

BNP PARIBAS CSR STRATEGY

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GLOBAL HEAD OF CSR

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SUSTAINABILITY FULLY EMBEDDED WITHIN THE GROUP STRATEGY

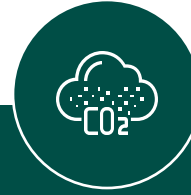


DEPLOYMENT AT SCALE: THREE LEVERS TO IMPLEMENT THE SUSTAINABILITY STRATEGY



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

- Mobilisation of the integrated model and all business lines in support of clients
- Low-Carbon Transition Group, an ecosystem of nearly 250 bankers dedicated to supporting clients in accelerating their low-carbon transition
- Low-Carbon Transition for SMEs & MidCaps initiative



Aligning our portfolios with our net-zero commitment

- Trajectory for a reduction in CO₂ 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
 - Output: Publication of the 2024 Climate Report



Strengthening our sustainability culture and expertise, steering tools, processes & set-ups

- Accelerated industrialisation and strengthened governance directly supervised by the CEO
 - Steering tools to support evolving needs (of clients and regulators) and standards
- Sustainable finance training provided to each employee thanks to the Sustainability Academy

The strategic plan's Sustainability pillar is implemented across **FIVE PRIORITY THEMES**



Transition towards carbon neutrality

Natural capital and biodiversity

Circular economy

Sustainable savings, investments and financing

Social inclusion



CSR DASHBOARD : 10 INDICATORS WITH 2025 TARGETS TO MONITOR PROGRESS

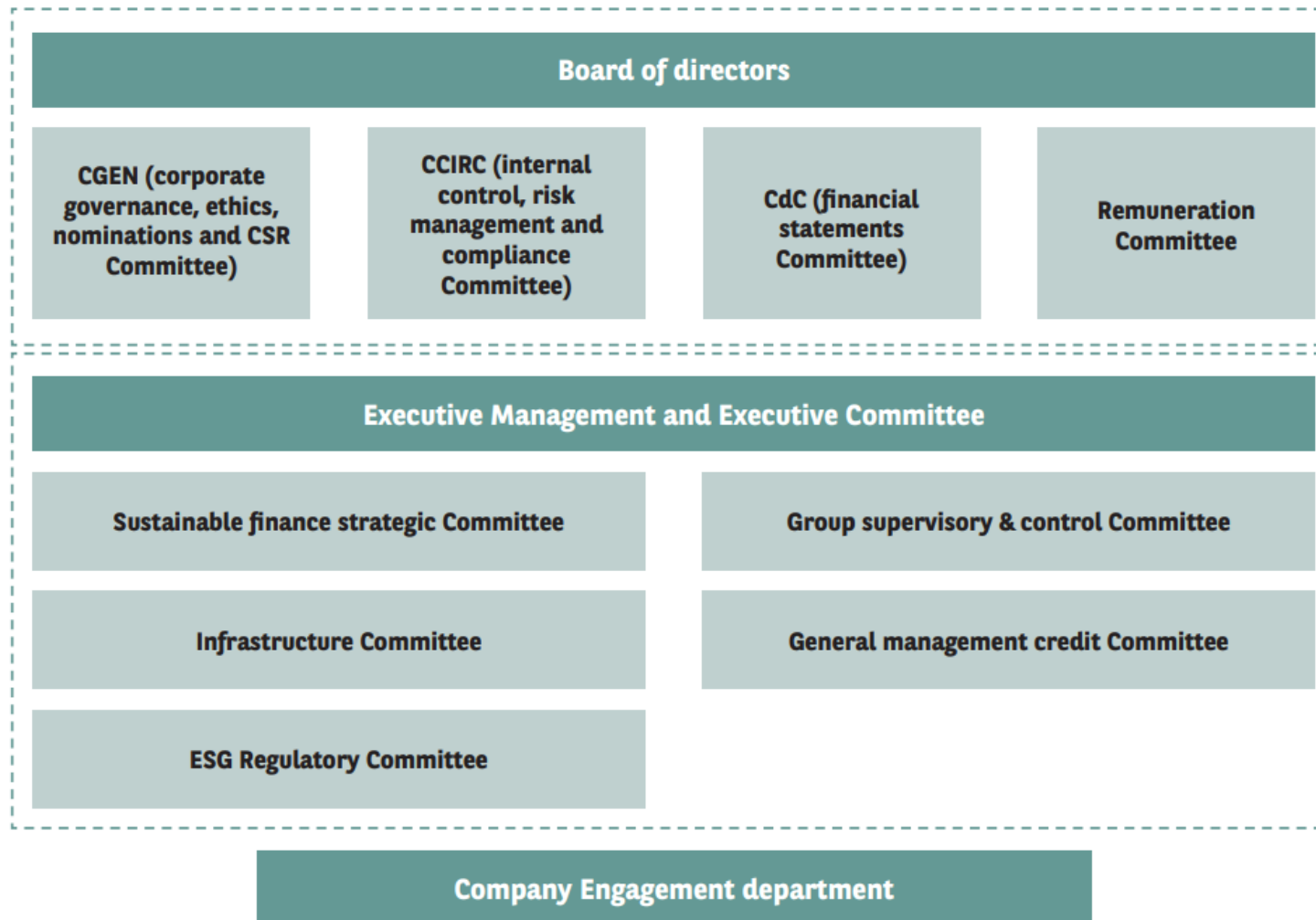
Thematic	No.	Indicator*	2024	2025 Objective
ECONOMIC	1	Amount of sustainable loans (in billion euros)	133	150
	2	Amount of sustainable bonds (in billion euros)	106	200
	3	Amount of assets under management in open-ended funds distributed in Europe under articles 8 & 9 according to the SFDR (in billion euros)	285	300
SOCIAL	4	Share of women among the SMP population (Senior Management Position)	39%	40%
	5	Number of solidarity hours performed by employees over two rolling years (#1MillionHours2Help)	1,338,394 (in 2023 and in 2024)	1 million hours (over two rolling years)
	6	Share of employees who completed at least four training courses during the year	99%	90%
CVIC	7	Number of beneficiaries of products and services supporting financial inclusion (in millions)	5.0	6.0
ENVIRONMENTAL	8	Amount of the support enabling our clients to transition to a low-carbon economy (in billion euros)	179	200
	9	Amount of financing to companies contributing to protecting terrestrial and marine biodiversity (in billion euros)	5.4	4.0
	10	Greenhouse gas emissions (in tCO ₂ e/FTE)	1.48 tCO ₂ e/FTE	1.85 tCO ₂ e/FTE

Group Sustainability and Incentive Scheme: 20% of more than 9,000 key employees' deferred variable compensation relies on the performance of the 10 CSR performance indicators.

*See CSR Dashboard's indicators' definitions in [BNP Paribas URD 2024](#), page 693



A COMPREHENSIVE GOVERNANCE TO SUPPORT THE SUSTAINABLE STRATEGY

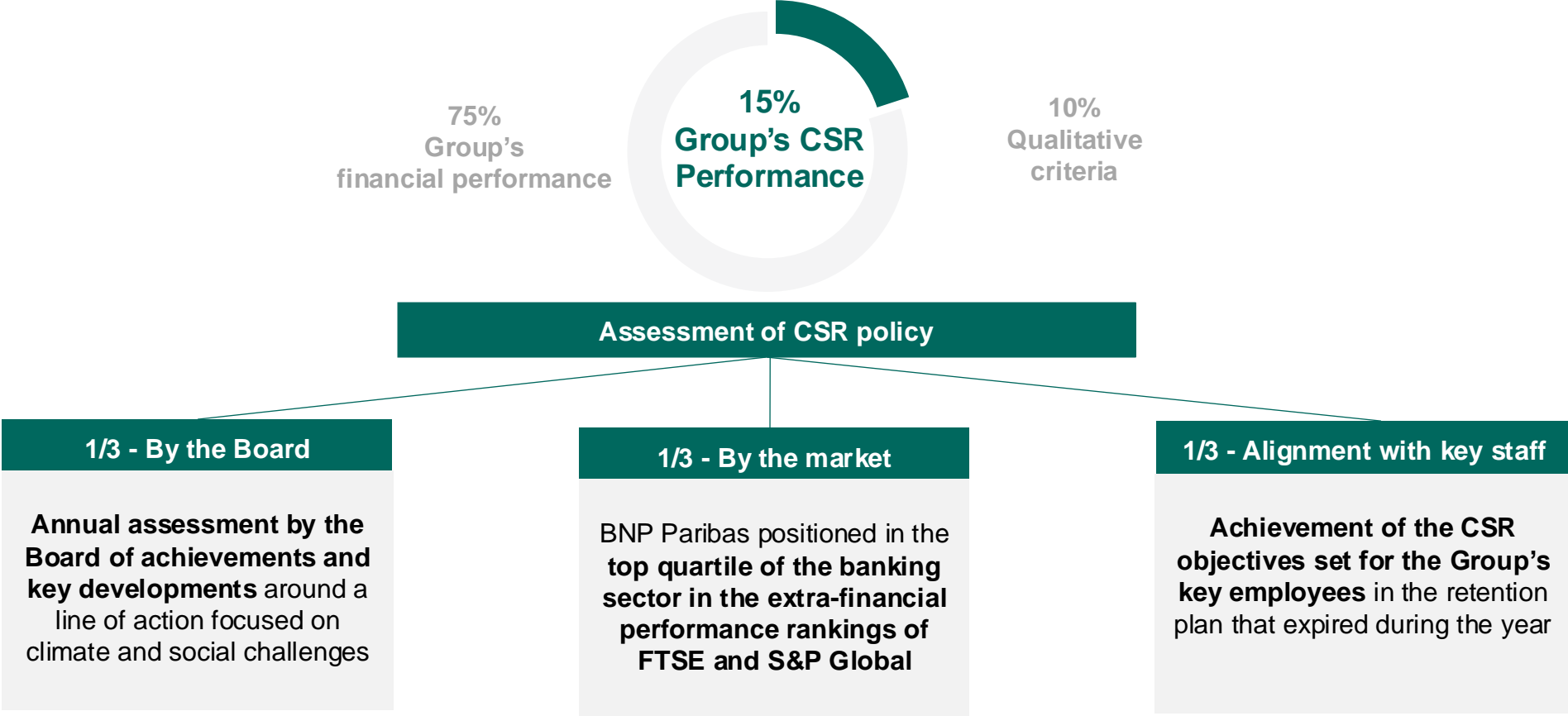


- The Board of directors reviews the Group's CSR strategy and its annual reporting.
- The Executive Management defines the sustainability strategy and is accountable to the Board of directors for it.
- The Head of Company Engagement, member of the Executive Committee, oversees, with its teams, the operational implementation of BNP Paribas' sustainable finance strategy alongside the operating entities.



SUSTAINABILITY PERFORMANCE INTEGRATED IN THE EXECUTIVE OFFICERS' INCENTIVE SCHEMES

A 15% portion of the annual variable compensation of the Executive Officers (the Chief Executive Officer and the Chief Operating Officers) is linked to the Group's CSR performance.

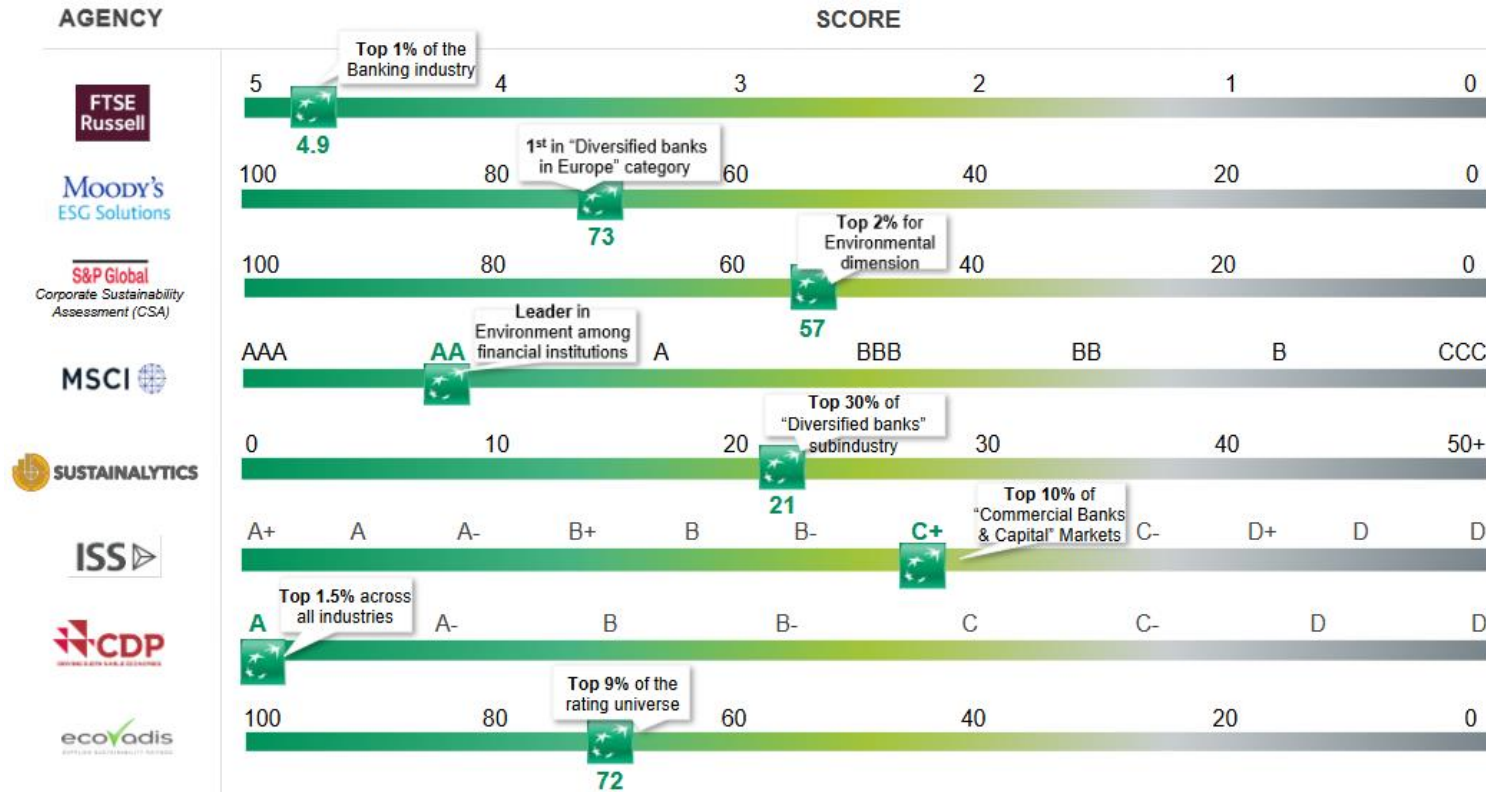


EXTERNAL RECOGNITION OF BNP PARIBAS' CSR STRATEGY LATEST AWARDS

A CONFIRMED LEADING POSITION IN SUSTAINABLE FINANCE

In 2024, BNP Paribas ranks **N°1 worldwide in sustainable bonds and loans*** for the **2nd consecutive year**, with USD 69.2 billion.

LATEST EXTRA-FINANCIAL RATINGS (as of April 2025)



- **EUROMONEY** – 2024 “World’s Best Bank for financial inclusion”
- **IFR** – 2024 “ESG Financing House” for the 2nd consecutive year
- **ENVIRONMENTAL FINANCE** – 2024 “Leader manager of the year, sustainability bonds” and “Loan sustainability coordinator of the year”
- **ENERGY RISK** – 2024 “Sustainable finance house of the year”
- **CORPORATE KNIGHTS** – 2025 “Global 100 Most Sustainable Corporations” for the 11th consecutive year and only French bank
- **Top Employer Europe 2025**
- **Equileap, 2024** – 1st bank and Top 8 in France, 58th place in worldwide Top 100



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* Dealogic 2024: total GSS bonds (green, social, sustainable, and sustainability-linked bonds) and GSS loans (green, social, ESG-linked and sustainability-linked loans)

ENGAGING WITH CLIENTS TO ACCOMPANY THEM IN THE TRANSITION TOWARDS A SUSTAINABLE AND LOW- CARBON ECONOMY

IN A NUTSHELL



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LAST QUARTER'S ESG HIGHLIGHTS

November 2024 – January 2025



WATER MANAGEMENT

Blue bond

Saur successfully priced a blue bond for **EUR 550 million**

Joint global coordinator

- The **first blue bond issued by the first French corporate and European water utility** was significantly oversubscribed.
- The proceeds will fund **eligible blue projects**, aligned with ICMA green bond principles and World Bank's International Finance Corporation blue finance guidelines.



RENEWABLE ENERGY

Green bond

EnBW successfully issued **EUR 1 billion green bond**

Global coordinator and joint bookrunner

- The proceeds of the green bond will be used to support the **development of future energy infrastructure**.
- EnBW is constructing around 1.5 GW of renewable energy set to connect to the grid by the end of 2025, while also building **three hydrogen-ready gas-fired power plants** to replace old coal-fired units.



LOW-CARBON MOBILITY

"EU GB" Green bond

Île-de-France Mobilités issued the first **EUR 1 billion public sector "EuGB" green bond**

Green Co-structurer

- This inaugural European Green Bond will fund EU Taxonomy-aligned low-carbon transport projects to **modernise the network, renew the electric rolling stock, and deploy low-emission buses and electric bicycles**.



ENERGY EFFICIENCY

Green bond

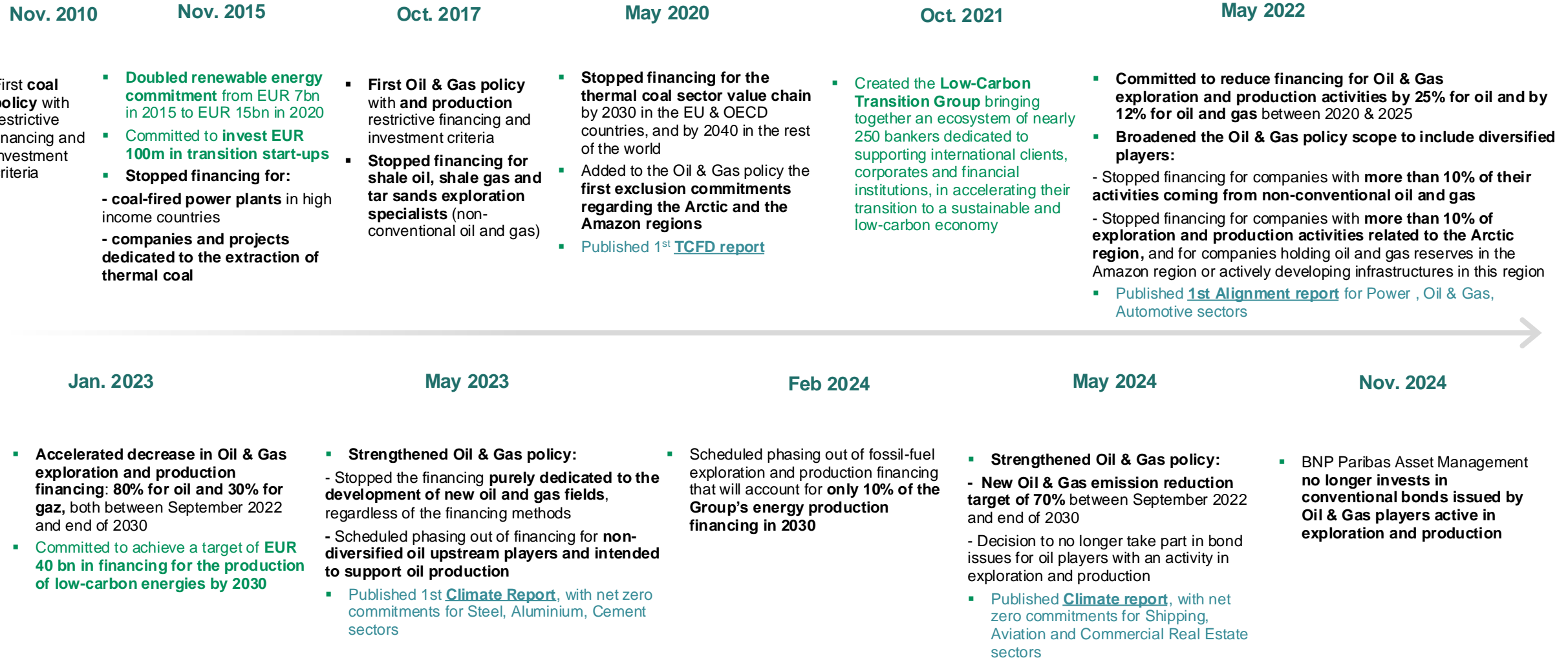
Hera issued a new **EUR 500 million green bond**

Bookrunner

- This is Hera's fourth green bond, which will finance **projects related to integrated water cycles, circular economy initiatives, and energy efficiency**.
- This bond aligns with the ICMA principles and the EU Taxonomy, further establishing the company as a leader in sustainable finance.



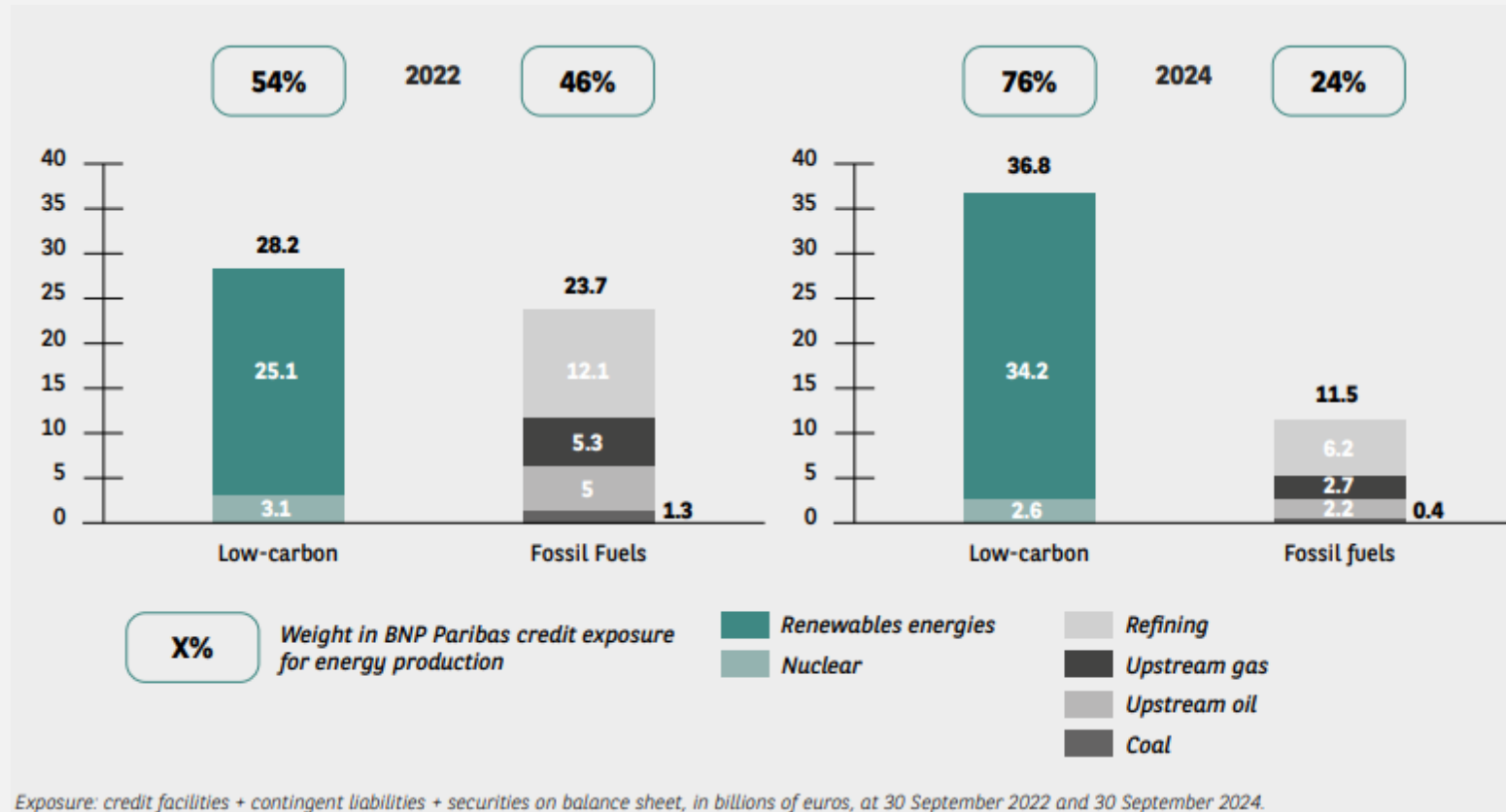
A LONG-STANDING COMMITMENT AND CONCRETE ACTIONS FOR THE ENERGY TRANSITION



SHARP ACCELERATION IN FINANCING LOW-CARBON ENERGY AND EXITING FOSSIL FUELS

€179Bn dedicated to the transition of clients to a low-carbon economy since 2022 (target of €200Bn by 2025)¹

BNP Paribas ratio of EUR 3.18² in low-carbon energy financing for each euro in fossil fuel financing, above the sector average at 0.89



1. Cumulative at year end amount of support between 1 January 2022 and 31 December 2024 identified as contributing to the transition towards a low-carbon economy, based on an internal classification system. This amount includes sustainable loans and bonds, as well as financial support provided in some cases in the form of private issues, financial advice and introductory public offerings;

2. Bloomberg NEF, Energy Supply Banking Ratio, January 2025.



ALIGNING OUR PORTFOLIOS WITH OUR NET-ZERO COMMITMENT

IN A NUTSHELL

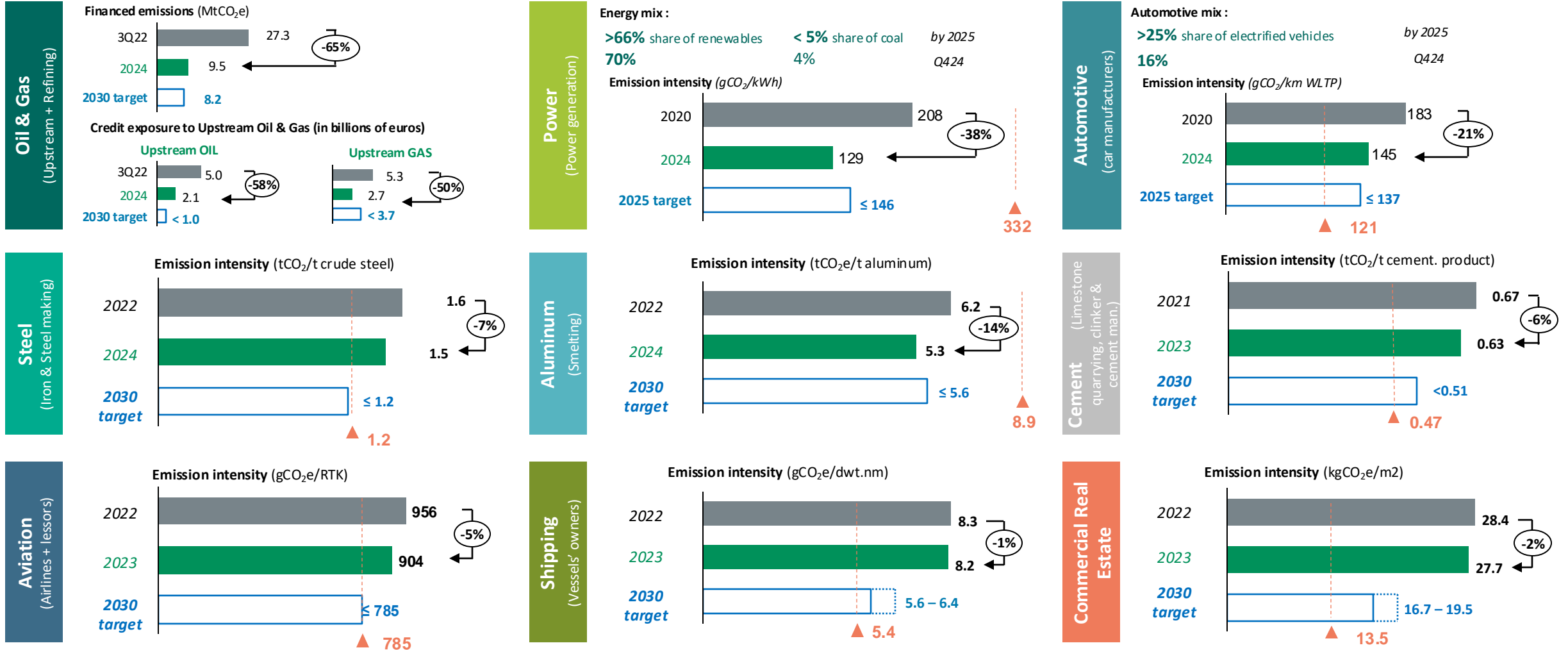


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CREDIT PORTFOLIO: BNP PARIBAS IS ON TRACK TO REACH ITS NET-ZERO TARGETS FOR 9 SECTORS

GHG emission intensity evolution as of Q4 2024 or Q4 2023



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



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La banque d'un monde qui change

■ Baseline ■ Latest actual metric □ Target

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■ Classification : Internal

INVESTMENT PORTFOLIOS: MAIN NET-ZERO TARGETS OF BNP PARIBAS ASSET MANAGEMENT AND BNP PARIBAS CARDIF



- Reducing **the carbon footprint of investments** (scopes 1 & 2) vs. 2019:

-30% by 2025 and **-50%** by 2030

- Aligning investments with **net-zero**:

60% by 2030 and **100%** by 2040



- Reducing **the carbon footprint** (scopes 1 & 2) of **equity and corporate bond portfolios held directly** between 2020 and 2024:

At least **-23%**

- Reducing the **carbon intensity** (scopes 1 & 2) of **office buildings held directly** between 2020 and 2020

At least **-12%**

- Achieving an **emission intensity of the Power Generation activities held directly in its equity and bond portfolio of under 125 gCO₂/kWh** between 2022 and 2024

STRENGTHENING OUR SUSTAINABILITY CULTURE AND EXPERTISE, STEERING TOOLS, PROCESSES & SET-UPS

IN A NUTSHELL



EMPLOYEES' TRAINING AS A KEY FACTOR FOR TRANSFORMATION

The **Sustainability Academy** platform embodies the Group's ambition to equip all its employees with the knowledge and skills necessary to achieve its objectives in terms of sustainable development and finance.

Pulse surveys

Between **77%** to **82%**

of Group's employees are **proud** of BNP Paribas' / their entity's contribution to Sustainable Finance

(based on 18 entities = 50% of the Group's employees)



Sustainability
Academy

≈ **133,000**

employees have been **trained at least once** since the launch of the platform at the end of 2022

> **77,000 in 2024 alone**

2,5

hour of training in average for each trained employee on sustainable finance

25%

of new joiners were trained in the last 6 months

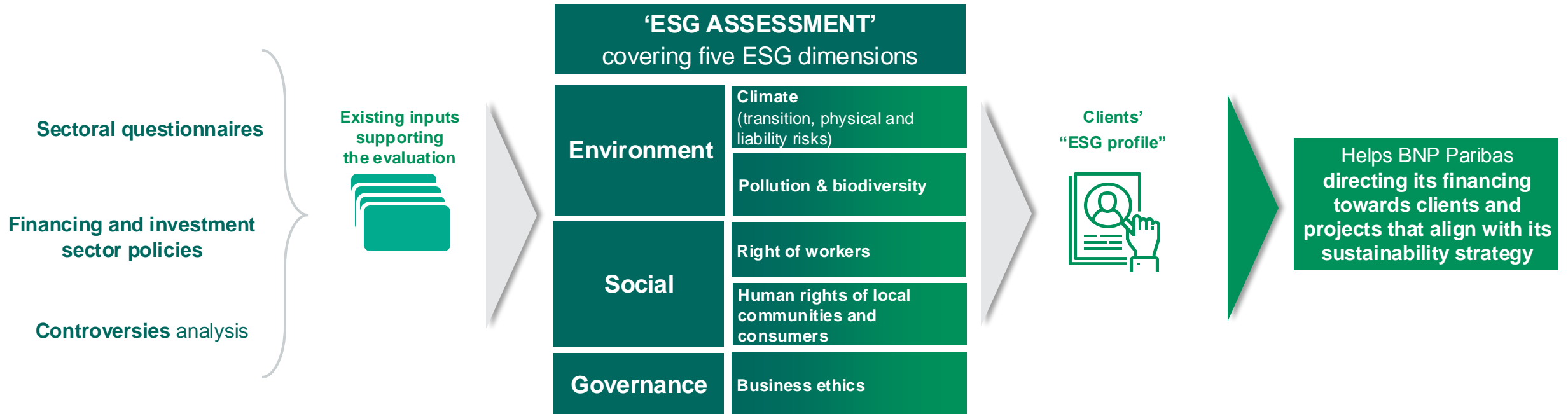
Figures at end-2024



THE 'ESG ASSESSMENT' TOOL TO ASSESS AND MONITOR THE ESG PROFILE OF CLIENTS

Developed for companies and financial institutions, it provides since 2021:

- a **more systematic and comprehensive review of ESG topics** throughout the credit chain (onboarding, grant of a credit, monitoring, reporting);
- an **overview of the client's ESG profile**.



Initially launched on the large corporate segment, the ESG assessment framework was **extended in 2024** to relevant medium-sized corporate clients (companies with a turnover higher than EUR 50 million, selected on risk-based criteria) and to financial institutions with tailored questionnaires.



OFFERING OUR EMPLOYEES AN ENVIRONMENT AND PATHWAYS ADAPTED TO THEIR EXPECTATIONS : 2024 OVERVIEW

ETHICS AND INCLUSION



Share of women in Senior Management Positions **39%**
2025 target : 40%



Share of Women among Talents **53%**
(Top, Advanced, and Emerging)



Inclusion Days 2024 **22k**
Number of participants
200 events



Overall engagement score **85/100**
Consolidation of 2024 surveys covering 90% of the employees

EMPLOYEE EXPERIENCE



Number of solidarity hours performed by employees **1,338,394 h**
2025 target : 1 million
hours over two rolling years
(2023 + 2024)



Share of employees who receive an adequate wage* **100%**



Share of employees benefiting from an Employee Assistance Program **93%**



Share of employees covered by a paternity leave scheme **85%**
Allowing for 6 days of paid leave

HUMAN CAPITAL



Share of employees who completed at least 4 training courses **99%**
2025 target: 90%



Average number of hours of training per employee **27 h**



Number of employees trained by Sustainability Academy **>75k**



Number of employees trained at least 7 hours on Tech field **15k**



Score: 71%
In France: Top 1 Bank (Top 8 overall sectors)
Worldwide: 58th place in top 100, over 3,500 companies assessed



Signing of the new Global Agreement with UNI Global Union (International trade union federation) on 4th November 2024 strengthening the fundamental rights and the Group's global social framework applicable to all Group employees

*adequate wage: level of salary that enables to cover the basic needs of an employee and their family, particularly in terms of housing, food, health, education, transport, means of communication, and precautionary savings, based on an external Fair Wage Network database





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THANK YOU

Useful links:



- [2024 URD](#)
- [BNP Paribas supporting its clients' transition \(March 2025\)](#)
- [CSR publications' page](#)
- [Governance and CSR investors' website page](#)

