

REFERENCE TABLE FOR MAIN SUBJECTS

This concordance table cross-references data published in the 2013 registration document. BNP Paribas has also formalized the process for establishing its CSR strategy and for defining the objectives of this policy and their materiality. The Materiality Framework is available on the BNP Paribas website (<http://www.bnpparibas.com/en/responsible-bank/csr/strategy/commitments>).

2013 Registration Document	Pages	Global Reporting Initiative Financial Sector Supplement v3.1 *	ISO 26000	PNUE	Principles of the Global Compact	Global Compact - Advanced **
BNP PARIBAS' APPROACH AS A RESPONSIBLE BANK						
The BNP Paribas Charter: our mission, our responsibility	p. 390	2.1, 2.7, FS1, FS3	4.4, 6.2.3, 6.6.3, 6.6.4, 6.6.6, 6.7.3, 6.8.3, 6.8.9	1.1, 1.4, 3.1	1	0.3.3, 9.3, 12.2, 12.3, 12.4, 13.1, 13.4, 19.2, 21.2
Our vision of CSR		1,1		1,3		
Our strategic vision - 4 pillars, 12 commitments	p. 392	EC2	5.2.1, 5.2.2, 6.6.3, 6.6.4, 6.6.6	1.4, 3.1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	1.3, 1.5
The management indicators of CSR	p. 393		4.3, 7.7.2	3,1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	1.3, 8.2, 9.6, 19.5
BNP Paribas' public positions	p. 394		7.3.3	2.1		3.1, 3.2, 3.3, 3.4, 3.5, 6.1, 9.4, 17.2
CSR taken to the highest level in the organization	p. 394		6.2.2	1.2		1.1, 1.2, 1.4, 10.4, 11.3, 18.3, 19.3, 20.2
Progress acknowledged by extra-financial rating	p. 394		7.6.2			0.2.4, 11.2
Dialogue with stakeholders	p. 395	4,14	5.3.3, 7.5.4	3.3, 3.5	1	6.5, 9.5, 21.4, 21.5
OUR ECONOMIC RESPONSIBILITY: Financing the economy in an ethical manner						
Long-term financing for the economy	p. 396					
One of the most solid banks in Europe, planning ahead for the new regulations	p. 396	EC9	6.6.3, 6.7.8, 6.8.7	1,2	10	
An increase in loans to individuals and corporate clients in the Group's four domestic markets greater than GDP growth in these countries	p. 396	EC1, FS7	6.8.7	1,3		
De nombreuses initiatives de soutien au développement économique	p. 397	EC1, FS7	6.8.3, 6.8.7	1,3		
Business ethics	p. 398					
Improve transparency of products and services and strengthen protection of customer interests	p. 398	FS1-2, FS15-16, PR1-2, SO2, SO4	6.7.3, 6.7.4, 6.7.6, 6.7.8	3	10	
Control the impact of financial products and services on society (Defense, essential agricultural commodities, ESG criteria into lending policies, anti-corruption mechanism)	p. 400	FS1-2, FS3, FS5, FS16, SO2-3	6.2, 6.6.3	3,3	1, 2, 10	0.1.1, A.1.2, A.2.4, 10.3, 16.4
A range of responsible credit and savings products	p. 401		6.8.7			
Integrating ESG criteria into credit and savings products	p. 401	FS5, FS11, FS15, EN26	6.6.6, 6.7.9	1.3, 2.7, 3.2, 3.3	2, 4, 5, 7, 8	2.1, 3.1
Designing and promoting Socially Responsible Investment funds	p. 401	FS5, FS15, PR1-2	6.6.6	1.3, 2.7, 3.2, 3.3	2, 4, 5, 7, 8	
Decision-making tools provided to customers	p. 403	FS16, PR1-2	6.6.6, 6.7.3, 6.7.9	2.7, 3.2	1, 8	
Products with a positive impact on society	p. 403	FS13-14, SO1	6.3.7, 6.3.9, 6.8.8			
OUR SOCIAL RESPONSIBILITY : Pursuing a committed and fair human resources policy						
The Group's core values and management principles	p. 404		6.4.2		1, 2, 10	13.3, 21.5
Listening to employees through the Global People Survey	p. 404		5.3.3			
Recruitment and training	p. 405					
Workforce evolution	p. 405	LA1	6.4.3			
Recruitment	p. 406	LA2	6.4.3			

* Managerial approach defined in the GRI G3 guidelines; EC: Economy; EN: Environment; PR: Product Responsibility; LA: Employment, Labour and industrial relations; HR: Human rights; SO: Society; FS: Impact of products and services

** Declaration by financial institutions on the environment and sustainable development, May 1997 text

2013 Registration Document	Pages	Global Reporting Initiative Financial Sector Supplement v3.1	ISO 26000	PNUE	Principles of the Global Compact	Global Compact - Advanced
Absenteeism	p. 408	LA7	6.4.4			
Mobility as the focus of the human resources policy	p. 408	LA5, LA11	6.4.3, 6.4.7	3		
Training policy	p. 409	LA10	6.4.7	3	8	
Diversity	p. 411					
Diversity among executive bodies and senior management	p. 411	LA13-14, EC7	6.3.7, 6.3.10, 6.4.3	1,4	1, 6	
Establishing local and/or regional policies	p. 411	LA13-14, EC7	6.3.7, 6.4.3	1,4	1, 6	
Responsible employment management	p. 414		6.8.7		1, 6	
Quality employee-management dialogue	p. 414	LA 4	6.4.3, 6.3.10, 6.4.5	3,3	1, 3	6.8, 7.3, 8.3, 21.5
Compensation policy compliant with regulations	p. 416	LA3, LA6	6.4.3, 6.4.4	3	1	
Focus on people - Protecting employees' health - Prevention of occupational risks and accidents at work	p. 417	LA6, LA7, LA8, LA9	6.4.6	3	2	6.3, 9.1
Promoting and complying with the fundamental conventions of the ILO on human rights	p. 418	LA6, LA7, LA8, LA9	4.7, 6.4.6, 6.3.10	3	3, 4, 5, 6	3.1, 3.2, 6.1, 6.2, 7.3

OUR CIVIC RESPONSIBILITY : Combating exclusion and promoting education and culture

Combating exclusion and supporting social entrepreneurship	p. 419					
Combating poverty and exclusion, improving financial education for consumers	p. 419	LA13, PR1, FS13-14, FS16, SO1	6.3.7, 6.7.4, 6.8.4, 6.8.9	1,4	1, 6	2.5
"Projet Banlieues" : a strong commitment in France	p. 421	LA13	6.3.7	1,4	1, 6	
Corporate philanthropy policy focused on education, health, culture and solidarity	p. 422					
A structured and inclusive policy	p. 422	EC1, EC6, EC8, LA13	6.8.3, 6.8.4, 6.8.9	1,4	1, 6	16.1
Committed employees showing solidarity - Rescue & Recover Fund	p. 424	FS14, EC1, EC8	6.3.7, 6.8.3, 6.8.9	1	1	16.2, 16.3, 18.2
Respecting the guiding principles on human rights	p. 426					
Employees	p. 426	HR3	6.3.3		1, 2	3.1, 3.2, 3.6
Suppliers and sub-contractors	p. 426	EC6, HR2, HR7	6.3.7, 6.3.10		1	3.1, 5.2
Clients et Communities	p. 426	HR7	6.3.5		1, 3, 4, 5, 6	3.1
Training and raising awareness of human rights	p. 426	FS-4, HR-3	7.5.2		1,2	4.4

OUR ENVIRONMENTAL RESPONSIBILITY : Combating climate change

Committed financing policies in sensitive sectors	p. 427					
The Group's actions to support corporations	p. 427	FS1-2-3, EN5, EN14, EN26	6.5.4, 6.5.5, 6.6.6, 6.7.5	1.3, 1.4, 2.1, 2.3, 2.4, 2.7, 3.1	7, 8, 9	2.1, 2.2, 2.4, 10.3, 10.6, 10.9, 16.4
The Group's actions in support of retail customers and business clients in the fields of real estate and sustainable mobility	p. 429	FS1-2, EN5-6-7, EN14, EN26	6.5.4, 6.5.5, 6.6.6, 6.7.5	1.3, 1.4, 2.1, 2.3, 2.4, 2.5, 2.7, 3.1	7, 8, 9	
Reduce the environmental footprint of our own operations	p. 430					
Assess the impacts and commit the group to precise targets	p. 430	FS1, FS2, EN7, EN26	4.3, 6.5.4, 7.7.2, 7.7.4	2.3, 2.4, 2.6, 3.1	8	11.6
Reduce greenhouse gas emissions	p. 430	FS1, FS2, EN3, EN7, EN16, EN26	6.5.4, 6.5.5, 6.7.5	2.4, 2.7, 3.1	7, 8, 9	11.6
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Reduce waste and recycle it wherever possible	p. 431	FS1, FS2, EN7, EN26	6.5.3, 6.5.5	2.4, 2.7, 3.1	7, 8, 9	11.6
Combat loss of biodiversity and control water consumption	p. 431	FS1, FS2, EN7, EN26	6.5.5, 6.5.6	2.4, 2.7, 3.1	7, 8, 9	11.6
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