the Issuer in the amount of 4 billion euros pursuant to an order issued by the Minister of the Economy, Finance and Industrial and Digital Sovereignty dated 17 February 2025.

The Final Terms prepared in respect of any issue of Notes will specify whether or not the Notes will benefit from the guarantee of the French State, pursuant to an order of the Minister of the Economy, Finance and Industrial and Digital Sovereignty adopted pursuant to Article 149 of the above-mentioned law, under the terms described in "Description of the Guarantee" and in the relevant Final Terms.

- (3) Except as disclosed in this Information Memorandum, no significant deterioration has affected the prospects of the Issuer since 31 December 2023.

Except as disclosed in this Information Memorandum, there has been no adverse change in the financial position of the Issuer since 31 December 2023.

- (4) The Issuer is not and has not been involved in any governmental, legal or arbitration proceedings and is not aware of similar proceedings which are pending or threatened, within a period covering the twelve (12) months preceding this Information Memorandum, which may have, or have had in the recent past, significant effects on the financial position or profitability of the Issuer or its business.

- (5) Application may be made for Notes to be accepted for clearance through Euroclear France (115 rue Réaumur, 75081 Paris cedex 02, France) and/or Euroclear (boulevard du Roi Albert II, 1210 Bruxelles, Belgique) and Clearstream, Luxembourg (42 avenue JF Kennedy, 1855 Luxembourg, Luxembourg). The common Code and the International Securities Identification Number (ISIN) or the identification number for any other relevant clearing system for each Series of Notes will be set out in the relevant Final Terms.

- (6) FCN, 83-85 boulevard de Charonne, 75011 Paris, France and Grant Thornton, 29 rue du Pont – 92200 Neuilly-sur-Seine, France, verified and issued an audit report on the Issuer's annual financial statements for the year ended 31 December 2022 and for the year ended 31 December 2023.

The mandates of the statutory auditors of Grant Thornton and FCN were renewed for the years 2024-2029 during the Issuer's Board meeting dated 27 June 2024.

- (7) This Information Memorandum as well as any update to this Information Memorandum will be published on the Issuer's website (www.unedic.org) and will be available for viewing, without charge, during normal business hours on any weekday (Saturdays, Sundays and public holidays excepted) at the registered office of the Fiscal Agent or Paying Agent, where copies may be obtained. The Final Terms related to Notes admitted to trading on any Regulated Market will be published on Issuer's website (www.unedic.org).

- (8) So long as Notes are outstanding under this Programme, copies of the following documents will, when published, be available, without charge, during normal business hours on any weekday (Saturdays, Sundays and public holidays excepted), at the registered office of the Fiscal Agent and Paying Agent:
- (i) a copy of the *statuts* of the Issuer;
 - (ii) the audited financial statements of the Issuer in respect of the financial years ended 31 December 2021, 2022 and 2023;
 - (iii) a copy of this Information Memorandum together with any update to this Information Memorandum;
 - (iv) a copy of the Agency Agreement (*Contrat de Service Financier*) (which includes a form of *Lettre Comptable*);
 - (v) any Final Terms with respect to Notes admitted to trading on Euronext Paris or on any other Regulated Market; and
 - (vi) all reports, letters and other documents, historical financial information, valuations and statements prepared by any expert at the Issuer's request any part of which is included or referred to in this Information Memorandum.

RESPONSIBILITY WITH RESPECT TO THE INFORMATION MEMORANDUM

Person responsible for the information given in the Information Memorandum

In the name of the Issuer

I represent that, having taken all reasonable care to ensure that such is the case, the information contained or incorporated by reference in this Information Memorandum is, to my knowledge, in accordance with the facts and contains no omission likely to affect its import.

Paris, 6 March 2025

Unédic
4 rue Traversière
75012 Paris
France

Represented by:
Mr. Christophe VALENTIE, *Directeur Général*

Unédic
4, rue Traversière
75012 PARIS

Issuer

Unédic
4 rue Traversière
75012 Paris
France

**Fiscal Agent, Principal Paying Agent
and the Calculation Agent**

BNP Paribas
Les Grands Moulins de Pantin
9, rue du Débarcadère
93500 Pantin
France

Statutory Auditors

FCN
83-85 boulevard de Charonne
75011 Paris
France

Grant Thornton
29 rue du Pont
92200 Neuilly-sur-Seine
France

Legal Adviser to the Issuer

De Gaulle Fleurance & Associés
9 rue Boissy d'Anglas
75008 Paris
France