

# BNP PARIBAS CSR STRATEGY

LAURENCE PESSEZ  
GLOBAL HEAD OF CSR

2024



**BNP PARIBAS**

The bank for a changing world

# SUSTAINABILITY FULLY EMBEDDED WITHIN THE GROUP STRATEGY

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# A LONG-STANDING COMMITMENT TOGETHER WITH OUR CLIENTS WITH CONCRETE ACTIONS



**Strong leading positions in sustainable finance**

- #1 in the world in Sustainable Finance (bond and loans) with \$62.5bn in 2023\*
- #1 in the world in Green Bond issuance with \$25,6bn\*











\*. Dealogic, 2023: total ESG bonds (sustainable, green, social and sustainability-linked / SLBs) and ESG loans (green, social, ESG-linked loans / SLLs);



# EXTERNAL RECOGNITION OF BNP PARIBAS' CSR STRATEGY

## ▪ LATEST EXTRA-FINANCIAL RATINGS

RATING AGENCY	RATING (YEAR)	COMMENTS
 FTSE Russell	* 4.4/5 (2023)	Top 11% of the banking industry
 MOODY'S ESG Solutions	* 70/100 (2023)	Above the sector average performance 2 <sup>nd</sup> in "Diversified banks in Europe" category
 S&P Global Corporate Sustainability Assessment (CSA)	* 73/100 (2023)	Top 4% of the banking industry Top 1% for Environment
 MSCI	AA (2023)	Among the leading financial institutions Leader in the Environment dimension (score of 10/10 vs. 5/10 average sector performance)
 SUSTAINALYTICS	Medium risk 24.6/40** (May 2024)	Above the sub-industry "Diversified banks" average performance
 ISS	C+ (2023)	Prime Status, Top 5% Commercial Banks & Capital Markets
 CDP DRIVING SUSTAINABLE ECONOMIES	A (2023)	On the A-list which covers the top 1.5% of companies according to the climate questionnaire rating
 ecoVadis SUPPLIER SUSTAINABILITY RATINGS	68/100 (2023)	Top 8% of the rating universe

## ▪ LATEST AWARDS



- EUROMONEY – 2023 “World’s Best Bank” and “World’s Best Bank for Sustainable Finance”



- CORPORATE KNIGHTS – 2024 “Global 100 Most Sustainable Corporations” for the 10<sup>th</sup> consecutive year



- IFR – 2023 “ESG Financing House”

\* Performance rankings included in the assessment of the Group's CSR policy, impacting the annual variable compensation applicable to the CEO and the Chief Operating Officers

\*\* 0 being the best possible rating



# ENGAGING WITH CLIENTS TO SUPPORT THEM IN THE TRANSITION TOWARDS A SUSTAINABLE ECONOMY: THE S IN THE GTS 2025 STRATEGIC PLAN

## Mobilising BNP Paribas' distinctive model with 5 priority areas

Bring innovative & seamless solutions to answer clients' Sustainable needs & leverage cross-divisional strengths to reach UN SDGs<sup>1</sup>

### Sustainable savings, investments and financing

Foster sustainable savings development and steering clients' investment decisions towards positive environmental and social impacts

### Circular economy

Encourage clients' transition to circular models by financing adaptation of supply chain & production models



### Transitioning towards carbon neutrality

Foster our client's transition towards low-carbon and more efficient energy systems and addressing their massive financing needs in this area in particular through the access to capital markets

### Natural capital & biodiversity

Orchestrate & promote development of solutions contributing to terrestrial & marine biodiversity conservation

### Social inclusion

Develop accessible financial services, promote female entrepreneurship, a positive-impact economy, and equal job opportunities for young people

1. Sustainable Development Goals;



# A COMPREHENSIVE GOVERNANCE TO SUPPORT OUR SUSTAINABLE COMMITMENTS

## Board of Directors

- to **review** the CSR strategy and the annual reporting
- CGEN, Corporate Governance & Nominations Committee, extended its responsibilities to Ethics, Conduct and CSR in 2016

## Executive Committee to validate the ESG strategy and Group commitments

### Sustainable Finance Strategic Committee

Sponsored by CEO Jean-Laurent Bonnafé, meets bi-monthly

Attendees: majority of Executive Committee's members + representatives of Clients Coverage + head of CSR

- to **approve** the overall strategy in terms of sustainable finance,
- to **decide** on the overall commitments made by the Group and the Sustainable Finance commercial policies,
- to **monitor** operational implementation

### Sustainable Finance Infrastructure Committee

Chaired by the Group COO

Attendees: key contributors from different business lines and functions.

- to **industrialise** ESG processes, data and reporting

### ESG Regulatory Committee

- to **assess** the operational consequences of the main new regulations

## Governing bodies covering risk-related topics

### CCDG

(General Management Credit Committee)

- procedure specifies CCDG will review all issues surrounding the acceptability of risks **including ethics and CSR**

### GSCC

(Group Supervisory and Control Committee)

- to validate **financing and investment policies**



# CSR DASHBOARD : 10 INDICATORS WITH 2025 TARGETS TO MONITOR PROGRESS

Pillar	No.	Indicator	2023	2025 Objective
Our economic responsibility	1	Amount of sustainable loans	EUR 117 billion	EUR 150 billion
	2	Amount of sustainable bonds	EUR 67 billion	EUR 200 billion
	3	Amount of assets under management at the end of 2022 in open-ended funds distributed in Europe under articles 8 and 9 according to the SFDR.	EUR 254 billion	EUR 300 billion
Our social responsibility	4	Share of women among the SMP population (Senior Management Position)	37.1%	40%
	5	Number of solidarity hours performed by employees (#1MillionHours2Help)	1 268 515 hours (in 2022 & 2023)	1 million hours (over two rolling years)
	6	Proportion of employees who completed at least four training courses during the previous twelve months	98.2%	90%
Our civic responsibility	7	Number of beneficiaries of products and services supporting financial inclusion	3.9 million beneficiaries	6 million beneficiaries
Our environmental responsibility	8	Amount of support for our clients in the transition to a low-carbon economy	EUR 104 billion	EUR 200 billion
	9	Amount of financing to companies contributing to protect terrestrial and marine biodiversity	EUR 4.3 billion	EUR 4 billion
	10	Greenhouse gas emissions in tons of CO <sub>2</sub> equivalent (tCO <sub>2</sub> e) / full-time employees	1.56 tCO <sub>2</sub> e/FTE	1.85 tCO <sub>2</sub> e/FTE

**Group Sustainability and Incentive Scheme:**  
20% of more than 8,200 key employees' deferred variable compensation relies on the performance of the 10 CSR performance indicators

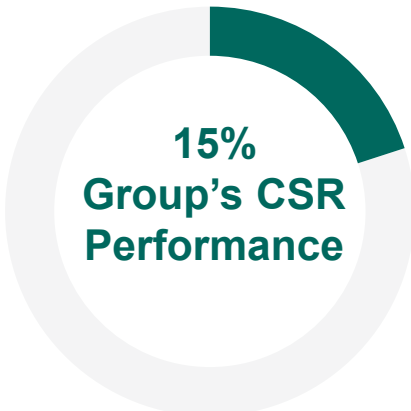
See Dashboard definitions in the [URD 2022](#) page 626



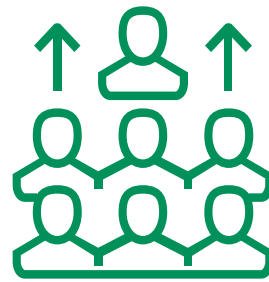
# CSR PERFORMANCE CRITERIA IN THE ANNUAL VARIABLE REMUNERATION OF CEO AND CHIEF OPERATING OFFICERS FOR 2023



**75%**  
Group's  
Financial  
Performance



**10%**  
Qualitative  
Criteria



## Assessment of CSR policy





# THE ESG ASSESSMENT TOOL : A GLOBAL TOOL TO IDENTIFY, ASSESS AND MONITOR THE PERFORMANCE AND ESG RISKS OF OUR CLIENTS

- to **identify, assess** and **monitor** the performance and ESG risks of corporate clients by sector
- a **common** and **systematic approach** within the Group for clients within the credit process and KYC<sup>1</sup> process
- to exercise **greater control** over the ESG dimensions during credit committees

**ESG Assessment** is rolled out to all large corporate clients by the end of 2023 (3.000 analysis performed by end-2023)  
 It has been adapted for **medium-sized corporate customers and financial institutions**, with a target of covering customers in these segments by the end of 2024.

The ESG assessment Tool can be illustrated as follow



<sup>1</sup> Know Your Customer



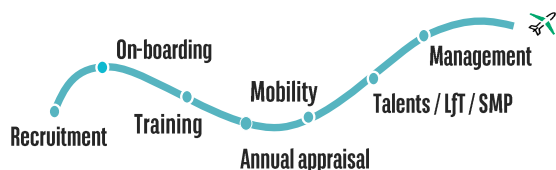
# OUR EMPLOYEE AS KEY FACTOR FOR TRANSFORMATION : 4 LEVERS TO ACHIEVE OUR AMBITION



## 1 Integrate

Provide an incentive framework and the means to support the transformation of entities

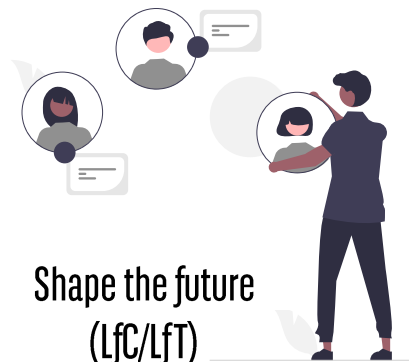
End to end employee journey



Sustainability Academy

## 2 Activate

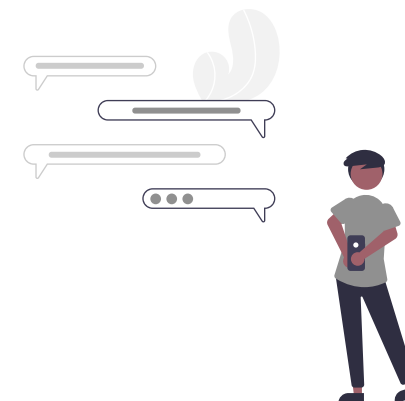
Coordinate business lines and functions, to move forward on their change management



Shape the future (LfC/LfT)

## 3 Communicate

Rhythm ambition with Communication Highlights



## 4 Measure

1. Monitor ambition with long-term impact KPIs

2. Meet operational needs with frequently tracked usage/deployment KPIs

LfC: The Leaders for Change population is composed of the members of the main Group-level cross-functional Executive Committees considered as making a major contribution to its operations and its development

LfT: The Leaders for Tomorrow programme includes women and men who have a unique combination of skills, experiences, motivations and personal attributes ("Leadership Profile"), which the Group considers necessary to drive transformation in the future



# OUR EMPLOYEE AS KEY FACTOR FOR TRANSFORMATION : A DASHBOARD TO MONITOR AND ADAPT OUR ACTION

Our **Sustainable Finance Change Dashboard** enables us to monitor impact and usage indicators

Pulse surveys

Between **67%** to **96%**

of employees are **proud** of  
BNP / their entity contribution  
to Sustainable Finance  
*(based on 18 entities\* = 50% of  
employees Group)*

**> 100,000**

unique employees have  
been **trained at least once**  
since the beginning of the  
year

**1,7**

**hour of training in  
average** for each  
trained employee

**20%**

**of new joiners**  
were trained in  
the last 6 months

\* AM, ARVAL, BCEF, Cardif, Company Engagement, COMPLIANCE, EM (Central and 6 countries), Fortis, IPS, PACE, Real Estate and WM



**BNP PARIBAS**

The bank for a changing world

May 2024

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# OUR CLIMATE STRATEGY

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# ENGAGING WITH CLIENTS TO SUPPORT THEM IN THE TRANSITION TOWARDS A SUSTAINABLE ECONOMY: THE S IN THE GTS 2025 STRATEGIC PLAN

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# DEPLOYMENT AT SCALE OF OUR CLIMATE STRATEGY



## Aligning our portfolios with our carbon neutrality commitment

- Trajectory for a **reduction in CO<sub>2</sub> emissions corresponding to financing** of the sectors with the highest levels of emissions (NZBA)
- **Aligning the objectives of Group's business lines** with shared objectives by sectors taking into account client transition
  - **Publication of Climate Report (May 2023 and May 2024)**



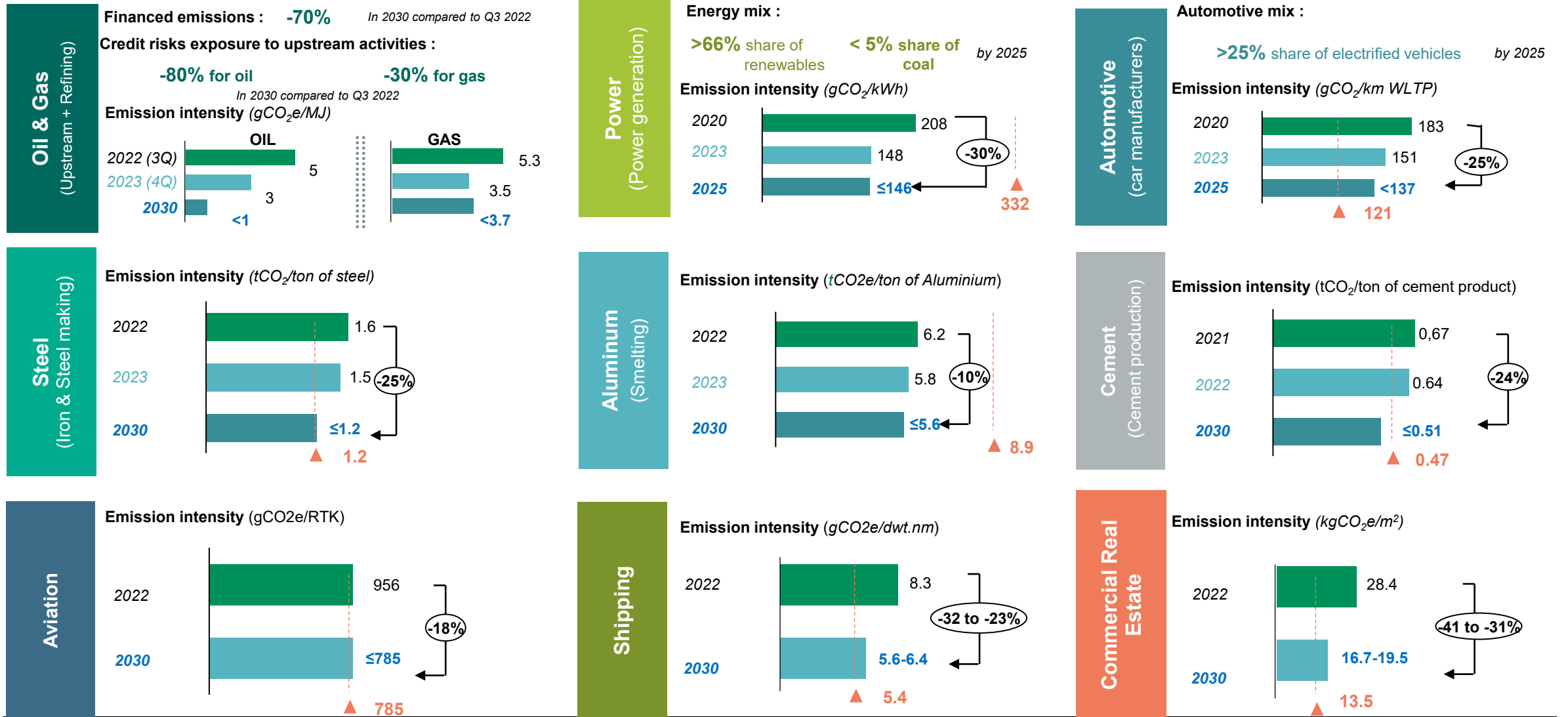
## Engaging with clients to accompany them in the transition towards a sustainable & low-carbon economy

- **Mobilisation of the integrated model and all business lines** in support of clients
- **Low Carbon Transition Group**, an organisation of 200 specialised bankers dedicated to supporting clients in accelerating their transition
- **Pooling and promoting the Group's technical expertise** via NEST, the in-house network of experts

→ **Priorities that are deeply embedded in the specific objectives of each of the Group's businesses**



# BNP PARIBAS IS ON TRACK TO REACH ITS CLIMATE ALIGNMENT AND OPERATIONAL TARGETS

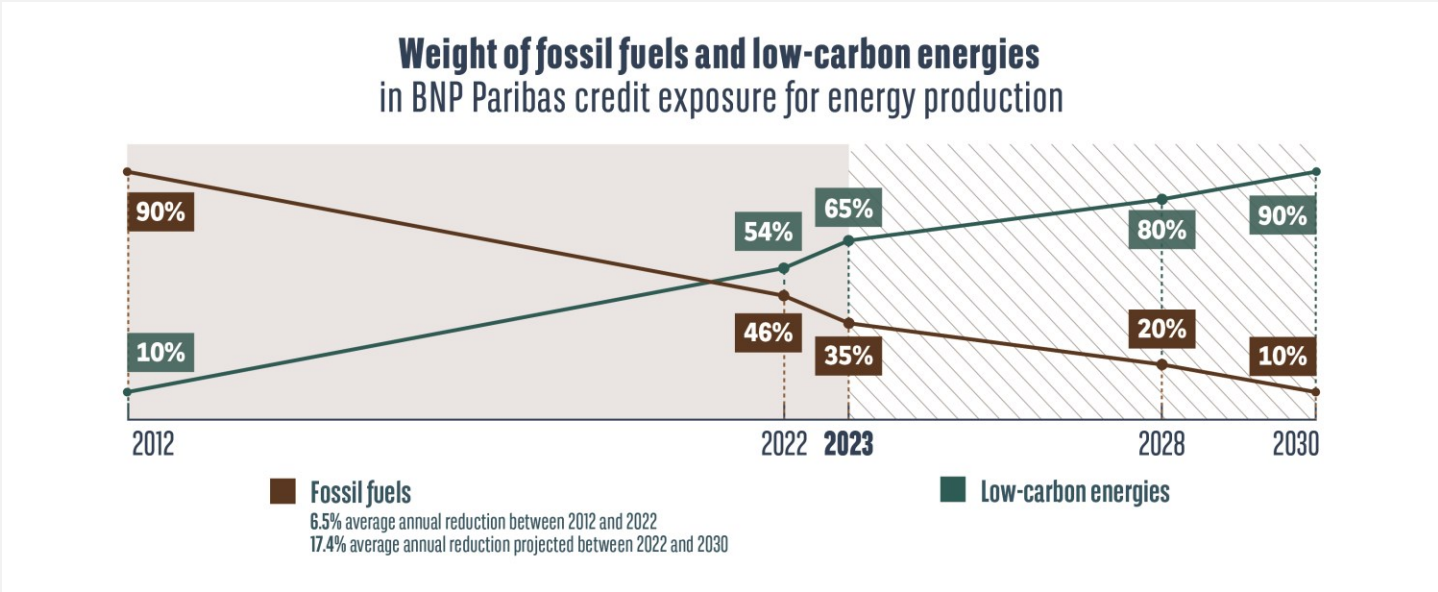


*In red: IEA, IAI net-zero scenario (Aluminium), MPP PRU (Aviation), DNV 1.6° ( shipping), CRREM V2.02 (Commercial Real Estate)*



# ENERGY TRANSITION: BEYOND THE RANKINGS, REAL-WORLD ACCOMPLISHMENTS

Sharp acceleration  
in financing low-carbon energies and exiting fossil fuels



**Target of 80%** of energy financing in low-carbon energies  
**moved forward to 2028** from the initial trajectory

A new target of **90% for 2030**

**BNP Paribas' 2023  
"Financing flows ratio"<sup>2</sup>**

**1 / 11**

Oil & gas exploration & production to Renewable energies

**N°1 worldwide<sup>3</sup>**  
ESG bonds and loans at \$62.5bn in 2023

**Best bank<sup>4</sup>  
worldwide  
in sustainable finance in 2023**

**Low Carbon Transition Group :**  
**200 specialist bankers** dedicated to supporting large companies

1. Source: internal figures – credit exposure in €bn as of 30.09.23 vs. 30.09.22; low-carbon (€32bn as of 30.09.23): renewables (€28.8bn), biofuels (€0.2bn), and nuclear (€3bn); fossil fuels (€17.3bn as at 30.09.23): refining (€9bn), gas exploration & production (€4.3bn), oil exploration & production (€3.6bn), and coal (€0.4bn); 2012-2022 illustrative trajectory; The scope of low-carbon energies could evolve as technologies mature;  
 2. Source: internal figures; ratio calculated by comparing financing flows granted by BNP Paribas to oil & gas extraction/production companies and to renewable energies projects.  
 3. Dealogic, 2023; total ESG bonds (sustainable, green, social and sustainability-linked / SLBs) and ESG loans (green, social, ESG-linked loans / SLLs); 4. Source: Euromoney 2023



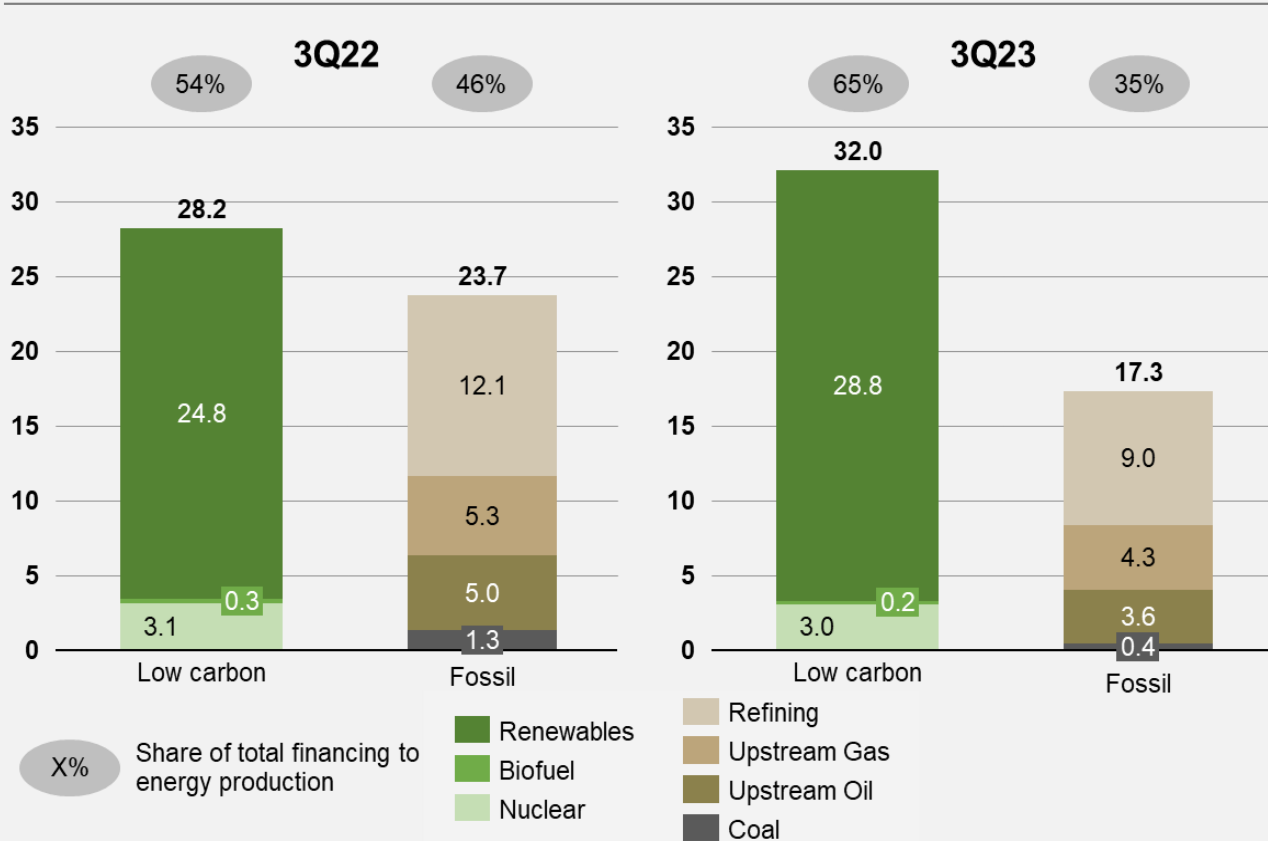


# ENERGY TRANSITION: BEYOND THE RANKINGS, REAL-WORLD ACCOMPLISHMENTS

Weight of fossil fuels and low-carbon energies in BNP Paribas energy production financing<sup>1</sup>

## Exposure to Low Carbon and Fossil energies

(in €bn, 3Q22 and 3Q23, Credit facilities + Contingent liabilities + Securities on balance sheet)



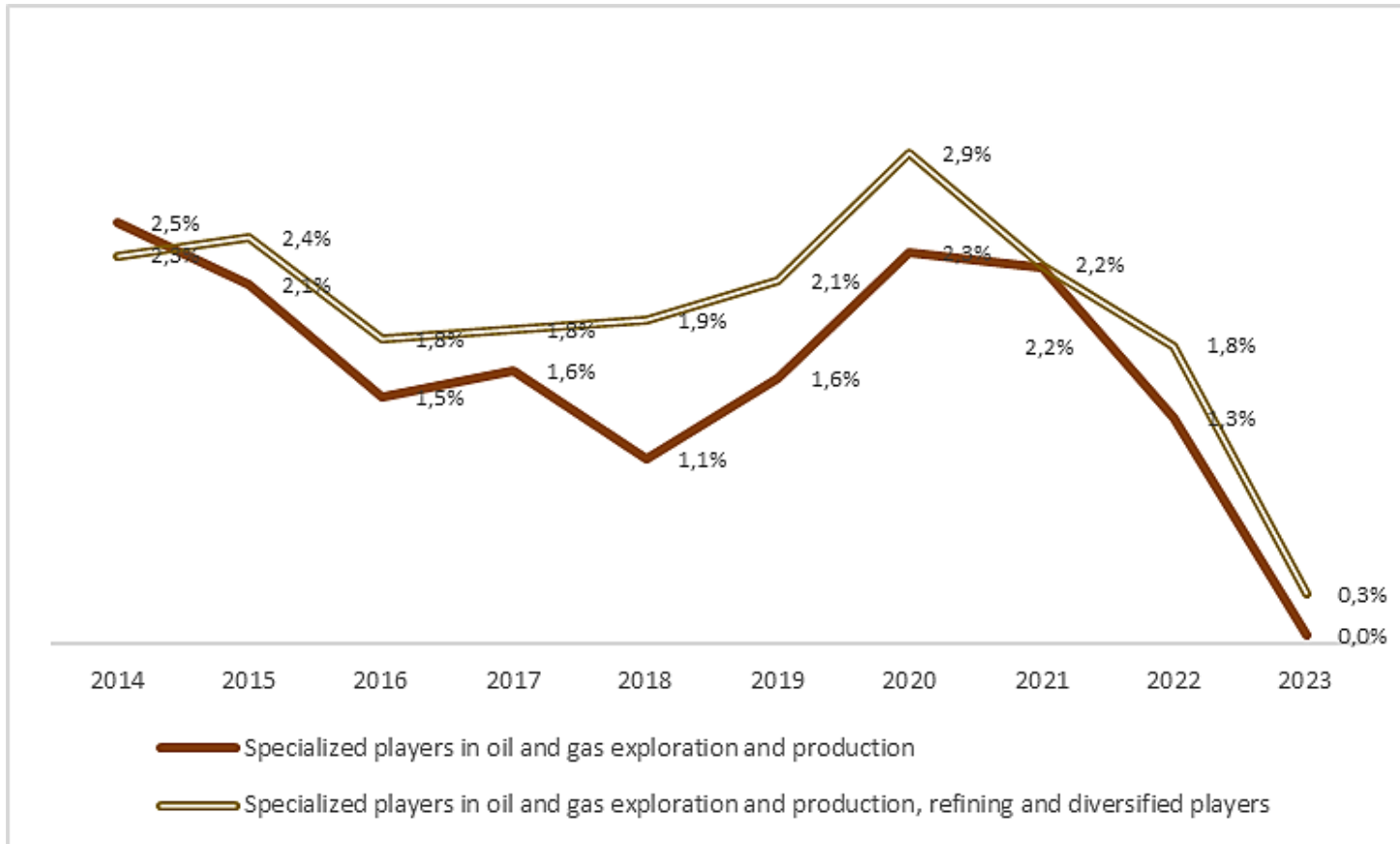
**The end of financing purely dedicated to the development of new oil & gas fields** regardless of the financing methods

**Coal exit already well underway**, completed by 2030 in EU and OECD countries and by 2040 in the rest of the world



# ENERGY TRANSITION: BEYOND THE RANKINGS, REAL-WORLD ACCOMPLISHMENTS

Change in BNP Paribas' market share in syndicated loans to Oil & Gas companies, 2014 to 2023 (source: Dealogic)



- BNP Paribas' market share<sup>1</sup> in syndicated loans to oil & gas companies **has fallen significantly and steadily since 2020.**
- According to Dealogic, of the USD 256 billion granted by the global banking sector to the oil and gas sector, BNP Paribas' market share is now 0.3%. Previously, and until 2020, it had fluctuated between 2% and 3%.

Source: Dealogic 2014 – 2023, excl. green loans and Sustainability-linked Loans (SLLs), excl. Oil & Gas pipelines and field equipment & services :



# ENERGY TRANSITION: BLOOMBERG LEAGUE TABLES

BNP Paribas is the world leader in green bond issues and ranks #77 by end February and #99 by end April 2024 for fossil fuel sector bond issues.

Manager	Rank	Vol (MM USD)	Table Share(%)	Issues	Rank	Rev (MM USD)	Wallet Share(%)
BNP Paribas	1	24,220.19	5.11	153/157	1	109.54	4.37
BofA Securities	2	19,146.41	4.04	114/121	3	80.96	3.23
Credit Agricole C	3	18,985.85	4.01	128/131	4	80.31	3.20
JP Morgan	4	18,571.32	3.92	124/125	7	68.00	2.71
Citi	5	15,961.78	3.37	136/136	6	69.63	2.78
HSBC	6	15,232.88	3.22	138/146	5	73.54	2.93
Barclays	7	13,936.60	2.94	91/94	12	51.74	2.06
Deutsche Bank	8	13,567.07	2.87	90/92	10	56.67	2.26
Morgan Stanley	9	12,706.12	2.68	143/143	16	44.79	1.79
Danske Bank	10	12,102.84	2.56	133/132	9	58.35	2.33
Nomura	11	10,072.85	2.13	111/111	26	30.20	1.21
Bank of China	12	9,397.91	1.98	113/117	2	82.35	3.29
SEB	13	9,373.33	1.98	134/133	17	42.46	1.69
NatWest Markets	14	9,361.57	1.98	52/55	27	30.01	1.20
Commerzbank	15	9,034.76	1.91	56/56	33	26.15	1.04
Mizuho Financial	16	8,876.59	1.87	157/171	18	41.81	1.67
Nordea	17	8,743.59	1.85	108/102	8	63.39	2.53

Manager	Rank	Vol (MM USD)	Table Share(%)	Issues	Rank	Rev (MM USD)	Wallet Share(%)
JP Morgan	1	2,596.68	5.90	28/32	1	17.16	5.80
Citi	2	2,585.69	5.87	23/24	3	14.90	5.04
BofA Securities	3	2,515.87	5.71	23/31	4	12.48	4.22
Bank of Tianjin	51	173.83	0.39	2/2	39	1.88	0.64
Mirae Asset Securities	52	171.91	0.39	7/5	101	0.27	0.09
KB Financial Group Inc	53	167.99	0.38	8/8	76	0.51	0.17
UBS	54	162.50	0.37	2/2	56	1.02	0.34
Industrial & Comm Bank of Ch	55	152.14	0.35	2/5	46	1.45	0.49
Agency for Housing Mortgage	56	152.11	0.35	2/2	62	0.88	0.30
Gazprombank	56	152.11	0.35	2/2	62	0.88	0.30
REGION Investment Co	56	152.11	0.35	2/2	62	0.88	0.30
Rosselkhozbank OJSC	56	152.11	0.35	2/2	62	0.88	0.30
Sinara Investbank	56	152.11	0.35	2/2	62	0.88	0.30
SK Securities	61	149.89	0.34	4/8	69	0.75	0.26
China International Capital Co.	62	144.83	0.33	4/4	50	1.31	0.44
Bank of Jiangsu	63	139.43	0.32	1/1	48	1.43	0.48
DNB ASA	64	131.94	0.30	2/2	68	0.81	0.27
KeyBank Capital Markets	64	127	0.30	2/3	57	0.94	0.32
Citizens Financial Group Inc	66	125.00	0.28	2/5	43	1.54	0.52
Bank of China	67	121.89	0.28	3/3	50	1.31	0.44
Huaxia Bank	68	121.56	0.28	2/2	53	1.11	0.37
China Securities	69	115.09	0.26	4/4	57	0.94	0.32
China Guangfa Bank	70	111.27	0.25	2/2	54	1.07	0.37
Samsung Securities Co Ltd	71	99.86	0.23	6/5	107	0.74	0.25
Intesa Sanpaolo	72	99.68	0.23	1/3	57	0.94	0.32
Mediobanca	72	99.68	0.23	1/3	57	0.94	0.32
UniCredit	72	99.68	0.23	1/3	57	0.94	0.32
Shenwan Hongyuan Group	75	99.68	0.23	1/1	72	0.86	0.29
China Construction Bank	76	99.68	0.23	2/2	78	0.50	0.17
BNP Paribas	77	62.50	0.14	1/1	74	0.55	0.18
Pareto Securities	77	62.50	0.14	1/1	90	0.38	0.13
Daishin Securities	79	60.11	0.14	5/3	130	0.08	0.03
State Bank of India	80	59.55	0.14	1/1	46	1.45	0.49
CTBC Bank	81	49.91	0.11	3/3	103	0.25	0.09
Fubon Securities	81	49.91	0.11	3/3	81	0.48	0.16
KGI Securities	81	49.91	0.11	3/3	78	0.50	0.17
Masterlink Securities	81	49.91	0.11	3/3	96	0.31	0.10
SinoPac Financial Holdings	81	49.91	0.11	3/3	115	0.14	0.05
Yuantia Securities	81	49.91	0.11	3/4	96	0.31	0.10
Agricultural Bank of China	87	47.51	0.11	2/2	91	0.37	0.13
Postal Savings Bank of China	88	46.50	0.11	1/1	85	0.41	0.14
Zhongtai Securities	88	46.50	0.11	1/1	57	0.94	0.32
Rabobank	90	45.00	0.10	1/1	92	0.34	0.11
Bank of Communications	91	40.50	0.09	2/2	94	0.33	0.11
Allaria Ledesma & Cia Soc De	92	38.54	0.09	1/1	78	0.50	0.17
Capital Securities Corp	93	37.81	0.09	2/2	130	0.08	0.03
Cathay Securities Corp	93	37.81	0.09	2/2	132	0.07	0.02
Hua Nan Securities	93	37.81	0.09	2/2	112	0.17	0.06
Mega Securities Co Ltd	93	37.81	0.09	2/2	114	0.16	0.05
President Securities	93	37.81	0.09	2/2	105	0.24	0.08
Credited - 129 Managers		44,041.41		112/111		295.74	
Total		44,330.85		118		295.74	

BNP Paribas  
**#1**  
End 2023

BNP Paribas  
**#41**  
End 2023

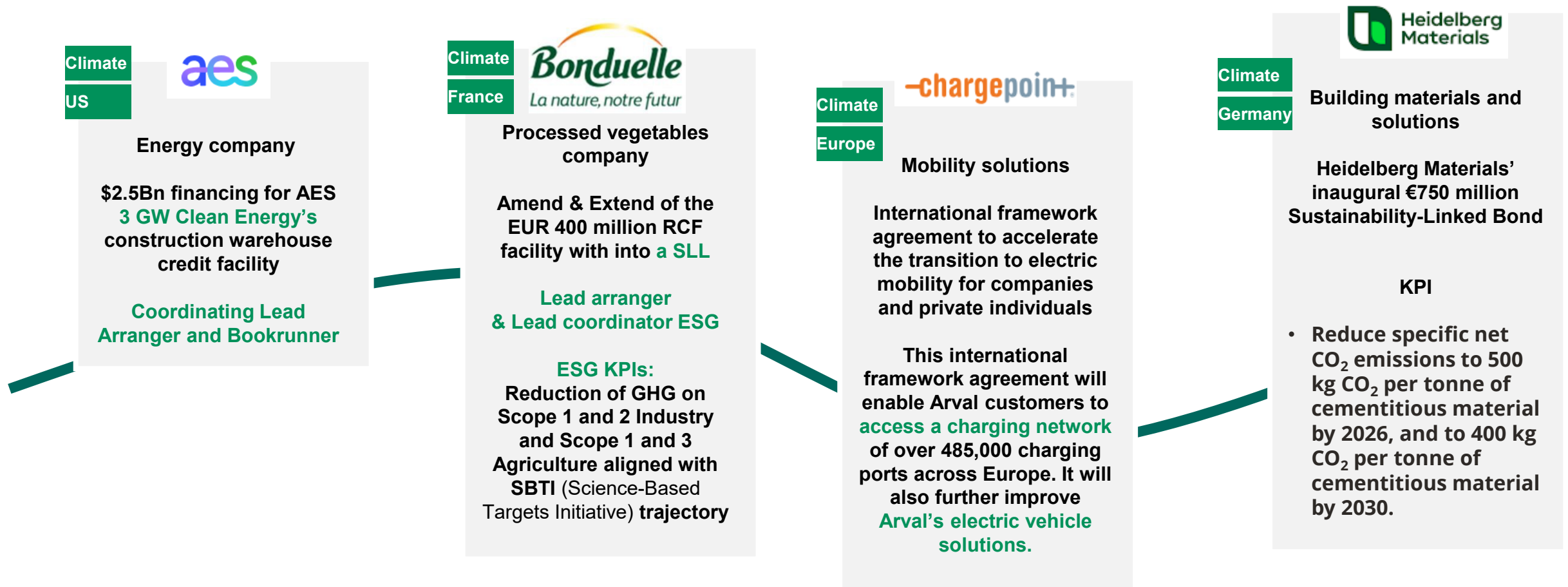
BNP Paribas  
**#77**  
on 1st January to  
29 February 2024  
period

BNP Paribas  
**#99**  
End April 2024

BNP Paribas is  
now out of the  
Table

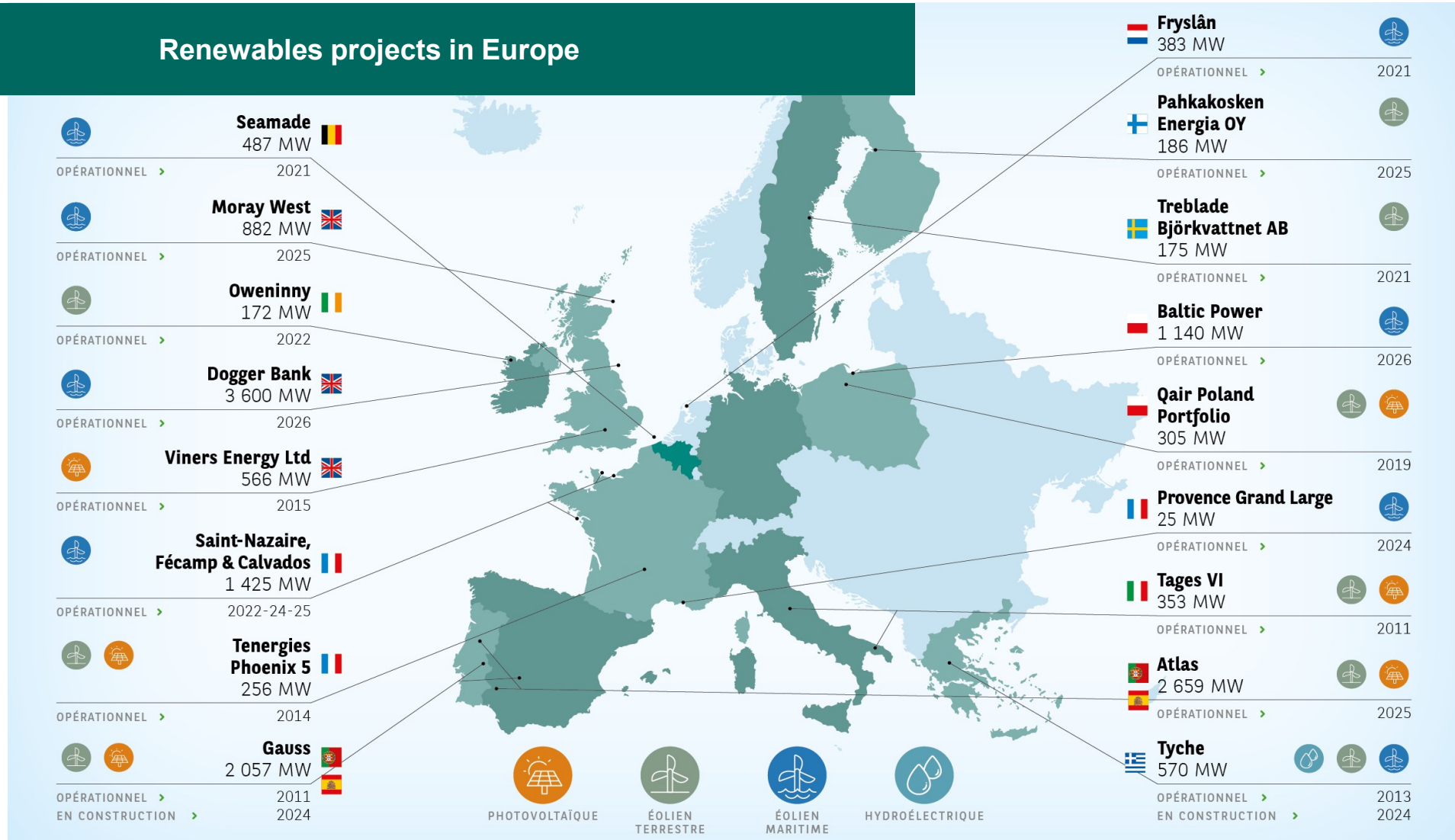


# ENERGY TRANSITION: LAST SIGNIFICANT BUSINESS CASES



# ENERGY TRANSITION: REMARKABLE RENEWABLES PROJECTS IN EUROPE SUPPORTED BY BNP PARIBAS<sup>1</sup>

## Renewables projects in Europe



1. Internal sources and external publications



# BIODIVERSITY, CIRCULAR ECONOMY, SOCIAL INCLUSION

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# ZOOM ON 4 PRIORITY AREAS OF SUSTAINABILITY EMBEDDED INTO THE 2025 GTS PLAN

## Mobilising BNP Paribas' distinctive model with 5 priority areas

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### Sustainable savings, investments and financing

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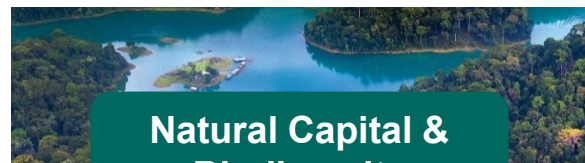
### Social inclusion

Develop accessible financial services, promote female entrepreneurship, a positive-impact economy, and equal job opportunities for young people

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# MOBILISING THE ENTIRE GROUP AROUND KEY PRIORITIES



## Natural Capital & Biodiversity

Support solutions contributing to terrestrial and marine biodiversity

- Financing to companies **protecting terrestrial and marine biodiversity**, already exceeds the 2025 target with **EUR 4.3 billion**
- **BNP Paribas Asset Management** is expanding its **sustainable investment** with the acquisition of a majority stake in the **International Woodland Company (IWC)**, specialising in investment and advisory services for sustainable forestry
- At the end of 2023, a partnership with **the Naturalis Biodiversity Center** was **launched**, one of the world's leading centres of biodiversity knowledge and research



## Circular Economy

Encourage clients' transition to circular models

- Financing of **EUR 3.3 million** allowing **Ardennaise**, major player in the foundry industry, **to recycle 90% of black moulding sand**
- Logistics sector pioneer Brambles issued **EUR 500 million green bond** in 2023 with BNP Paribas as joint bookrunner, **the first by an Australian company** dedicated to the circular economy
- **“Arval car sharing”** offers digital solution for reservation and pooled use of service vehicles within a company, **maximising fleet usage rate**, and **optimising vehicle numbers**



## Social Inclusion

Develop products and services that are widely accessible

- An objective of **6 million beneficiaries** from products and services supporting financial inclusion in 2025
- Continue to **support Social Enterprises**: at end 2023, it the Bank supports over **3,450 impact enterprises** through financing, banking services and investments.
- Increase **corporate philanthropic commitments** to **EUR 200 million** by 2025, including support to youth, refugees, etc.





# RECENT SIGNIFICANT BUSINESS CASES

Circular economy

Europe



Consumer goods

€3 billion bond with sustainability-linked tranche

joint Global Coordinator and Bookrunner

Sustainability Performance Targets:

- 50% of the Group's plastics used in packaging will be either from recycled or biobased sources by 2025.
- Absolute Scopes 1 and 2 GHG emissions at all L'Oréal operated sites reaching zero by 31st December 2025
- Reduction of Scopes 1, 2 and 3 GHG emissions on a "cradle-to-shelf" scope by 14% per sold product by 2025 from a 2021 base year

Social

South Korea



Bank

First social bond in favor of gender equality in South Korea

Joint Lead Managers and Bookrunners

The US\$500 million five-year gender equality social bonds will be used **exclusively** to finance and refinance social projects **for women borrowers**

Sustainability

Slovenia



Country

The Republic of Slovenia's largest Sustainability Bond with a €1.25 billion 10-year sustainability bond.

Sole sustainability structuring advisor

Proceeds:

- Transition to a low-carbon and circular economy,
- Sustainable management of natural resources,
- Social goals across housing, education and healthcare.

Sustainability

Denmark



Agriculture

DLG Group, a cooperative owned by 25,000 Danish farmers, has secured a €1.1 billion sustainability-linked loan.

Co-Sustainability Coordinator, Bookrunner and Mandated Lead Arranger

Sustainability Performance Targets:

- Reduction of GHG Scope 1, Scope 2 and Scope 3 emissions;
- Share of imported deforestation-free soy.



# SOCIAL INCLUSION : FINANCING AND INVESTMENTS WITH A POSITIVE IMPACT

## Proprietary investment

EUR 450 million are allocated to proprietary investments.

### Impact investment

- **EUR 145M** social and local impacts
- **EUR 55M** protection and restoration of natural capital

### Innovation

- **EUR 250M** to start-ups involved in the environmental transition.

## Impact Bonds

In 2023, 9 new contracts were signed for a total amount of **EUR 28 million** in which the BNP Paribas European Impact Bonds Fund invested EUR 13 million

At end-2023, **24 impact bonds supported** by BNP Paribas (as arranger or investor, sometimes both) had been signed representing more than **EUR 82 million in total**.

## Financing Impact Entrepreneurship

In 2023, total support (loans, investments for the own account of the Group or on behalf of third parties, impact bonds) to impact enterprises, including Microfinance Institutions, amounted to **EUR 2 billion**.

The Bank supports over **3,450 impact enterprises** through financing, banking services and investments.

## Nickel : Financial Inclusion

At the end of 2023, nearly **3.7 million Nickel accounts** had been opened with the following profiles: income of less than EUR 1,500 per month (77%); unemployed, with no regular income or living on benefits (30%); without a personal address (30%). French Nickel's inclusive offer launched in Spain (2021), Belgium, Portugal (2022) and Germany (2023).



## Diversity and inclusion, well-being and career are the key strengths of BNP Paribas

### ETHIC AND INCLUSION

- A strong **D&I commitment** across the Group encouraging all forms of diversity with 30,000 employees supporting diversity in BNP Paribas professional networks.
- An ambitious **Code of Conduct, enriched in 2021**, with the raison d'être and updated in the fight against corruption, energy transition, competition law and respect for persons.

### EMPLOYEE EXPERIENCE

- Working conditions **with an attractive package « beyond fixed salary »** including health and social protections, profit-sharing and incentive agreements, bonuses but also a full set of **common rights across 65 countries**, including paternity/maternity leave and paid block leave.
- A care program encouraging **the best work-life balance** and health protection.
- Adapting our ways of working : monitoring of the application of the **Agreement on remote working** (signed at the level of BNP Paribas SA and its subsidiaries in France) and the **European charter on remote working**.

### HUMAN CAPITAL



- The “Sustainability Academy” programme and platform with content and training **dedicated to sustainable finance for all employees**, embodies BNP Paribas’ ambition to be a learning company in sustainable finance.
- **Training, upskilling and reskilling** to develop the potential of all our employees, with an achievement of an **average number of hours per employee** (excluding mandatory training courses) **of 19.8h** in 2023.
- **Talent retention 7 000 “Leaders for Tomorrow” talents** benefit from dedicated support and development programmes.



Share of women among the Senior Management Position (SMP) population

**37%**

**40%**  
(at end-2023) (2025 objective)



For the 11<sup>th</sup> consecutive year, BNP Paribas received the “Top Employer Europe 2024” label from the Top Employers Institute.



Average number of training hours per employee

**24.2 h**



Bloomberg Gender Equality Index

**82 / 100**

(2023 index on data from 2021)



Number of solidarity hours by employees  
2025 target : 1 million hours over two rolling years

**1 268 515 h**  
(2022 + 2023)



% of employees with at least 4 training  
2025 target : 90%

**98,2%**



# ACTIVE ROLES IN FRAMING THE FUTURE OF ESG



## Jean-Laurent Bonnafé

Group CEO

sits on the **Leadership Council** of the **UNEP FI**



## Laurence Pessez

Global Head of CSR

sits on the Banking Board of the **UNEP-FI Principles for Responsible Banking (PRB)**

Vice-chair of the European think tank **Institute for Sustainable Development and International Relations (IDDRI)**



## Jane Ambachtsheer

Global Head of Sustainability of BNP Paribas Asset Management

is a member of the **Task Force on Climate-related Financial Disclosure (TCFD)**



## Sébastien Soleille

Global Head of Energy Transition and Environment

is a member of the **Task Force for Nature-related Financial Disclosure (TNFD)**

Our advocacy activities are in line with our climate engagement \*

\* <https://group.bnpparibas/en/charter-responsible-representation-respect-public-authorities>



BNP PARIBAS

The bank for a changing world

May 2024

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# THANK YOU



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- [2023 URD](#)
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