CSR 2018 HIGHLIGHTS

LAURENCE PESSEZ, GLOBAL HEAD OF CSR NOVEMBER 13-14, 2018



The bank for a changing world

BNP Paribas' CSR strategy, well-recognised by extrafinancial agencies and independent experts

Main Extra-Financing Ratings



No.1 out of 31 companies in the sector of "diversified banks in Europe" according to Vigeo Eiris' 2018 rating (70/100 as of September 2018)

Top 20% of the sector "Banks" in RobecoSAM's 2018 rating (among 27 out of 201 banks listed in the DJSI World universe, as of September 2018)

BNP Paribas received a score of **A** in **MSCI ESG Ratings** (December 2017) Corporate Responsibility rated by ISS-OEKOM>

No.5 out of 244 companies rated by ISS-Oekom in the Commercial Banks & Capital Markets sector in 2018 (C Prime as of July 2018)

BNP Paribas was recognized "leader" in Sustainalytics' 2018 ESG rating (79/100 as of July 2018)

BNP Paribas received a score of A- in the Carbon Disclosure Project 2017 ranking (December 2017)

Member of Sustainability Indices

MEMBER OF Dow Jones Sustainability Indices In Collaboration with RobecoSAM (

BNP Paribas is listed in the Dow Jones Sustainability Index World (2018)



BNP Paribas is listed in Euronext-Vigeo Eiris indexes World 120, Europe 120, Eurozone 120, France 20 (2018)



Other CSR awards and rankings



BNP Paribas among the 2018 "Global 100 Most Sustainable Corporations" ranking (36th)



'Best Corporate Social Responsibility Banking Group Europe 2017' in Global Banking & Finance Review's ranking ShareAction

European leader in managing climate risks according to the NGO ShareAction (promoting responsible investment)









World's Best Bank for Sustainable Finance



A Committed Bank: 4 pillars and 12 commitments

A BANK COMMITTED TO A BETTER FUTURE 4 PILLARS – 12 COMMITMENTS

OUR ECONOMIC RESPONSIBILITY

FINANCING THE ECONOMY IN AN ETHICAL MANNER

- Investments and financing with a positive impact
- Ethics of the highest standard
- Systematic integration and management of environmental, social and governance risks

OUR SOCIAL Responsibility

DEVELOPING AND ENGAGING OUR PEOPLE RESPONSIBLY

- Promotion of diversity and inclusion in the workplace
- S A good place to work and responsible employment management
- A learning company supporting dynamic career management

OUR CIVIC RESPONSIBILITY BEING A POSITIVE AGENT FOR CHANGE

- Products and services that are widely accessible
- Combat social exclusion and support human rights
- Corporate philanthropy policy focused on the arts, solidarity and the environment

OUR ENVIRONMENTAL RESPONSIBILITY

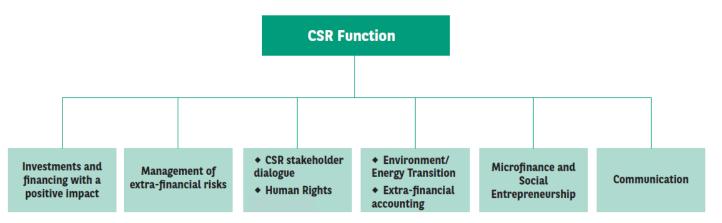
COMBATING Climate Change

- Partnering with our clients
- in the transition to a low carbon economy
- Reduce the environmental impact of our operations
- Advance awareness and sharing of best
 - environmental practices



Strengthening of the CSR function

- Within the Board of Directors, the "Corporate Governance, Ethics, Nominations and CSR Committee" is in charge of ethics, sustainability and CSR since the Annual General Meeting of May 2016.
- As of 1st September 2017, CSR is overviewed by the new Company Engagement Department directly represented on the Group's executive Committee. This new department works with all BNP Paribas business lines, in order to define and implement the company's engagement strategy relating to key fields for the future of our society: economic development; the environment and energy transition; social inclusion and regional development; diversity and respect of human rights... This strategy is presented in <u>BNP Paribas' 2020 Engagement Manifesto</u>.



- CSR Department is relying on support from correspondents within the Business Divisions, Subsidiaries, Functional departments and strategic geographical areas (130 FTEs spend all or a majority of their time on CSR matters within BNP Paribas)
 - ✓ One representative on the Entity Comex
 - ✓ One Head of CSR (frequently as part-time post)
- ... and an internal network of **≈ 300 experts**
 - ✓ Environment, SRI, Microfinance and Financing and Investment policies

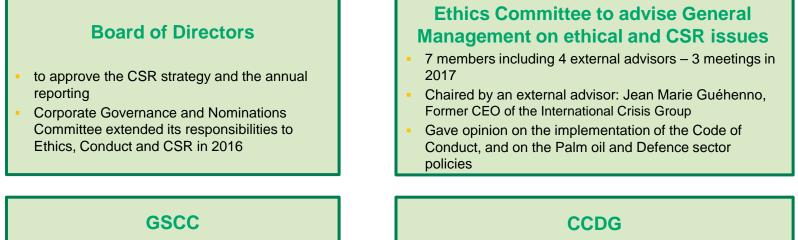


A comprehensive CSR governance

Executive Committee to define the CSR strategy

Recent examples:

- Commitment to carbon neutrality validated in May 2017
- ✓ Updated version of the Commitments for the Environment validated in October 2017
- New investment and financing policy in the unconventional oil and gas sector validated in October 2017



(Group Supervisory and Control Committee)

- to validate financing and investment policies
- Example: Exclusion of tobacco companies in November 2017

CCDG (General Management Credit Committee)

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



A CSR strategy firmly aligned with the UN Sustainable **Development Goals**





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17 PARTNERSHIPS

8

Our key CSR performance indicators 10 out of 13 KPIs already achieved at end-2017



Group Sustainability and Incentive Scheme: 20% of the 6,300 Top Managers' deferred variable compensation relies on the performance of 8 CSR performance indicators

* Training deployed in 2016 for a reduced target of employees

| | | Indicator | 2015 baseline | 2016 value | 2017 value | 2018 Economic |
|---|---------------|---|--------------------------------------|----------------|----------------|--|
| S | | Share of loans to companies contributing strictly to the achievement of UN Sustainable Development Goals | 15% | 16.6% | 16.5% | Maintain at least at 15% |
| s | objective | Percentage of employees trained on an ethics-related issue | No baseline action starts in 2016 | 96.3% | 96.2% | Over 80% |
| | | Share of loans to companies subject to an environmental and social management system which is specific to the concerned activity | 25% | 28% | 54.9% | 40% |
| s | ial | Percentage of women among the members of cross- functional executive committees across business lines and/or countries (out of a population of around 500 people) | 21% | 24% | 25% | 23% (25% in 2020) |
| | Social | Percentage of employees having at least 14 weeks of paid maternity leave and/or six days of paid paternity leave | 74% | 81% | 82% | 85% |
| | | Percentage of employees reporting having been trained (any format, including e-learning) over the past 12 months | 74% | 85% | 86% | 90% |
| | | Annual number of beneficiaries of microloans distributed by microfinance institutions financed by BNP Paribas (on a prorata basis of the financing issued by BNP Paribas) | 250,000 | 309,000 | 289,000 | 350,000 |
| | Civic | Percentage of employees contributing directly to the promotion of human rights who have received a specific training | No baseline action starts in 2016 | 13%* | 70% | 80% of the target population (around 3,000 people) |
| ¥ | | The BNP Paribas Group's annual sponsorship budget | €38.6M | €40.4M | €40.2M | Average yearly budget over the 2016-2018 period greater or equal to the 2015 budget |
| | ental | Financing for renewable energies | €7.2 billion | €9.3 billion | €12.3 billion | €15 billion in 2020 |
| | Environmental | Greenhouse gas emissions | 2.89teqCO ₂ /FTE | 2.72teqCO2/FTE | 2.54teqCO2/FTE | 2.41teqCO ₂ /FTE in 2020 |
| | Envi | Number of people made aware of climate issues by BNP Paribas | 70,000 | 116,000 | 60,698 | 140,000 over the period 2016-2018 |
| | Governance | Percentage of employees with a positive opinion of how the Group discharges its social and environmental responsibility and its commitments as a responsible bank (new question introduced in the GPS) | 69% | 70% | 73% | 72% |



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HIGHLIGHTS



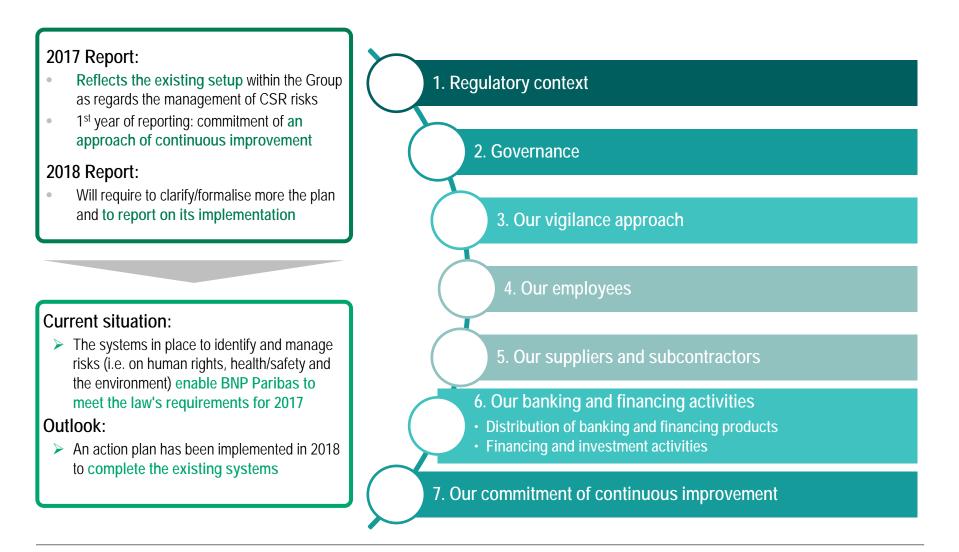
2017-2018 highlights

- 155 billion euros as of end 2017 vs. 135 as of end 2016, in financings to support energy transition and sectors considered as directly contributing to SDGs*
- Support to social companies, microfinance and associations for 5.1 billion euros as of end 2017
- Partnership with the Bill & Melinda Gates Foundation: call for projects for 600 African & European researchers to support climate change research in Africa (5-year \$15m programme)
- 5,8 billion euros of green bonds for which BNPP was joint lead manager for its clients in 2018**
- Allocation of 12.3 billion euros to renewable energies as of end 2017 (+32% vs. 2016)
- Carbon neutrality as of end 2017 for BNPP operational scope
- End of financing of companies & infrastructures whose main activities are linked to shale gas and/or shale oil and/or oil sands, as well as projects dedicated to the exploration and production of oil and gas in the Artic region
- End of financing and investment activities for tobacco industry companies
- Signature of the Tobacco-Free Finance Pledge, collaboration between health and financial sectors, governments and civil society to accelerate progress towards a tobacco-free future

* Including sustainable bonds' placement and CSR funds; ** as of end September 2018



Preparation of the Group's Vigilance Plan in compliance with French regulations





New CSR regulations and initiatives

- BNP Paribas already complies with the reporting requirements of article 173 of the French Energy Transition for Green Growth Act
- BNP Paribas Cardif and BNP Paribas Asset Management report on the carbon impact of their funds, in line with the article 173 of the French Energy Transition law
- BNP Paribas is preparing to comply with the European Directive on Non-Financial Reporting as transposed into the French law
- BNP Paribas is compliant with the article 225 of the Grenelle II Act in France, and the Group already consolidates its data in its annual Registration Document (with a dedicated section on ESG risk management);
- An update of its Registration Document is planned in line with this new regulation by 2019 for 2018 exercise (business plan integration, materiality analysis...)
- European Commission's Action Plan on Financing Sustainable Growth
- BNP Paribas has appointed a representative, Helena Vines Fiestas (head of Sustainability Research at BNPP AM), to participate in the technical expert group (30 people representing a wide range of financial, economic as well as academic actors and NGOs)



1 FINANCING THE ECONOMY IN AN ETHICAL MANNER

Investments and financing with positive impact

Ethics of the highest standard

Systematic integration and management of environmental, social and governance risks



Pursuing our active contribution to the achievement of the UN Sustainable Development Goals



- 155 billion euros as of end 2017, vs. 135 as of end 2016, in financings to support energy transition and sectors considered as directly contributing to SDGs*
- The target is to reach 185 billion euros by 2020, with an increase of 10 billion euros in average between 2018 and 2020

5.1 Bn€: amount as of 2017 of BNP Paribas' support to associations and social enterprises (investments for third parties, financing, sponsorship and volunteering) contributing to the SDG #10 "Reduced inequalities"

The target is to reach 6 Bn€ by 2020

165,000 hours as of end 2017 of skill-based volunteering hours dedicated by BNP Paribas' employees

The target is to reach 1 million hours by 2020

* Including sustainable bonds' placement and CSR funds



Positive Incentive Loans

- Positive Incentive Loans (PIL) are loans for which the bank will improve the rate according to the achievement of environmental and social criteria
- > The advantage is to be able to tailor the PIL and therefore get very close to the client's strategy







- Criteria of ESG performance
- This underlying is the way most PIL have been structured to this day

ESG criteria on its whole supply chain





- Criteria of ESG performance
- % of turnover B-Corp certified
- Alignment of their CO₂ emissions' evolution with their commitment to SBTI*



Social Impact Bonds

- Social Impact Bonds are an innovative financial product creating value for both our clients and businesses, whose performance is directly linked to the social impact achieved
- Since 2016, 7 out of 13 Social Impact Bonds labelled by the French State are structured by BNP Paribas, of which:

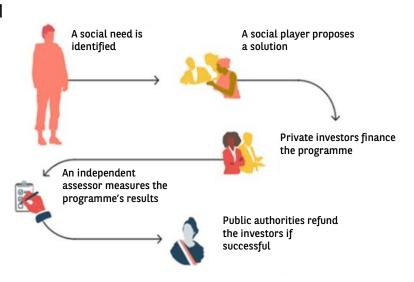
3 already signed:

- Adie (employment in rural areas) in 2017 for a global amount of €1.5M
- Wimoov (travel better, improve employability) in 2018 for €750,000
- Fondation d'Auteuil (child protection) in 2018 for €2.5M

3 to be signed:

- Article 1 (fight against school dropout)
- La Cravate Solidaire (coaching for job interviews)
- Solidarités Nouvelles face au Chômage (social inclusion)

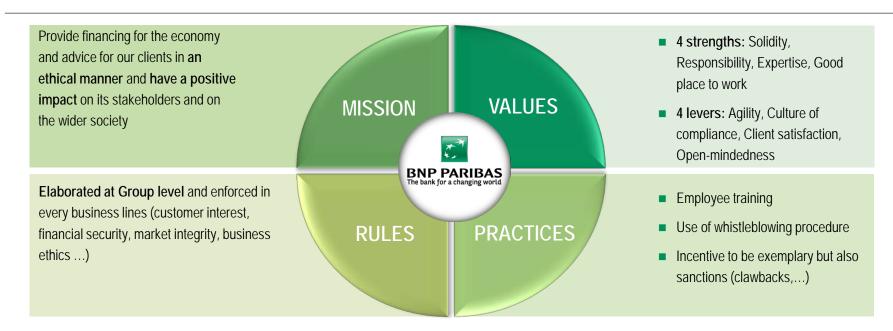
BNP Paribas, leader on the SIB French market

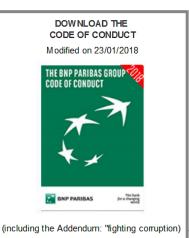


- In addition, 2 SIB structured in the US:
- State of Connecticut (child protection by helping ensuring family stability) for a global amount of \$11.2M
- NY & Massachusetts (improve veterans employment outcomes) for \$ 5.1M



Upholding the highest standards of conduct and ethics





BNP Paribas complies with the law relating to transparency, anti-corruption and the modernisation of the economy ("Sapin II"), with the UK Bribery Act and the U.S. Foreign Corrupt Practices Act

- As employees, we all have the duty and the responsibility to support the Group in its commitment and to comply with the framework to prevent and fight corruption and influence peddling
- > To that end, specific training sessions are provided. At end of 2017, **96.2%** of Group employees were trained on an ethics-related issue, including the Code of Conduct.
- A Code of Conduct on Fighting Corruption, integrated into the Group Code of Conduct, provides definitions as well as examples to illustrate prohibited behaviours. In case of violation of this Code, employees face disciplinary measures.

Source: https://group.bnpparibas/en/group/governance-compliance/compliance

Implementation of a new sector policy at the end of 2017 to manage non-conventional Oil & Gas activities

Overall background Sector policy What > Shale gas, shale oil and oil sands December 2017: > The **pipelines** transporting non-conventional oil and gas Entry into force of the Sector Policy on and the terminals for exporting LNG (liquefied natural non-conventional oil and gas gas) fed by non-conventional gas The exploration and production of oil and gas in the Arctic region End of relations with producers whose main activities are the exploration or production of shale gas and/or shale oil and/or oil sands Why > Since the Paris Agreement, the world is committed to End of relations with customers whose main move towards a low-carbon world, and BNP Paribas activity is trading in shale gas and/or shale oil intends to support this movement and/or oil sands Difficult access to non-conventional oil and gas makes End of financing for projects primarily dedicated their production and use more likely to generate to the land transport of shale gas and/or shale oil negative impacts on the environment and/or oil sands, and LNG terminals dedicated to Numerous infrastructure projects (LNG pipelines and the export of shale gas terminals) stimulate demand and should intensify The policy is worldwide and affects all BNP production Paribas Group employees, although the BNP Paribas' objective is both to manage this sector and immediate impact will be felt more strongly in support its customers in their own energy transition North America approach



2 DEVELOPING AND ENGAGING OUR PEOPLE RESPONSIBLY

Promotion of diversity and inclusion in the workplace

A good place to work and responsible employment management

A learning company supporting dynamic professional path management



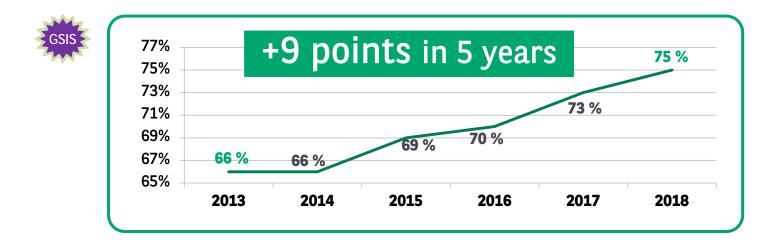
World social agreement with UNI Global Union

- BNP Paribas signed on the 18th September 2018, at the premises of the OECD and in the presence of representatives of the French Ministry of Labour, <u>an agreement with UNI Global Union</u>, the international union in the services sector, relating to fundamental rights at work and the establishment of a global social framework
- The agreement will enable the Bank to further improve the quality of life and working conditions for its 200,000 employees over 73 countries, on the following main topics:
 - Human rights, social dialogue and trade union rights
 - Social and environmental responsibility
 - Employment management and skills
 - ✓ Gender equality
 - Promotion of diversity and inclusion
 - Prevention of and fight against moral and sexual harassment
 - Health and quality of life at work
- The signing of this agreement is based in particular on the strong practice of social dialogue at European level within the Group, with three European agreements in force (Employment, Gender Equality and Psychosocial Risks Prevention)
- At Group level, 4,392 official meetings took place in 2017, with 271 collective agreements signed in 29 countries



Results of the 2018 Global People Survey

- A dedicated indicator integrated into the Group Sustainability and Incentive Scheme, i.e. the CSR performance indicators accounting for 20% of the 6,300 Top Managers' deferred variable compensation
- Percentage of employees having a favourable opinion on the way the Group conducts its corporate responsibility and its commitments as a responsible bank"





Our social responsibility: why BNP Paribas makes a difference (1/2)

> A new **Code of conduct** (2018) with an application of the most rigorous standards on workplace conduct and the rejection of all forms of discrimination, intimidation or sexual harassment

Diversity:

- Board of directors: 6 women (of which 1 elected by employees) out of 14 members as of September 2018
- In 2017, BNP Paribas participated to the elaboration of a new international code of conduct for the inclusion of LGBTI people
- In France, only bank with the Diversity Label and to have signed the LGBT Charter from L'Autre Cercle
- Coordination for the signature of the first Diversity Charter (Ivory Coast, Germany)
- 20,000 employees involved in the networks



Gender equality:

 BNP Paribas is included in professional equality-specific indices such as the Bloomberg Financial Services Gender Equality Index (BFGEI) and Pax Ellevate Women's Index Fund



> Worldwide commitment:

• The Group committed that 85% of total staff will benefit from 14 weeks of maternity and/or 6 days of paternity leaves, fully paid, by end-2018



Our social responsibility: why BNP Paribas makes a difference (2/2)

- Employment management:
- Total workforce end-2017: 196,128 FTEs
- 21,921 staff recruited worldwide in 2017 (+8% compared with 2016) on permanent contracts
- Top Employer Europe certification in 7 countries (France, Belgium, Luxembourg, Italy, Poland, Turkey and Spain)
- BNP Paribas' employment management always favors mobility and training throughout the world



- Mobility:
- 5,512 transfers between entities and business lines in 2017
- With communication, an active community on mobility and an increased deployment of internal mobility tools
- With International "Mobility Days" for the 4th consecutive year, organised over 35 countries
- Training:
- 98% of the employees trained, with on average 25 hours of training per employee & objectives set
- A clear increased may be observed in training on "Business lines and functions" (+5 points) and "Know your Data" training (+8 points)



3 BEING A POSITIVE AGENT FOR CHANGE

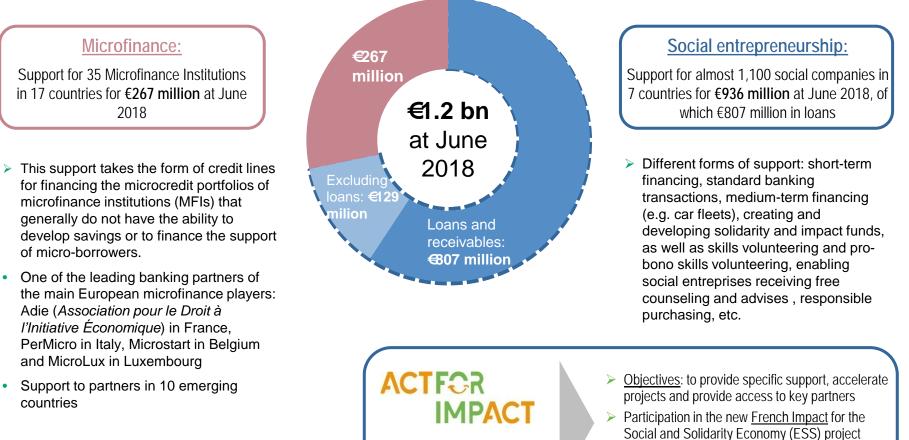
Products and services that are widely accessible

Combat social exclusion and support human rights

Corporate philanthropy policy focused on the arts, solidarity and the environment



A leadership position in support for microfinance and social entrepreneurship



Label created by BNP Paribas for social entrepreneurs

The bank for a changing world

BNP PARIBAS

24

announced by the French Government in January

2018

BNP Paribas ends its financing and investment activities for tobacco companies

BNP Paribas' previous position

At the end of 2016, a restrictive position

- **Dialogue with customers** to encourage good practices and end of commercial relations if the practices remained unacceptable
- Limited commitments: no increase in exposure, short term commitments favoured, restrictions in countries known for trafficking

2016-2017, global disengagement movement

- Pension funds (CalPERS, PGB, Asgard, Telstra, BT), banks (ABN Amro, ANZ, BNZ, Westpac), sovereign funds (Retirement Reserve Fund, Irish Sovereign IF), fund managers (AMP Capital, Actiam), insurers and reinsurers (AXA, SCOR) massively disengaged from the tobacco industry
- > Over \$12 Bn has publicly shifted out of tobacco in the last few years
- The rating agency, Vigeo Eiris, downgraded all tobacco companies



In September 2017, the United Nations Global Compact excluded tobacco companies from membership

The Group's new position

On November 24th, 2017, the Group announced that it was ending its financing and investment activities for tobacco industry companies



On 29 November 2017, Jean-Laurent Bonnafé presented the Group's decision at the Business and Human Rights Forum of the United Nations

Human Rights Council

- Tobacco is added to the Exclusion Lists of certain goods and activities of BNP Paribas;
- The decision impacts all commercial relations held by the Group with companies in the tobacco industry, as well as the investments made on behalf of third parties.

On September 26th, 2018, on the sidelines of the 2018 UN General Assembly, Tobacco Free Portfolios launched the **Tobacco-Free Finance Pledge** with over **120 Founding Signatories and Supporters**. They include financial institutions from around the world collectively representing trillions of dollars of capital, including **assets under management of over USD 6.4 trillion, corporate loan books of over USD 1.8 trillion and insurance premiums of over USD 179 billion**. This Pledge marks a new collaboration between the health sector, governments, civil society and global finance actors, among which BNP Paribas. The objective is to accelerate progress towards a tobacco-free future, in line with the UN SDGs, in particular SDG n°3 Health & Wellbeing and SDG n°17 Partnerships.



4 COMBATING CLIMATE CHANGE

Partnering with our clients in the transition to a low carbon economy

Reduce the environmental impact of our operations

Advance awareness and sharing of best environmental practices

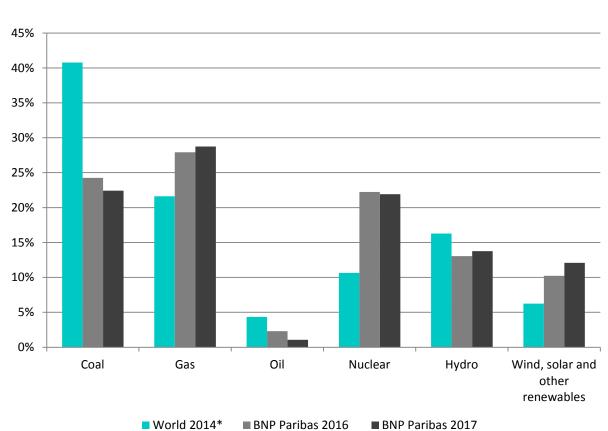


BNP Paribas has started to take steps to implement the TCFD recommendations

| | Governance | Strategy | |
|---|---|--|--|
| • | Climate-related risks taken into account at Board level and through a dedicated Board Committee (the CGEN) Climate-related issues directly brought before the Group's Executive Committee through a representative | BNP Paribas is committed to align with the 2° scenario and has taken steps to: | |
| • | Creation of a new Environment & Energy Transition team at Group CSR level to manage BNP Paribas' climate strategy Deferred variable compensation of over 6,300 Group top managers partly indexed on CSR performance (20%) including climate-related criteria: financing for renewable energies / evolution of GHG emissions | Finance the energy transition (increase financings of renewable energies, decrease exposure to coal, develop innovative financing & investment solutions) Mitigate business risks linked to the energy transition (sectorial policies on coal and unconventional O&G) | |
| • | RISK function to act as a second line of defence for all credit and investment decisions, with climate-related risks included in their Risk Appetite Statement Risk Management | Be carbon neutral on its own operations Metrics and Targets | |
| • | Participation to the UNEP FI initiatives on the implementation of the TCFD recommendations (measurement of the effects of transition risks on lending portfolios, assessment of climate-related physical risks) Implementation of a carbon risks analysis Testing of a new internal methodology to assess ESG performance on corporates | Calculation of the energy mix financed by the Group (primary and secondary) Tests currently performed with 2°i (consultancy firm) to assess the exposure to climate change of our credit portfolios in 5 sectors and check their alignment with a 2°C scenario | |
| | | They could lead to the implementation of new KPIs | |



Energy transition: a general strategy of guidance



Measuring BNP Paribas' electricity mix compared to the global mix

- 52% fossil sources (gas, coal and oil) vs. 66.7% in global mix*
- 26% renewable sources (hydro, photovoltaic and wind) vs. 22.6% in global mix*
- The electricity mix financed by BNP Paribas has a lower average carbon footprint than that of the world mix
- In line with Paris Agreement, the Group commits to reduce the carbon content of a kWh that it finances in line with the IEA's 450 scenario

* Source: 2013 world data available in IEA's 2014 report



Financing proactively the "green" economy



GREEN CLIMATE

FUND

Renewable energies

- BNPP allocated €12.3 billion to renewable energies at end 2017
- Increase of +32% vs. 2016 (€9.3 billion)
- In line with the 2020 target of €15 billion, which will more than double the €6.9 billion of 2014



In October 2018, the Green Climate Fund Board approved the accreditation of BNP Paribas



Pointing savings towards Energy Transition

- BNPP Asset Management
- BNP Paribas Green Business (launched in 2018): 10% will be invested in a fund that directly invest in SME in the Energy Transition and the other 90% will be in companies fighting climate change



Carbon offsetting

- BP2S ClimateSeed to be launched by end 2018
- Facilitation of carbon emissions offsetting both for corporates and asset managers











Developing sustainable products

- ➤ 16.1 Bn€ of sustainable bonds for which BNPP was joint lead manager for its clients between 2012 and September 2018, mainly "green"**
- > 2018 three first quarters amount 5.8 Bn€
- BNP Paribas ranks number 1 worldwide of green bonds issuers (as of end of Sept 2018)

Energy efficiency for individual customers

- ➢ Personal Finance : 2Bn€ of outstanding
- BNPP Fortis proposes a better rate (1.95%) for renovation impacting energy consumption: market share x2

Supporting innovation

- ➤ 100 M€ to be invested by 2020 in innovative startups active in the energy transition, of which 28.9m€ already invested as of November 2018. For example:
 - <u>Heliatek</u> (solar thin films)
 - <u>Sunna Design</u> (off grid solar street light)
 - <u>STEM</u> (behind-the-meter storage)
 - <u>Demeter Venture</u> (seed fund for start-ups in the field of energy transition)

* European Emission Trading Scheme (2 Bn allowances traded, Governance auctions) ** Renewable Energy, Energy Efficiency or Mobility



BNP Paribas has been carbon-neutral for its operational scope since the end of 2017

The implementation of carbon neutrality for the Group is based on 3 focuses:

- 1. **25% reduction in the carbon footprint of employees** between 2012 and 2020 (already -21% in 2017)
- 2. Purchase of low-carbon electricity wherever possible
- 3. Compensation of residual emissions via reduction programmes with partners:
 - Wildlife Works, which preserves and replants forests in Kenya and helps local people to avoid new forest destruction
 - Good Planet, which provides gas bio-composters in India, thus avoiding CO2 emissions and preserving forests, whilst relieving women of the job of collecting wood







THANK YOU!

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