## **BNP PARIBAS CSR STRATEGY**

LAURENCE PESSEZ GLOBAL HEAD OF CSR

2024



### **BNP PARIBAS**

### SUSTAINABILITY FULLY EMBEDDED WITHIN THE GROUP STRATEGY





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





### EXTERNAL RECOGNITION OF BNP PARIBAS' CSR STRATEGY

### LATEST EXTRA-FINANCIAL RATINGS

### LATEST AWARDS

RATING AGENCY	<b>RATING</b> (Release YEAR)	COMMENTS
FTSE * Russell	<b>4.9/5</b> (2024)	Top 1% of the banking industry
MOODY'S *	<b>70/100</b> (2023)	<b>Above the sector average performance</b> 2 <sup>nd</sup> in "Diversified banks in Europe" category
<b>S&amp;P Global</b> * Corporate Sustainability Assessment (CSA)	<b>55/100</b> (2024)	Top 11% of the banking industry Top 1% for Environment
MSCI	<b>AA</b> (2023)	Among the leading financial institutions Leader in the Environment dimension (score of 10/10 vs. 5/10 average sector performance)
	Medium risk 23.7/40** (July 2024)	Above the industry and sub-industry "Diversified banks" average performance
ISS ⊳	<b>C+</b> (2023)	<b>Prime Status,</b> Top 5% Commercial Banks & Capital Markets
	<b>A</b> (2023)	On the <b>A-list which covers the top 1.5%</b> of companies according to the climate questionnaire rating
SUPPLIER SUSTAINABILITY RATINGS	<b>68/100</b> (2023)	Top 8% of the rating universe

\* 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



## 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

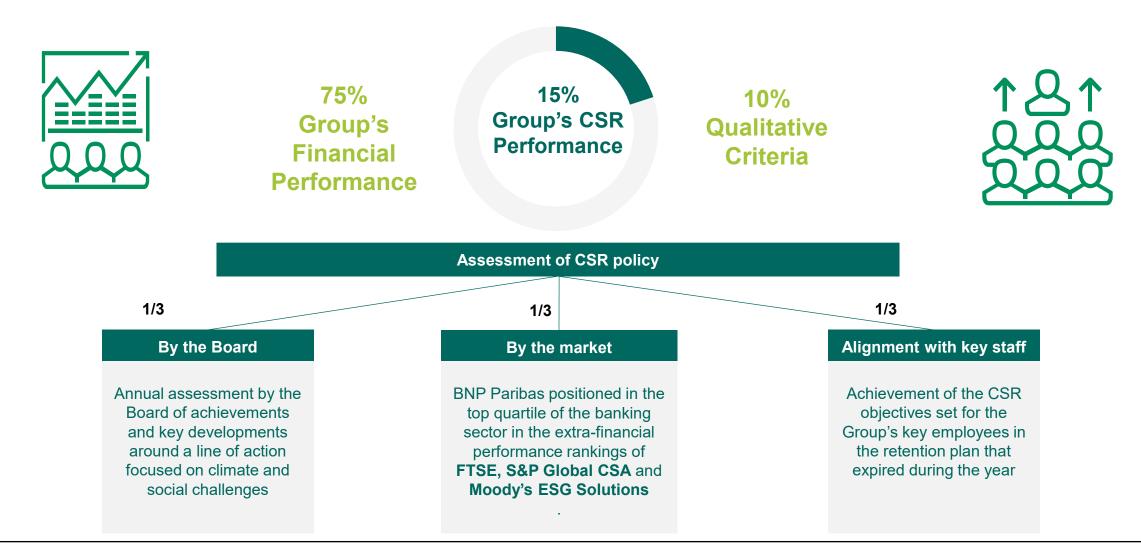
Pillar	No.	Indicator	2023	2025 Objective
omic oility	1	Amount of sustainable loans	EUR 117 billion	EUR 150 billion
econd onsik	2	Amount of sustainable bonds	EUR 67 billion	EUR 200 billion
Our economic responsibility	3	Amount of assets under management at the end of 2022 in open-ended funds distributed in Europe under articles 8 and 9 according to the SFDR.	EUR 254 billion	EUR 300 billion
ial bility	4	Share of women among the SMP population (Senior Management Position)	37.1%	40%
Our social responsibility	5	Number of solidarity hours performed by employees (#1MillionHours2Help)	<b>1 268 515 hours</b> (in 2022 & 2023)	<b>1 million hours</b> (over two rolling years)
Ou resp	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
nental llity	8	Amount of support for our clients in the transition to a low-carbon economy	EUR 104 billion	EUR 200 billion
ur environmental responsibility	9	Amount of financing to companies contributing to protect terrestrial and marine biodiversity	EUR 4.3 billion	EUR 4 billion
Our en resp	10	Greenhouse gas emissions in tons of $CO_2$ 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

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





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

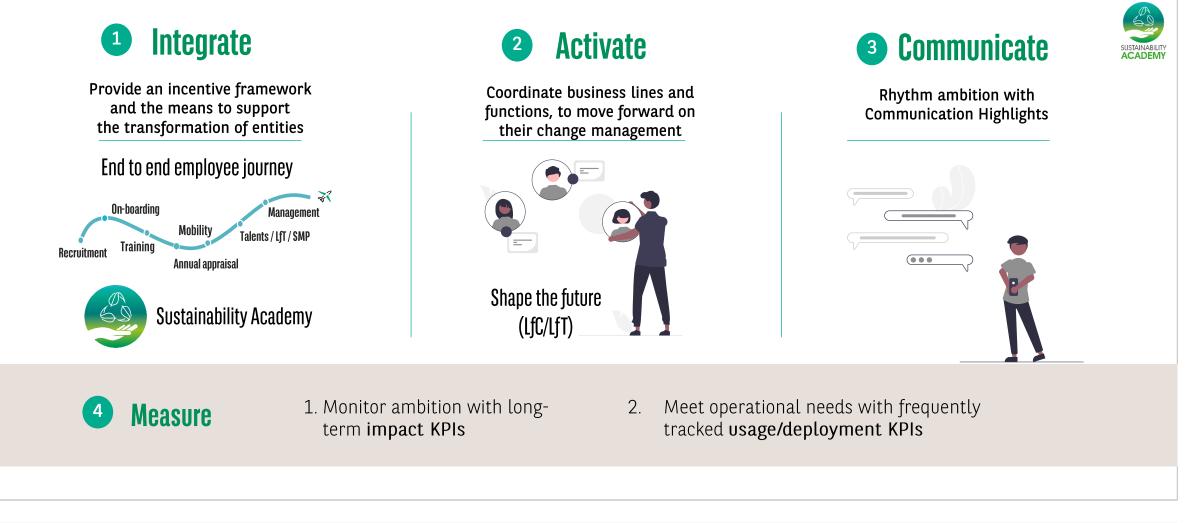
- > to identify, assess and monitor the performance and ESG risks of corporate clients by sector
- > a common and systematic approach within the Group for clients within the credit process and KYC<sup>1</sup> process
- > to exercise greater control over the ESG dimensions during credit committees

BNP PARIBAS

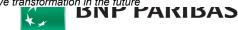
**ESG Assessment** is rolled out to all large corporate clients by the end of 2023 (3.000 analysis performed by end-2023) It has been adapted for medium-sized corporate customers and financial institutions, with a target of covering customers in these segments by the end of 2024.



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

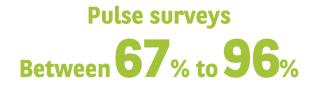


LfC: The Leaders for Change population is composed of the members of the main Group-level cross-functional Executive Committees considered as making a major contribution to its operations and its development LfT: The Leaders for Tomorrow programme includes women and men who have a unique combination 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



> 100,000

1,7

hour of training in average for each trained employee

of employees are **proud** of BNP / their entity contribution to Sustainable Finance (based on 18 entities\* = 50% of employees Group) unique employees have been **trained at least once** since the beginning of the year

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



### OUR CLIMATE STRATEGY





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1. Sustainable Development Goals;



### 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)

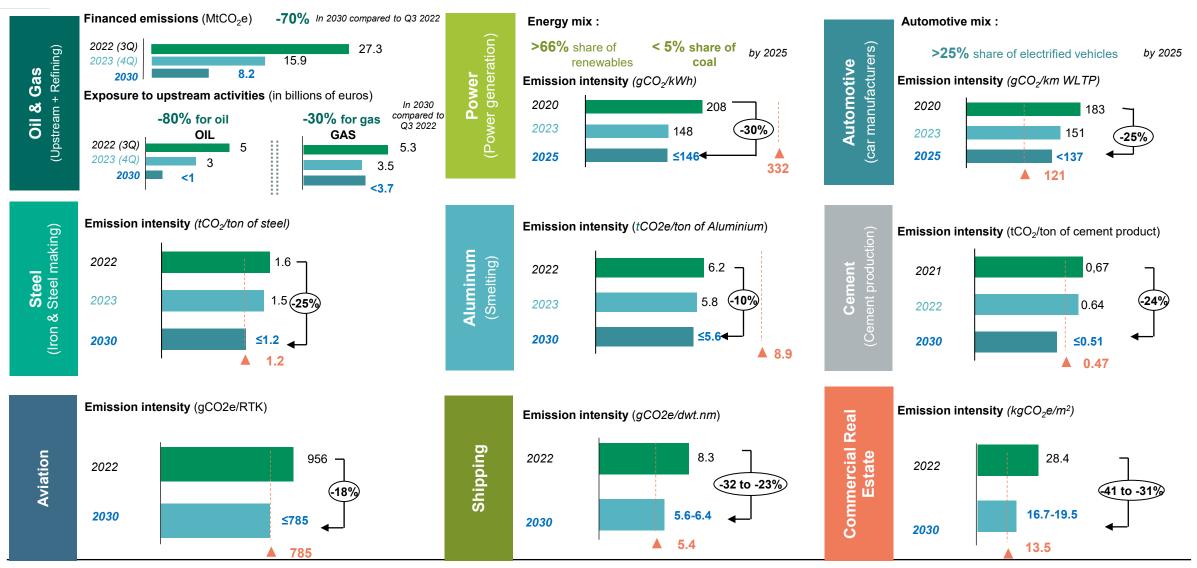
Engaging with clients to accompany them in the transition towards a sustainable & low-carbon economy

- 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 inhouse 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



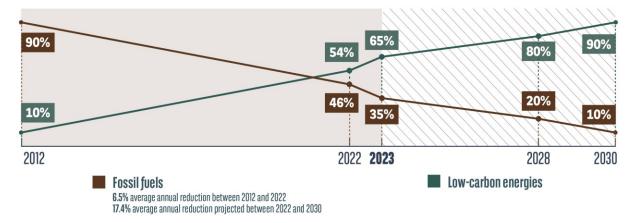
In red: IEA, IAI net-zero scenario (Aluminium), MPP PRU (Aviation), DNV 1.6° ( shipping), CRREM V2.02 (Commercial Real Estate)



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

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

### Weight of fossil fuels and low-carbon energies in BNP Paribas credit exposure for energy production



**Target of 80%** of energy financing in lowcarbon 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



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 nuclear (€3bn); fossil fuels (€17.3bn as at 30.09.23): refining (€9bn), gas exploration & production (€4.3bn), oil exploration & production (€4.3bn), oil exploration & production (€3.6bn), and nuclear (€3bn); fossil fuels (€17.3bn as at 30.09.23): refining (€9bn), gas exploration & production (€4.3bn), oil exploration & production (€4.3bn), oil exploration & production (€1.3bn), and nuclear (€3bn); fossil fuels (€17.3bn as at 30.09.23): refining (€9bn), gas exploration & production (€4.3bn), oil exploration & production (€1.3bn), and nuclear (€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

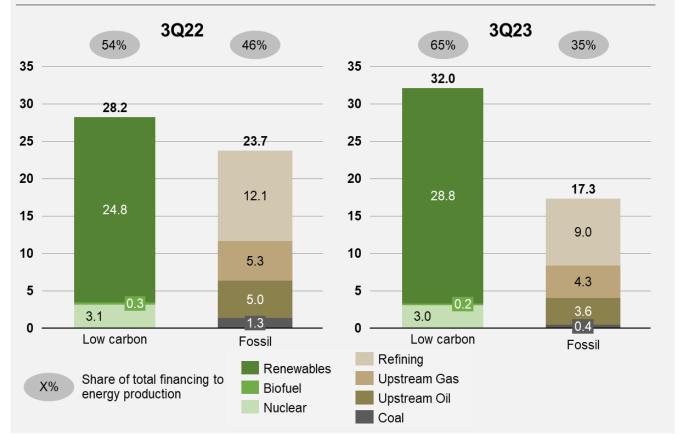


### ENERGY TRANSITION: BEYOND THE RANKINGS, REAL-WORLD ACCOMPLISHMENTS

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

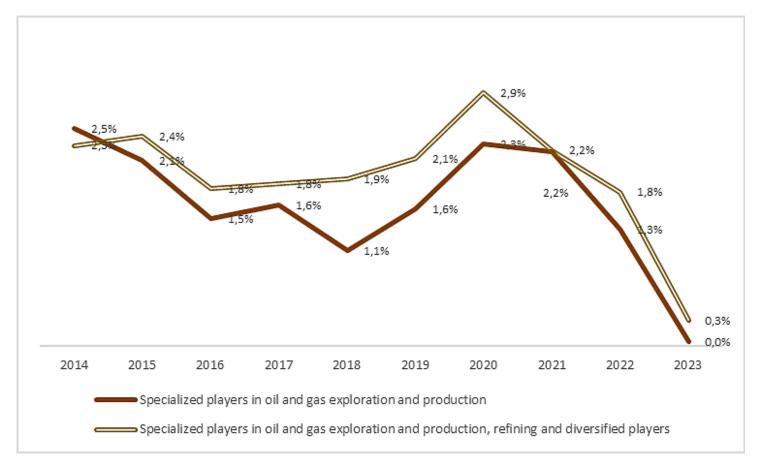
Target to reach at least 40 billion euros in credit exposure for low-carbon energy production by 2030



1. Definition: BNP Paribas makes the following distinction: ■ renewable energy, including wind and marine energy, photovoltaic solar energy, concentrated solar energy, hydroelectricity, geothermal energy, bioenergy (including biofuels except for first generation(1)); ■ low-carbon energy, including renewable and nuclear energy sources. The scope of low-carbon energy could evolve according to technological progress to gradually go beyond the production of energy and include other steps in the value chain such as transport, storage or distribution of low-carbon energy July 2024

### 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.

					<mark>sil Fuel</mark> of 2024 - Analysis Deals	Credit Allocation	able view <mark>Combinec</mark> Issu	Party Role	BNP Paribas	BNP Pa	oribas
				Manager JP Morgan Citi BofA Securities			le Share(%) ■ Show 5.90 2 5.87 2		(MM USD) Wallet Share(%)	#4	
Table     B     Global Green       Period     Year     •       League Table     History	Bonds - Corporate & Governmen 🖍 🛈 of 2023 · Ta Analysis Deals Credit Allocation	Exclude Self-led Part able view Combined • Rol Issues	y BNP Paribas e Manager Revenue	Bank Of Tianjin Mirae Asset Securities KB Financial Group Inc UBS Industrial & Comm Bank of		173.83 171.91 167.99 162.50 152.14	0.39 0.39 0.38 0.37 0.35	2/2 39 N 7/5 101 [29 8/8 76 †17 2/2 56 N 2/5 46 †43	1.88         0.64           0.27         0.09           0.51         0.17           1.02         0.34           1.45         0.49	End 2	
Manager BNP Paribas BofA Securities Credit Agricole e. JP Morgan	L       1       0       24,220.19         L       2       11       19,146.41         L       3       1       18,985.85         L       4       11       18,571.32	5.11         153/157         1         ?2           4.04         114/121         3         ?1           4.01         128/131         4         ?3           3.92         124/125         7         ?2	v (MM USD)         Wallet Share(%)           109.54         4.37           80.96         3.23           80.31         3.20           68.00         2.71           69.63         2.78	Agency for Housing Mortgag Gazprombank REGION Investment Co Rosselkhozbank OJSC Sinara Investbank SK Securities China International Capital	je <u>u</u> 56 N <u>u</u> 56 N <u>u</u> 56 N <u>u</u> 56 N <u>u</u> 56 N <u>u</u> 61 <u>1</u> 39 Co <u>u</u> 62 <sup>↑</sup> 24	152.11 152.11 152.11 152.11 152.11 152.11 149.89 144.83	0.39 0.38 0.37 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.35	2/2 62 N 2/2 62 N 2/2 62 N 2/2 62 N 2/2 62 N 4/8 69 120 4/4 50 117	17.16         5.80           14.90         5.04           12.48         4.22           1.88         0.64           0.27         0.09           0.51         0.17           1.02         0.34           1.45         0.49           0.88         0.30           0.88         0.30           0.88         0.30           0.75         0.26           1.31         0.44           1.43         0.48           0.81         0.32           1.54         0.52           1.31         0.44           1.11         0.37           0.94         0.32           1.54         0.52           1.31         0.44           1.11         0.37           0.94         0.32		
HSBC Barclays Deutsche Bank Morgan Stanley Danske Bank		$\begin{array}{cccccccccccccccccccccccccccccccccccc$	69.03         2.78           73.54         2.93           51.74         2.06           55.67         2.26           44.79         1.79           58.35         2.33	Bank of Jiangsu DNB ASA KeyBanc Capital Markets Citizens Financial Group Inc Bank of China Huaxia Bank China Securites	≝ 67 ↓3 ≝ 68 N ≝ 69 ↓10	139.43 131.94 131.94 125.00 121.89 121.56 115.09	0.32 0.30 0.28 0.28 0.28 0.28 0.26	1/1 48 N 2/2 68 44 2/3 57 149 2/5 43 124 3/3 50 126 2/2 53 N 4/4 57 113 2/2 54 N 6/5 107 114 1/3 52	1.43         0.48           0.81         0.27           0.94         0.32           1.54         0.52           1.31         0.44           1.11         0.37           0.94         0.32	BNP Paribas #77	BNP Paribas
Nomura Bank of China SEB NatWest Markets Commerzbank	11       122       10,072.85         12       12       9,397.91         13       17       9,373.33         14       12       9,361.57         15       12       9,034.76	2.13         111/111         26 ↑17           1.98         113/117         2 ↓1           1.98         134/133         17         0           1.98         52/55         27 ↓3         1.91           1.91         56/56         33 ↑11	30.20         1.21           82.35         3.29           42.46         1.69           30.01         1.20           26.15         1.04	China Guangra Bank Samsung Securities Co Ltd Intesa Sanpaolo Mediobanca UniCredit Shenwan Hongyuan Group China Construction Bank BNP Paribas	U 70 N U 71 N U 72 166 U 72 166 U 72 166 U 75 N U 75 N U 76 U 77	111.27 99.86 99.68 99.68 99.68		2/2 54 N 6/5 107 114 1/3 52 1/1 72 N 2/2 78 N 1/1 74 57		on 1st January to 29 February2024	<b>#99</b> End April 2024
Mizuho Financial Nordea	16 17 8,876.59 17 18 8,743.59	1.87 157/171 18 †12 1.85 108/102 8 †3	41.81 1.67 63.39 2.53	Pareto Securities Daishin Securities State Bank of India CTBC Bank Fubon Securities KGI Securities	U 77 J37 U 79 123 U 80 N U 81 N U 81 N U 81 N U 81 N U 81 N	62.50 62.50 60.11 59.55 49.91 49.91 49.91 49.91 49.91	0.14 0.14 0.14 0.11 0.11 0.11 0.11	1/1 90 [63 5/3 130 [13 1/1 46 N 3/3 103 N 3/3 81 N 3/3 78 N 3/3 96 N	0.74         0.25           0.86         0.29           0.59         0.20           0.55         0.18           0.38         0.13           0.08         0.03           1.45         0.49           0.25         0.18           0.38         0.13           0.08         0.03           1.45         0.49           0.25         0.09           0.48         0.16           0.50         0.17           0.31         0.10           0.31         0.10           0.37         0.13	period	
BNF	P Paribas #1			SinoPac Financial Holdings SinoPac Financial Holdings Yuanta Securities Agricultural Bank of China Postal Savings Bank of Chin Zhongtai Securities Rabobank Bank of Communications Allaria Ledesma & Cia Soc I Capital Securities Corp	L 81 N L 81 N L 87 N L 88 N L 88 N L 90 N L 91 ↓28	49.91] 49.91] 47.51] 46.50] 46.50] 45.00] 40.50 38.54 37.81]	0.11 0.11 0.11 0.11 0.11 0.10 0.09 0.09	3/3 115 N 3/4 96 [29 2/2 91 N 1/1 85 N 1/1 57 N 1/1 92 N 2/2 94 [21 1/1 78 [41] 2/2 130 N	0.74         0.32           0.74         0.25           0.86         0.29           0.59         0.20           0.50         0.17           0.55         0.18           0.38         0.13           0.08         0.03           1.45         0.49           0.25         0.09           0.48         0.16           0.50         0.17           0.31         0.10           0.31         0.10           0.31         0.13           0.44         0.41           0.94         0.32           0.34         0.11           0.35         0.17           0.08         0.03           0.77         0.02           0.17         0.06           0.17         0.06		BNP Paribas is now out of the Table
E	nd 2023			Cathay Securities Corp Hua Nan Securities Mega Securities Co Ltd President Securities Credited - 129 Managers Total	탄 93 N 탄 93 N 탄 93 N 탄 93 N 탄 93 N	37.81 37.81 37.81 37.81 44,041.41 44,330.85	0.09	2/2 132 N 2/2 112 N 2/2 114 N 2/2 105 N 2/111 118	0.07 0.02 0.17 0.06 0.16 0.05 0.74 0.08* 295.74 295.74		



### **ENERGY TRANSITION: LAST SIGNIFICANT BUSINESS CASES**



Energy company

\$2.5Bn financing for AES **3 GW Clean Energy's** construction warehouse credit facility

**Coordinating Lead Arranger and Bookrunner**  Climate Bonduelle France La nature, notre futur **Processed vegetables** company Amend & Extend of the EUR 400 million RCF facility with into a SLL Lead arranger & Lead coordinator ESG ESG KPIs: Reduction of GHG on Scope 1 and 2 Industry and Scope 1 and 3 Agriculture aligned with **SBTI** (Science-Based Targets Initiative) trajectory



#### Europe

**Mobility solutions** 

International framework agreement to accelerate the transition to electric mobility for companies and private individuals

This international framework agreement will enable Arval customers to access a charging network of over 485,000 charging ports across Europe. It will also further improve Arval's electric vehicle solutions.





**Building materials and** solutions

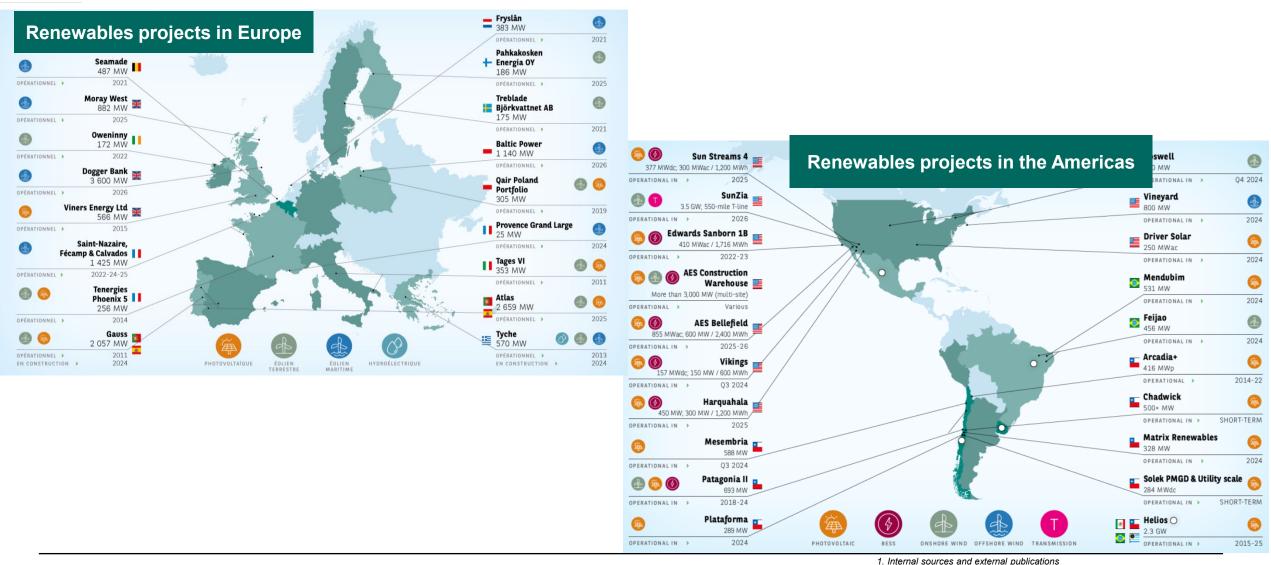
**Heidelberg Materials'** inaugural €750 million Sustainability-Linked Bond

#### KPI

 Reduce specific net CO<sub>2</sub> emissions to 500 kg CO<sub>2</sub> per tonne of cementitious material by 2026, and to 400 kg CO<sub>2</sub> per tonne of cementitious material by 2030.



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





### BIODIVERSITY, CIRCULAR ECONOMY, SOCIAL INCLUSION





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

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### MOBILISING THE ENTIRE GROUP AROUND KEY PRIORITIES



#### 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), specialisng 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



### 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



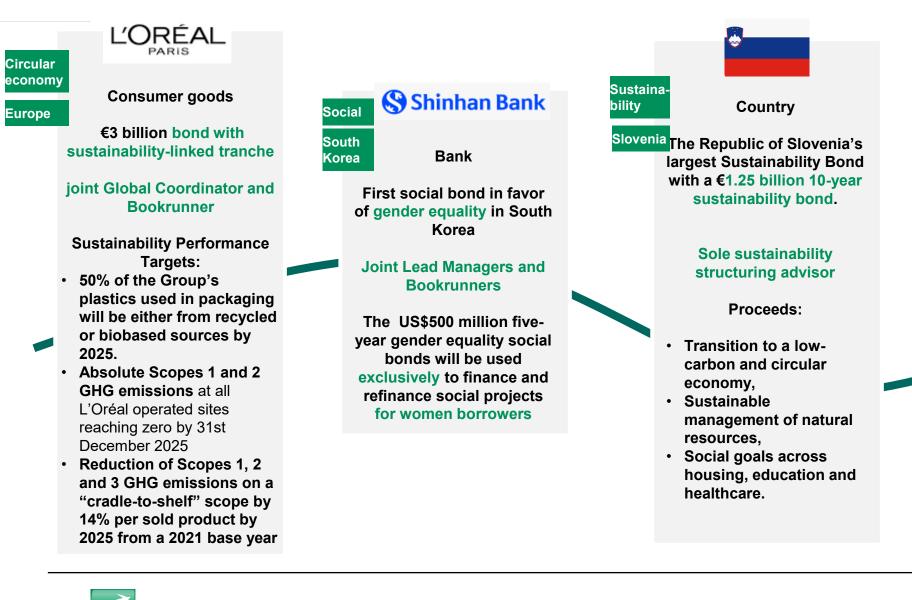
### Develop products and services that are widely accessible

- 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**

**BNP PARIBAS** 



The bank for a changing world

**Agriculture** Sustaina-DLG Group, a cooperative Denmark owned by 25,000 Danish farmers, has secured a €1.1 billion sustainabilitylinked loan.

bility

**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

Iaunched in Spain (2021), Belgium, Portugal (2022) and Germany (2023).



## SUPPORTING OUR EMPLOYEES BY OFFERING THEM AN ENVIRONMENT AND PATHWAYS ADAPTED TO THEIR EXPECTATIONS



ETHIC AND INCLUSION	EMPLOYEE EXPERIENCE	HUMAN CAPITAL
Mixity management % women (in senior management) 2025 target : 40%	Number of solidarity hours by employees 2025 target : 1 million hours over two rolling years1 268 515 h (2022 + 2023)	% of employees who followed at least 4 training courses98,2%2025 target: 90%
Conduct & Inclusion survey re-run in 2023 Favorable opinion on the Inclusion 83% Component	% of employees benefiting from of Employee Assistance83% 83%Program³ (We Care)	Average number of hours of Training per employee 24,2 h in 2023 Of which excluding mendatory training 19,8 h
Inclusion Days 2023 Number of participants 30 countries 17k Overall engagement score Consolidation surveys 2023 covering 86% of the workforce (Participation rate : 69%) 85/100	Number of employees trained in Agile since 2021>11k% of employees who remoteworking in Europe 2 days per week on average75%	training       No. 10,0 m         Number of employees trained by Sustainability Academy in 2023       >86k         #UNEXPECTED/0BS Number of views on employee posts       14,7 M         on LinkedIn       14,7 M
First and only bank in France to hold the AFNOR "Alliance" label bringing together the "Diversity" and "Professional Equality" labels	Ist bank in the sector in the London         Stock Exchange ESG 2023 ranking         96 / 100 on the social aspect	Image: Structure with the construction       The only bank in the Top 10 employers in France to be awarded the Top Employer         Image: Structure with the construction       Europe 2023+2024 label for the 10th and 11th consecutive years



### PHILANTHROPY MARKED BY LARGE-SCALE CRISIS AND EXCEPTIONAL COMMITMENTS

### GLOBAL PHILANTHROPY AT GLANCE



+ €20.5M : Skills-based philanthropy in France



1% on average of the net group net income over the past 5 years



Nearly Half a billion euros in 5 years



+70% of Group Philanthropy is European

+18.3% Vs 2022

### **EXCEPTIONAL ENVELOPES TO ACT QUICKLY AND GLOBALLY**

The Group entities are acting as a coalition to respond to the social and humanitarian emergencies internationally

### €20M



### Donations issued from share buybacks focused on major causes identified by the Group local entities worldwide

- BNP Paribas is the first bank to have accompanied its share buyback with a solidarity tranche
- Emergencies situations : food insecurity, housing, reception of women and refugees
- Major social issues: climate, biodiversity, access to water, equal opportunities



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### Emergency philanthropy in Severe Crises: Earthquakes in Turkey/Syria and Morocco

Local envelopes deployed and relayed by additional Group's actions

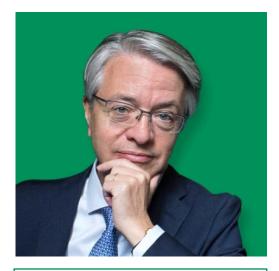


A network of 12 foundations and endowment funds working alongside the Group's businesses to implement our philanthropic action

\*declarative



### 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



# THANK YOU



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