

SOCIAL REPORT 2020

BNP PARIBAS SA



GROUP HUMAN RESOURCES



BNP PARIBAS

The bank
for a changing
world

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- 11 - HEADCOUNTS
- 12 - NON-BNP PARIBAS EMPLOYEES
- 13 - RECRUITMENTS
- 14 - DEPARTURES
- 15 - CAREER DEVELOPMENT
- 16 - UNEMPLOYMENT
- 17 - DISABLED PEOPLE
- 18 - ABSENTEEISM
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11 | HEADCOUNTS

All the indicators, with the exception of data concerning promotions, pay rises and remuneration, are based on total headcount (indicator 111-B).

111 | TOTAL HEADCOUNT AS AT DECEMBER 31st (one for one)

2018			2019			2020			
Male	Female	Total	Male	Female	Total	Male	Female	Total	
16,580	21,852	38,432	16,066	21,324	37,390	111-A - Paid headcount*	15,441	20,481	35,922
412	1,222	1,634	407	1,183	1,590	Unpaid absentees	391	1,179	1,570
871	946	1,817	969	989	1,958	Work-study contracts	913	930	1,843
17,863	24,020	41,883	17,442	23,496	40,938	111-B - Total headcount	16,745	22,590	39,335
500	459	959	498	470	968	On secondment in France	475	447	922
399	124	523	378	104	482	On secondment outside France	338	101	439
18,762	24,603	43,365	18,318	24,070	42,388	111-C - Total headcount including employees on secondment	17,558	23,138	40,696

* Including 53 employees received on secondment in 2018, 59 employees received on secondment in 2019 and 61 employees received on secondment in 2020.

111-B | TOTAL HEADCOUNT AS AT DECEMBER 31st PER CATEGORY (one for one)

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
4,436	10,638	15,074	4,123	9,887	14,010	3,690	9,021	12,711
13,427	13,382	26,809	13,319	13,609	26,928	13,055	13,569	26,624
17,863	24,020	41,883	17,442	23,496	40,938	16,745	22,590	39,335

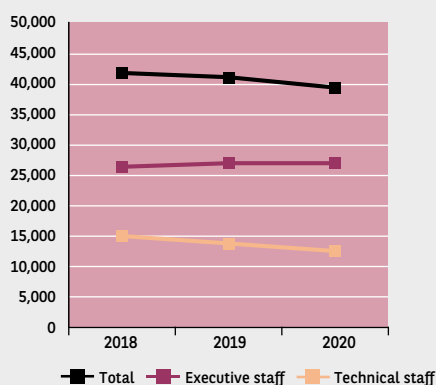
111-B | BREAKDOWN OF TOTAL HEADCOUNT PER CATEGORY

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
29.4	70.6	100.0	29.4	70.6	100.0	29.0	71.0	100.0
50.1	49.9	100.0	49.5	50.5	100.0	49.0	51.0	100.0
42.6	57.4	100.0	42.6	57.4	100.0	42.6	57.4	100.0

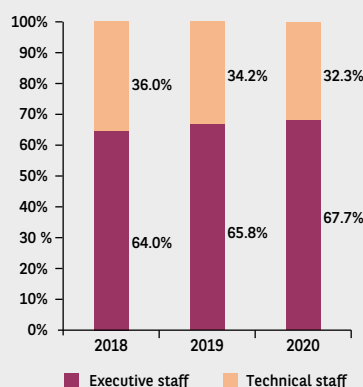
111-B | BREAKDOWN OF TOTAL HEADCOUNT BY GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
24.8	44.3	36.0	23.6	42.1	34.2	22.0	39.9	32.3
75.2	55.7	64.0	76.4	57.9	65.8	78.0	60.1	67.7
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

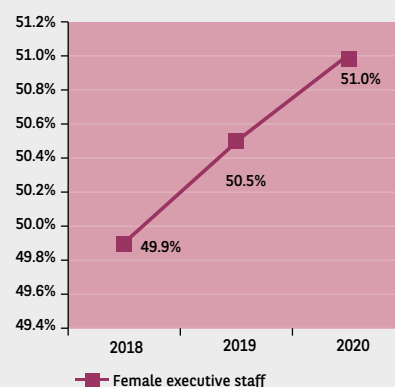
Change in headcount



Change in headcount (as a %)



Change in female executive staff (as a %)

**111-BIS | TOTAL HEADCOUNT AS AT DECEMBER 31st PER CATEGORY (FTE)**

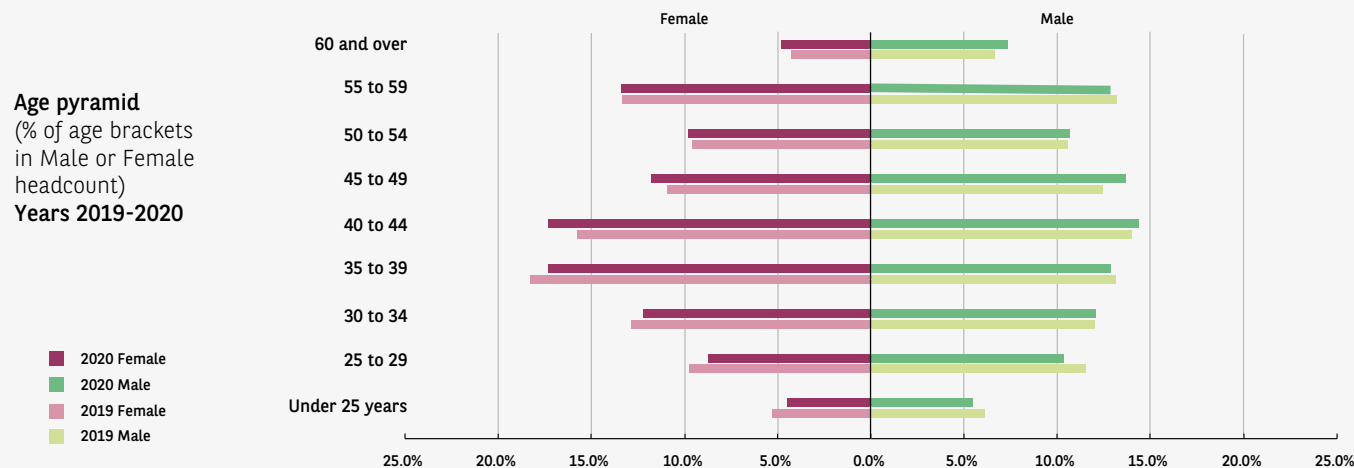
2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
4,380	9,998	14,378	4,067	9,283	13,350	3,635	8,450	12,085
13,378	13,034	26,411	13,274	13,246	26,520	13,003	13,205	26,208
17,757	23,032	40,789	17,341	22,529	39,870	16,638	21,655	38,293

FTE standard: each full-time employee is counted for 1 and each part-time employee in proportion to their working hours (e.g.: 0.8 for 4/5 of a full-time position, 0.6 for 3/5 full-time).

115/116 | BREAKDOWN OF TOTAL HEADCOUNT BY GENDER AND BY AGE AS AT DECEMBER 31st (one for one)

2018						2019						2020						
M	%	F	%	Total	%	M	%	F	%	Total	%	M	%	F	%	Total	%	
UNDER 25																		
917	20.7	1,116	10.5	2,033	13.5	905	22.0	1,047	10.6	1,952	13.9	807	21.9	914	10.1	1,721	13.5	
190	1.4	185	1.4	375	1.4	161	1.2	191	1.4	352	1.3	118	0.9	113	0.8	231	0.9	
1,107	6.2	1,301	5.4	2,408	5.7	1,066	6.1	1,238	5.3	2,304	5.6	925	5.5	1,027	4.5	1,952	5.0	
25 TO 29 YEARS																		
849	19.1	1,302	12.2	2,151	14.3	758	18.4	1,121	11.3	1,879	13.4	644	17.5	947	10.5	1,591	12.5	
1,286	9.6	1,217	9.1	2,503	9.3	1,261	9.5	1,169	8.6	2,430	9.0	1,097	8.4	1,022	7.5	2,119	8.0	
2,135	12.0	2,519	10.5	4,654	11.1	2,019	11.6	2,290	9.7	4,309	10.5	1,741	10.4	1,969	8.7	3,710	9.4	
30 TO 34 YEARS																		
623	14.0	1,461	13.7	2,084	13.8	589	14.3	1,348	13.6	1,937	13.8	527	14.3	1,163	12.9	1,690	13.3	
1,538	11.5	1,721	12.9	3,259	12.2	1,520	11.4	1,665	12.2	3,185	11.8	1,491	11.4	1,585	11.7	3,076	11.6	
2,161	12.1	3,182	13.2	5,343	12.8	2,109	12.1	3,013	12.8	5,122	12.5	2,018	12.1	2,748	12.2	4,766	12.1	
35 TO 39 YEARS																		
445	10.0	1,936	18.2	2,381	15.8	407	9.9	1,765	17.9	2,172	15.5	381	10.3	1,531	17.0	1,912	15.0	
1,972	14.7	2,609	19.5	4,581	17.1	1,889	14.2	2,523	18.5	4,412	16.4	1,775	13.6	2,386	17.6	4,161	15.6	
2,417	13.5	4,545	18.9	6,962	16.6	2,296	13.2	4,288	18.2	6,584	16.1	2,156	12.9	3,917	17.3	6,073	15.4	
40 TO 44 YEARS																		
262	5.9	1,086	10.2	1,348	8.9	291	7.1	1,205	12.2	1,496	10.7	315	8.5	1,295	14.4	1,610	12.7	
2,199	16.4	2,376	17.8	4,575	17.1	2,158	16.2	2,501	18.4	4,659	17.3	2,103	16.1	2,617	19.3	4,720	17.7	
2,461	13.8	3,462	14.4	5,923	14.1	2,449	14.0	3,706	15.8	6,155	15.0	2,418	14.4	3,912	17.3	6,330	16.1	
45 TO 49 YEARS																		
157	3.5	687	6.5	844	5.6	143	3.5	627	6.3	770	5.5	135	3.7	613	6.8	748	5.9	
1,911	14.2	1,767	13.2	3,678	13.7	2,033	15.3	1,931	14.2	3,964	14.7	2,157	16.5	2,061	15.2	4,218	15.8	
2,068	11.6	2,454	10.2	4,522	10.8	2,176	12.5	2,558	10.9	4,734	11.6	2,292	13.7	2,674	11.8	4,966	12.6	
50 TO 54 YEARS																		
255	5.7	867	6.5	1,122	7.4	229	5.6	749	7.6	978	7.0	191	5.2	675	7.5	866	6.8	
1,643	12.2	1,473	11.0	3,116	11.6	1,624	12.2	1,500	11.0	3,124	11.6	1,593	12.2	1,543	11.4	3,136	11.8	
1,898	10.6	2,340	9.7	4,238	10.1	1,853	10.6	2,249	9.6	4,102	10.0	1,784	10.7	2,218	9.8	4,002	10.2	
55 TO 59 YEARS																		
655	14.8	1,697	16.0	2,352	15.6	514	12.5	1,555	15.7	2,069	14.8	401	10.9	1,383	15.3	1,784	14.0	
1,811	13.5	1,537	11.5	3,348	12.5	1,794	13.5	1,589	11.7	3,383	12.6	1,766	13.5	1,652	12.2	3,418	12.8	
2,466	13.8	3,234	13.5	5,700	13.6	2,308	13.2	3,144	13.4	5,452	13.3	2,167	12.9	3,035	13.4	5,202	13.2	
60 AND OVER																		
273	6.2	486	4.6	759	5.0	287	7.0	470	4.8	757	5.4	289	7.8	500	5.5	789	6.2	
877	6.5	497	3.7	1,374	5.1	879	6.6	540	4.0	1,419	5.3	955	7.3	590	4.3	1,545	5.8	
1,150	6.4	983	4.1	2,133	5.1	1,166	6.7	1,010	4.3	2,176	5.3	1,244	7.4	1,090	4.8	2,334	5.9	
17,863	100	24,020	100	41,883	100	17,442	100	23,496	100	40,938	100	GLOBAL	16,745	100	22,590	100	39,335	100

The percentages are based on the Male or Female headcount in each category, and the percentages of the "Total" lines are calculated on the basis of the number of Male or Female employees as a whole.

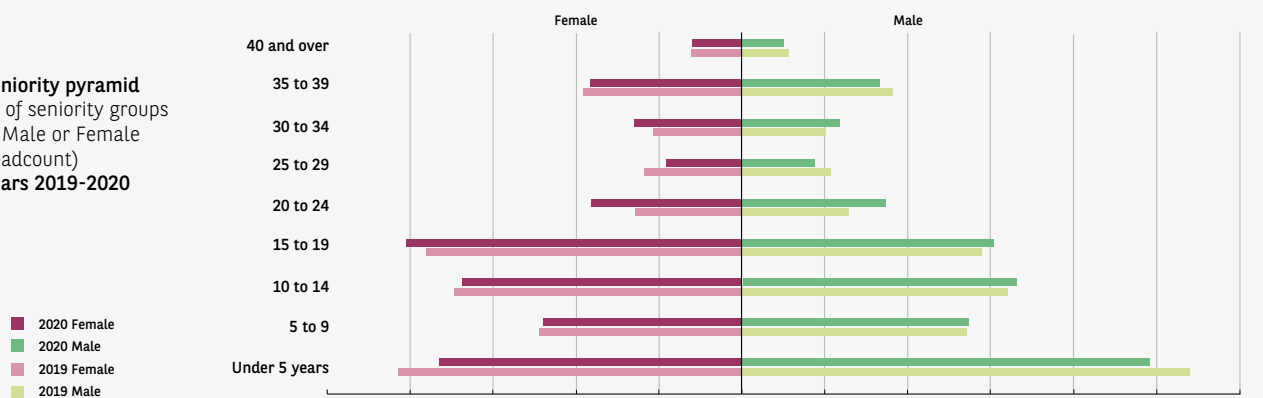


115/117 | BREAKDOWN OF HEADCOUNT BY GENDER AND BY LENGTH OF SERVICE AS AT DECEMBER 31st (one for one)

2018						2019						2020						
H	%	F	%	Total	%	H	%	F	%	Total	%	H	%	F	%	Total	%	
LESS THAN 5 YEARS																		
1,921	43.3	2,471	23.2	4,392	29.1	1,810	43.9	2,267	22.9	4,077	29.1	Technical staff	1,532	41.5	1,896	21.0	3,428	27.0
2,904	21.6	2,542	19.0	5,446	20.3	2,909	21.8	2,604	19.1	5,513	20.5	Executive staff	2,587	19.8	2,234	16.5	4,821	18.1
4,825	27.0	5,013	20.9	9,838	23.5	4,719	27.1	4,871	20.7	9,590	23.4	TOTAL	4,119	24.6	4,130	18.3	8,249	21.0
5 TO 9 YEARS																		
604	13.6	1,449	13.6	2,053	13.6	580	14.1	1,344	13.6	1,924	13.7	Technical staff	597	16.2	1,153	12.8	1,750	13.8
1,783	13.3	1,528	11.4	3,311	12.4	1,795	13.5	1,531	11.2	3,326	12.4	Executive staff	1,705	13.1	1,566	11.5	3,271	12.3
2,387	13.4	2,977	12.4	5,364	12.8	2,375	13.6	2,875	12.2	5,250	12.8	TOTAL	2,302	13.7	2,719	12.0	5,021	12.8
10 TO 14 YEARS																		
427	9.6	1,756	16.5	2,183	14.5	398	9.7	1,519	15.4	1,917	13.7	Technical staff	377	10.2	1,400	15.5	1,777	14.0
2,487	18.5	2,813	21.0	5,300	19.8	2,400	18.0	2,578	18.9	4,978	18.5	Executive staff	2,401	18.4	2,427	17.9	4,828	18.1
2,914	16.3	4,569	19.0	7,483	17.9	2,798	16.0	4,097	17.4	6,895	16.8	TOTAL	2,778	16.6	3,827	16.9	6,605	16.8
15 TO 19 YEARS																		
287	6.5	1,581	14.9	1,868	12.4	296	7.2	1,655	16.7	1,951	13.9	Technical staff	297	8.0	1,649	18.3	1,946	15.3
2,257	16.8	2,659	19.9	4,916	18.3	2,231	16.8	2,835	20.8	5,066	18.8	Executive staff	2,256	17.3	2,932	21.6	5,188	19.5
2,544	14.2	4,240	17.7	6,784	16.2	2,527	14.5	4,490	19.1	7,017	17.1	TOTAL	2,553	15.2	4,581	20.3	7,134	18.1
20 TO 24 YEARS																		
53	1.2	277	2.6	330	2.2	77	1.9	395	4.0	472	3.4	Technical staff	86	2.3	503	5.6	589	4.6
794	5.9	850	6.4	1,644	6.1	1,040	7.8	1,128	8.3	2,168	8.1	Executive staff	1,371	10.5	1,553	11.4	2,924	11.0
847	4.7	1,127	4.7	1,974	4.7	1,117	6.4	1,523	6.5	2,640	6.4	TOTAL	1,457	8.7	2,056	9.1	3,513	8.9
25 TO 29 YEARS																		
179	4.0	631	5.9	810	5.4	148	3.6	517	5.2	665	4.7	Technical staff	100	2.7	354	3.9	454	3.6
933	6.9	1,019	7.6	1,952	7.3	790	5.9	869	6.4	1,659	6.2	Executive staff	638	4.9	688	5.1	1,326	5.0
1,112	6.2	1,650	6.9	2,762	6.6	938	5.4	1,386	5.9	2,324	5.7	TOTAL	738	4.4	1,042	4.6	1,780	4.5
30 TO 34 YEARS																		
204	4.6	552	5.2	756	5.0	140	3.4	472	4.8	612	4.4	Technical staff	147	4.0	540	6.0	687	5.4
754	5.6	671	5.0	1,425	5.3	754	5.7	798	5.9	1,552	5.8	Executive staff	843	6.5	937	6.9	1,780	6.7
958	5.4	1,223	5.1	2,181	5.2	894	5.1	1,270	5.4	2,164	5.3	TOTAL	990	5.9	1,477	6.5	2,467	6.3
35 TO 39 YEARS																		
568	12.8	1,443	13.6	2,011	13.3	501	12.2	1,276	12.9	1,777	12.7	Technical staff	413	11.2	1,121	12.4	1,534	12.1
1,147	8.5	1,008	7.5	2,155	8.0	1,077	8.1	983	7.2	2,060	7.7	Executive staff	981	7.5	963	7.1	1,944	7.3
1,715	9.6	2,451	10.2	4,166	9.9	1,578	9.0	2,259	9.6	3,837	9.4	TOTAL	1,394	8.3	2,084	9.2	3,478	8.8
40 YEARS AND OVER																		
193	4.4	478	4.5	671	4.5	173	4.2	442	4.5	615	4.4	Technical staff	141	3.8	405	4.5	546	4.3
368	2.7	292	2.2	660	2.5	323	2.4	283	2.1	606	2.3	Executive staff	273	2.1	269	2.0	542	2.0
561	3.1	770	3.2	1,331	3.2	496	2.8	725	3.1	1,221	3.0	TOTAL	414	2.5	674	3.0	1,088	2.8
17,863	100	24,020	100	41,883	100	17,442	100	23,496	100	40,938	100	GLOBAL	16,745	100	22,590	100	39,335	100

The percentages are based on the Male or Female headcount in each category, and the percentages of the "Total" lines are calculated on the basis of the number of Male or Female employees as a whole

Seniority pyramid
(% of seniority groups
in Male or Female
headcount)
Years 2019-2020



115/118 | BREAKDOWN OF HEADCOUNT BY GENDER AND BY NATIONALITY AS AT DECEMBER 31st (one for one)

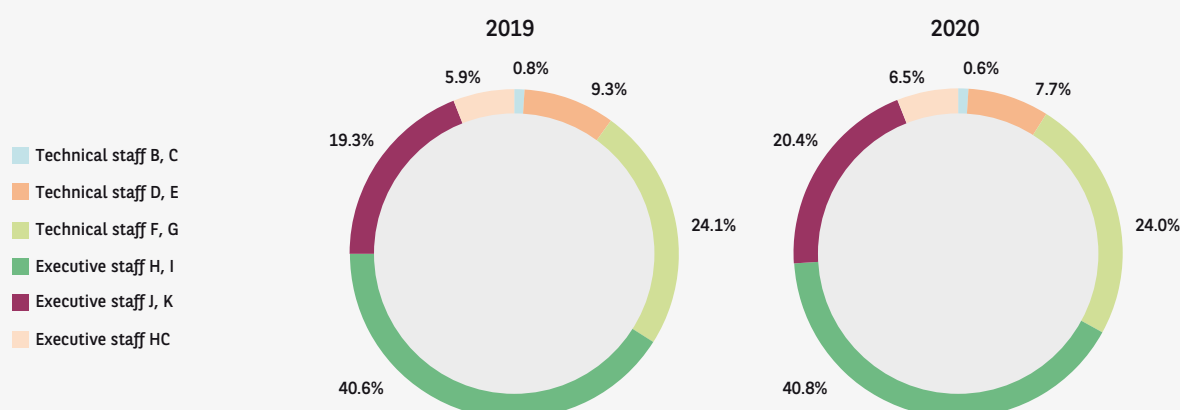
2018				2019				2020			
French		Foreigners		French		Foreigners		French		Foreigners	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
4,287	10,412	149	226	3,919	9,629	204	258	3,498	8,781	192	240
12,870	12,723	557	659	12,715	12,918	604	691	12,422	12,880	633	689
17,157	23,135	706	885	16,634	22,547	808	949	15,920	21,661	825	929
40,292				39,181				37,581			
1,591				1,757				1,754			

115/119 | BREAKDOWN OF HEADCOUNT BY GENDER AND BY QUALIFICATION LEVEL AS AT DECEMBER 31st

2018					2019					2020					Objective of woman framework in %	
H	%	F	%	Total	H	%	F	%	Total	H	%	F	%	Total		
12	25.5	35	74.5	47	10	27.0	27	73.0	37	B	10	29.4	24	70.6	34	
139	39.6	212	60.4	351	108	37.2	182	62.8	290	C	80	36.5	139	63.5	219	
579	38.7	916	61.3	1,495	518	41.0	745	59.0	1,263	D	355	38.3	572	61.7	927	
899	29.9	2,111	70.1	3,010	825	32.2	1,741	67.8	2,566	E	730	34.6	1,382	65.4	2,112	
1,274	25.1	3,795	74.9	5,069	1,139	24.2	3,564	75.8	4,703	F	1,020	23.8	3,258	76.2	4,278	
1,533	30.0	3,569	70.0	5,102	1,523	29.6	3,628	70.4	5,151	G	1,495	29.1	3,646	70.9	5,141	
4,436	29.4	10,638	70.6	15,074	4,123	29.4	9,887	70.6	14,010	Technical staff	3,690	29.0	9,021	71.0	12,711	
4,041	40.9	5,832	59.1	9,873	3,846	39.9	5,783	60.1	9,629	H	3,502	38.7	5,541	61.3	9,043	60.0
3,590	51.1	3,429	48.9	7,019	3,491	50.0	3,487	50.0	6,978	I	3,436	49.0	3,576	51.0	7,012	51.0
2,637	55.2	2,136	44.8	4,773	2,738	55.1	2,228	44.9	4,966	J	2,812	55.2	2,279	44.8	5,091	47.0
1,647	59.9	1,104	40.1	2,751	1,746	59.4	1,195	40.6	2,941	K	1,697	58.2	1,217	41.8	2,914	42.0
1,512	63.2	881	36.8	2,393	1,498	62.1	916	37.9	2,414	HC	1,608	62.7	956	37.3	2,564	38.0
13,427	50.1	13,382	49.9	26,809	13,319	49.5	13,609	50.5	26,928	Executive staff	13,055	49.0	13,569	51.0	26,624	
17,863	42.6	24,020	57.4	41,883	17,442	42.6	23,496	57.4	40,938	TOTAL	16,745	42.6	22,590	57.4	39,335	

The percentages are calculated by reference to the total headcount by qualification level.

Breakdown of headcount by qualification level



12 | NON-BNP PARIBAS EMPLOYEES

121 | NUMBER OF EMPLOYEES BELONGING TO A SUBCONTRACTOR*

2018	2019	2020
8,955	7,227	6,768

*Data from the month of December during the year under review.

121-BIS | NUMBER OF EMPLOYEES ON LOAN AS AT DECEMBER 31st (one for one)

2018	2019	2020
22	13	29

122 | NUMBER OF INTERNS (schools, universities...) internships longer than 1 week

2018	2019	2020
2,633	2,779	1,951

123 | AVERAGE MONTHLY HEADCOUNT OF TEMPORARY EMPLOYEES

2018	2019	2020
1,672	926	798

124 | AVERAGE DURATION OF TEMPORARY WORK CONTRACTS (in number of days)

2018	2019	2020
53	40**	50

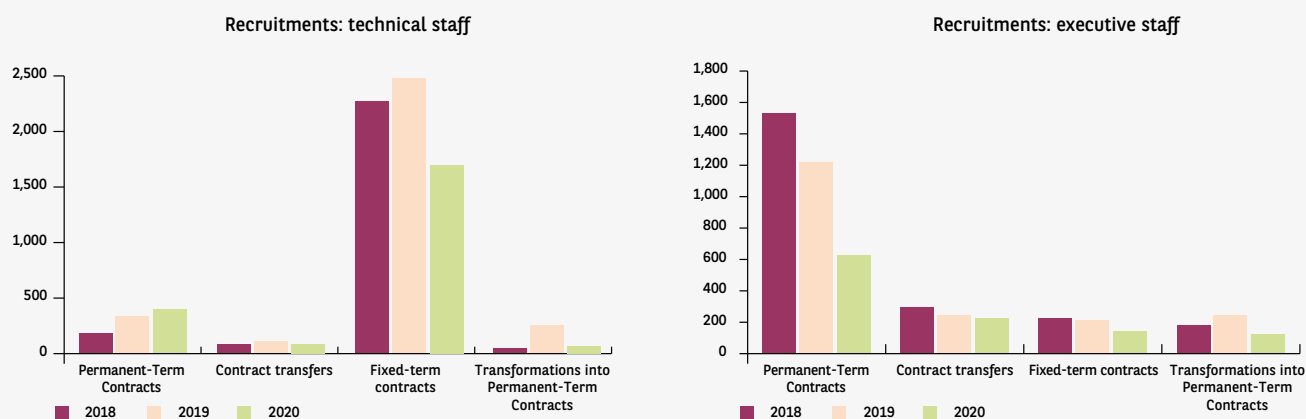
** Modified Number

Internships provide interns with crucial experience allowing them to gain an understanding of the business world by working directly in a team. BNP Paribas strives to offer each intern real experience that enables them to train, acquire knowledge or business skills, take part in operational assignments related to the degree or diploma for which they are studying, while remaining under supervision.

Attentive to the way in which interns are welcomed and integrated into their host company, the business lines have structured their support through a number of actions, including the distribution of welcome booklets, the organization of presentation sessions, and support from an internship supervisor or contact employee depending on the duration of the internship.

13 | RECRUITMENTS

13 | RECRUITMENTS BY HIERARCHICAL LEVEL AND TYPE OF RECRUITMENT (one for one)



13 | RECRUITMENTS BY HIERARCHICAL LEVEL AND BY GENDER (one for one)

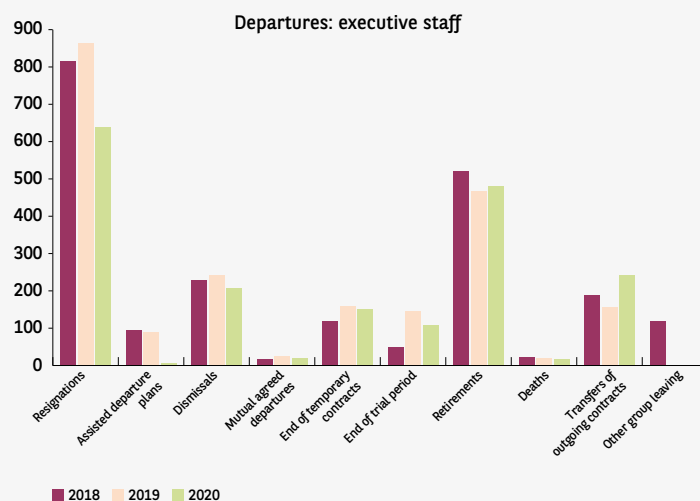
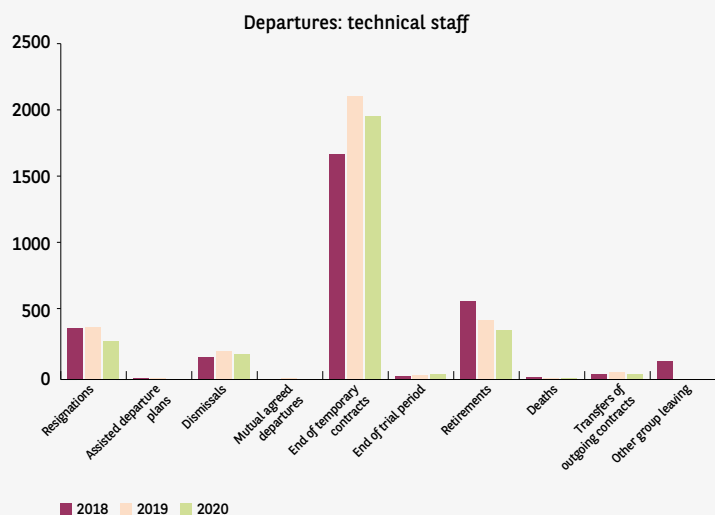
2018						2019						130-A Total recruitments	2020					
Technical staff		Executive staff		Total		Technical staff		Executive staff		Total			Technical staff		Executive staff		Total	
M	F	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F
1,116	1,483	1,221	1,039	2,337	2,522	1,359	1,819	998	942	2,357	2,761	998	1,249	614	538	1,612	1,787	
98	91	870	656	968	747	146	189	678	543	824	732	131 - Permanent contract hiring	175	227	384	247	559	474
18	65	156	153	174	218	24	86	112	136	136	222	130-B - Contract transfers	25	63	108	132	133	195
979	1,296	95	143	1,074	1,439	1,092	1,383	84	134	1,176	1,517	132 - Temporary contract hiring	777	919	60	91	837	1,010
21	31	100	87	121	118	97	161	124	129	221	290	132-A - Transformations into Permanent-Term Contracts	21	40	62	68	83	108
685	840	202	166	887	1,006	785	930	149	177	934	1,107	134 - Out of which number of recruits aged 25 or less	643	762	95	97	738	859

133 | NUMBER OF SEASONAL WORKERS

2018	2019	2020
6,600	5,244	4,058

14 | DEPARTURES

14 | DEPARTURES BY HIERARCHICAL LEVEL AND TYPE OF DEPARTURE (one for one)



14 | DEPARTURES BY HIERARCHICAL LEVEL AND BY GENDER (one for one)

2018						2019						2020					
Technical staff		Executive staff		Total		Technical staff		Executive staff		Total		Technical staff		Executive staff		Total	
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1,234	1,862	1,199	988	2,433	2,850	1,344	1,958	1,173	1,004	2,517	2,962	1,234	1,689	997	880	2,231	2,569
141	141	141	141	141	141	141	141	141	141	141	141	141	141	141	141	141	141
149	242	454	362	603	604	156	234	456	408	612	642	104	180	316	322	420	502
8	8	46	51	54	59	0	8	46	44	46	52	0	0	3	6	3	6
57	119	121	109	178	228	78	136	126	115	204	251	56	138	109	98	165	236
7	4	6	12	13	16	2	11	13	14	15	25	3	5	8	12	11	17
698	982	41	79	739	1,061	914	1,199	53	107	967	1,306	892	1,069	58	94	950	1,163
11	22	26	25	37	47	17	22	91	57	108	79	19	27	68	39	87	66
211	375	330	191	541	566	151	295	293	175	444	470	137	230	296	187	433	417
9	10	18	6	27	16	8	9	16	6	24	15	6	9	13	5	19	14
13	34	89	100	102	134	18	44	79	78	97	122	17	31	126	117	143	148
71	66	68	53	139	119	0	0	0	0	0	0	0	0	0	0	0	0

OVERVIEW: RECRUITMENTS/DEPARTURES

2018	2019		2020
42,606	41,883	Headcount in previous year	40,938
4,859	5,118	130-A - Total recruitments	3,399
-5,283	-5,479	141 - Total departures	-4,800
-60	-73	Balance of appointments with other Group entities	-11
-239	-511	Transformation into Permanent-Term Contracts*	-191
41,883	40,938	Headcount in current year	39,335

* Included in recruitments, not included in departures.

15 | CAREER DEVELOPMENT

151 | NUMBER OF EMPLOYEES PROMOTED TO A HIGHER LEVEL

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
0	1	1	0	0	0	C	0	0	0
3	8	11	7	3	10	D	7	4	11
92	184	276	70	134	204	E	49	71	120
120	474	594	115	401	516	F	121	294	415
176	521	697	162	515	677	G	179	457	636
391	1,188	1,579	354	1,053	1,407	Technical staff	356	826	1,182
139	316	455	175	377	552	H	123	312	435
380	427	807	406	484	890	I	356	404	760
286	276	562	348	296	644	J	310	247	557
197	149	346	153	137	290	K	156	149	305
61	51	112	80	71	151	HC	83	66	149
1,063	1,219	2,282	1,162	1,365	2,527	Executive staff	1,028	1,178	2,206
1,454	2,407	3,861	1,516	2,418	3,934	TOTAL	1,384	2,004	3,388

REMINDER, NUMBER OF PAID EMPLOYEES AS AT DECEMBER 31st OF THE PREVIOUS YEAR (EXCLUDING HC)

2017			2018				2019		
Male	Female	Total	Male	Female	Total		Male	Female	Total
3,661	9,622	13,283	3,391	8,961	12,352	Technical staff	2,984	8,196	11,180
11,610	11,793	23,403	11,708	12,035	23,743	Executive staff	11,604	12,234	23,838
15,271	21,415	36,686	15,099	20,996	36,095	TOTAL	14,588	20,430	35,018

i.e. the number of employees liable to be promoted during the following year.

% OF PROMOTIONS IN TERMS OF TOTAL TECHNICAL OR EXECUTIVE STAFF, MALE AND FEMALE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
2.94	8.94	11.89	2.87	8.52	11.39	Technical staff	3.18	7.39	10.57
4.54	5.21	9.75	4.89	5.75	10.64	Executive staff	4.31	4.94	9.25
3.96	6.56	10.52	4.20	6.70	10.90	TOTAL	3.95	5.72	9.68

% OF PROMOTIONS IN TERMS OF TOTAL TECHNICAL OR EXECUTIVE STAFF, MALE OR FEMALE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
10.68	12.35	11.89	10.44	11.75	11.39	Technical staff	11.93	10.08	10.57
9.16	10.34	9.75	9.92	11.34	10.64	Executive staff	8.86	9.63	9.25
9.52	11.24	10.52	10.04	11.52	10.90	TOTAL	9.49	9.81	9.68

152-A | NUMBER OF EMPLOYEES BENEFITING FROM AN INDIVIDUAL SALARY INCREASE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
2	2	4	0	1	1	C	0	0	0
45	73	118	22	38	60	D	14	21	35
71	245	316	49	201	250	E	45	114	159
197	617	814	177	624	801	F	144	471	615
194	542	736	169	604	773	G	187	501	688
509	1,479	1,988	417	1,468	1,885	Technical staff	390	1,107	1,497
875	1,260	2,135	868	1,344	2,212	H	826	1,173	1,999
842	773	1,615	841	860	1,701	I	843	706	1,549
701	522	1,223	658	594	1,252	J	718	476	1,194
410	274	684	489	348	837	K	420	231	651
470	310	780	438	324	762	HC	431	296	727
3,298	3,139	6,437	3,294	3,470	6,764	Executive staff	3,238	2,882	6,120
3,807	4,618	8,425	3,711	4,938	8,649	TOTAL	3,628	3,989	7,617

REMINDER, NUMBER OF EMPLOYEES AS AT DECEMBER 31st OF THE PREVIOUS YEAR

2017			2018				2019		
Male	Female	Total	Male	Female	Total		Male	Female	Total
3,661	9,622	13,283	3,391	8,961	12,352	Technical staff	2,984	8,196	11,180
13,067	12,619	25,686	13,189	12,891	26,080	Executive staff	13,082	13,128	26,210
16,728	22,241	38,969	16,580	21,852	38,432	TOTAL	16,066	21,324	37,390

i.e. the number of employees liable to receive an increase during the following year.

% IN TERMS OF TOTAL TECHNICAL OR EXECUTIVE STAFF, MALE AND FEMALE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
3.83	11.13	14.97	3.38	11.88	15.26	Technical staff	3.49	9.90	13.39
12.84	12.22	25.06	12.63	13.31	25.94	Executive staff	12.35	11.00	23.35
9.77	11.85	21.62	9.66	12.85	22.51	TOTAL	9.70	10.67	20.37

% IN TERMS OF TOTAL TECHNICAL OR EXECUTIVE STAFF, MALE OR FEMALE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
13.90	15.37	14.97	12.30	16.38	15.26	Technical staff	13.07	13.51	13.39
25.24	24.88	25.06	24.98	26.92	25.94	Executive staff	24.75	21.95	23.35
22.76	20.76	21.62	22.38	22.60	22.50	TOTAL	22.58	18.71	20.37

153-A | TOTAL STATUS REVIEWS

2018	2019		2020
12,286	12,583	Total number of status reviews	11,005
38	37	Average frequency of status reviews (in months)	41

16 | UNEMPLOYMENT

2018	2019		2020
0	0	161 - Number of employees laid off part-time during the year in question	0
0	0	162 - Total number of hours of part-time unemployment during the year in question	0

17 | DISABLED PEOPLE**171 | NUMBER OF DISABLED EMPLOYEES**

2018	2019		2020
1,525.0	1,622.0	Expressed as natural persons	1,987.0
1,645.0	1,721.0	Expressed in unities of disability	NA
54.0	57.0	Additional units related to ESAT* services	NA
NA	NA	Expressed in BOETH workforce**	1,960.3
1,699.0	1,778.0	TOTAL NUMBER OF UNITS	NA

*ESAT: Sheltered work centers for the disabled (Établissements ou Services d'Aide par le Travail, formerly known as "CAT")

**BOETH workforce: beneficiaries from mandatory employment of handicap workers takes into account the participation rate, from the validity of handicap justification and from ages over 50 (> 50 ans *1,5).

A new regulatory framework was put into place January 1, 2020. The reform of obligation to employ handicap workers (OETH) modified the calculation of the employment rate and the contribution amount: declaration of the annual average company staff, taking into account all the recipients of obliged employment, particularly those on long term leave (based on their theoretical work contract). The employment rate doesn't reflect direct employment (portion of handicap workers actually present in the workforce). The stated employment (purchases of goods and services through adapted and protected sectors and from independent handicap workers) is encouraged via an applied deduction of the contributed amount.

The data communicated in March 2021 is thus temporary, with the annual deduction being temporarily delayed during this transitional year until June 2021: the period in which the data concerning the obligation to employ handicap workers (OETH) will be validated in a definitive manner by Urssaf.

172 | NUMBER OF WORKERS IN HANDICAP SITUATION FOLLOWING ACCIDENTS THAT OCCURRED ON COMPANY PREMISES (Expressed in physical persons)

2018	2019	2020
28	28	27

18 | ABSENTEEISM

2018				2019				2020				
Technical staff	Executive staff	Total	Ratio	Technical staff	Executive staff	Total	Ratio	Technical staff	Executive staff	Total	Ratio	
DAYS OF ABSENTEEISM												
444,673	332,009	776,682	5.06%	437,931	352,751	790,682	5.23%	182 - illness	505,427	403,919	909,345	6.21%
12,077	9,948	22,025	0.14%	12,162	10,738	22,900	0.15%	<i>out of which 1 or 2 days* are consecutive</i>	8,229	7,647	15,876	0.11%
28,555	23,061	51,616	0.34%	27,990	24,443	52,433	0.35%	<i>out of which 3 to 5 days* are consecutive</i>	26,719	23,268	49,987	0.34%
404,041	299,000	703,041	4.58%	397,779	317,570	715,349	4.73%	<i>out of which more than 6 days* are consecutive</i>	470,479	373,005	843,483	5.76%
15,905	11,526	27,431	0.18%	13,564	12,977	26,541	0.18%	184 - Work-related and commuting accidents	13,391	16,349	29,740	0.20%
460,578	343,535	804,113	5.23%	451,495	365,728	817,223	5.41%	TOTAL SICK AND ACCIDENTAL ABSENCES	518,817	420,268	939,085	6.41%
249,178	244,656	493,834	3.35%	241,976	260,938	502,914	3.46%	<i>out of which are paid sick and accidental leave</i>	307,419	300,724	608,142	4.33%
102,328	141,623	243,951	1.59%	94,570	134,752	229,322	1.52%	185 - Maternity and paternity leave	90,052	127,481	217,533	1.49%
100,734	140,217	240,950	1.63%	92,857	133,517	226,374	1.56%	<i>out of which are paid leave linked to maternity or paternity</i>	89,056	126,617	215,673	1.53%
101,578	96,376	197,954	1.29%	91,018	98,216	189,234	1.25%	186 - Authorized leave**	99,685	94,927	194,612	1.33%
84,832	118,878	203,710	1.33%	78,992	115,094	194,086	1.28%	187 - Other reasons***	71,809	103,305	175,114	1.20%
186,410	215,254	401,664	2.61%	170,010	213,310	383,320	2.54%	181-1 - GRAND TOTAL	171,494	198,232	369,725	2.52%
48,070	61,765	109,835	0.74%	40,342	57,973	98,315	0.68%	<i>out of which paid leave is based on the decision of the employee and special events</i>	50,511	55,466	105,977	0.75%
749,316	700,412	1,449,728	9.44%	716,075	713,790	1,429,865	9.46%	181-1 - GRAND TOTAL	780,363	745,980	1,526,342	10.42%
397,982	446,637	844,619	5.72%	375,175	452,428	827,602	5.70%	<i>out of which paid leave - Grand total</i>	446,985	482,806	929,791	6.61%
646,988	558,789	1,205,777	7.85%	621,505	579,038	1,200,543	7.94%	<i>out of which leave is outside of maternity or paternity</i>	690,311	618,499	1,308,810	8.94%
297,248	306,421	603,669	4.09%	282,318	318,911	601,229	4.14%	<i>out of which paid leave is outside of maternity or paternity</i>	357,929	356,190	714,119	5.08%

* Absent days, in calendar days, including the paid and non paid leave

** Family events, sick children, parental leave, etc.

*** Leading and participating in Economic Training, Social and Union, paid leave for personal convenience, creating a business, sabbatical, disability without pay, etc.

181 | RATE OF ABSENTEEISM

2018			2019				2020		
7.46	4.74	5.72	7.55	4.74	5.70	Rate of paid staff absenteeism	9.77	5.09	6.61
1.80	1.46	1.59	1.78	1.37	1.52	Rate of maternity and paternity leave	1.84	1.31	1.49
11.39	5.77	7.85	11.72	5.90	7.94	Rate without maternity and paternity leave	14.09	6.35	8.94
13.19	7.23	9.44	13.50	7.27	9.46	TOTAL	15.93	7.66	10.42

189-A | NUMBER OF EMPLOYEES ON FLEXTIME (variable work schedule)

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
226	1,470	1,696	179	1,338	1,517	Technical staff	161	1,187	1,348
636	1,492	2,128	540	1,451	1,991	Executive staff	440	1,327	1,767
862	2,962	3,824	719	2,789	3,508	TOTAL	601	2,514	3,115

19 | LEAVES

191-A | PARENTAL CHILDCARE LEAVE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
4	211	215	3	196	199	Technical staff	2	181	183
6	153	159	6	160	166	Executive staff	13	142	155
10	364	374	9	356	365	TOTAL	15	323	338

Accrued and non-accrued leave, for a period in excess of 3 months.

192-A | SABBATICAL LEAVE

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
13	31	44	7	34	41	Technical staff	7	29	36
34	71	105	44	79	123	Executive staff	38	84	122
47	102	149	51	113	164	TOTAL	45	113	158

Accrued and non-accrued leave, for a period in excess of 3 months.

193-A | PATERNITY LEAVE AND SETTLING-IN PERIOD AFTER BIRTH

2018			2019				2020		
Technical staff	Executive staff	Total	Technical staff	Executive staff	Total		Technical staff	Executive staff	Total
1,697	5,876	7,573	1,600	5,776	7,376	Days taken during the year	1,297	5,213	6,510
1,840	6,792	8,632	1,873	6,242	8,115	Theoretical days during the year	1,448	5,597	7,045

193-B | EXISTENCE OF ADDITIONAL REMUNERATION PAID BY THE EMPLOYER**■ Maternity leave**

- Application of provisions from article 51 of the Collective convention of the Bank that concerns the legal maternity leave and additional vacation (45 days at full salary or 90 days at half salary): Continuation of salary (under the deduction of daily compensation from Social Security for the legal maternity leave period). The application of provisions relative to extra visits planned from 2010 and written in the Diversity and Inclusion agreement from July 2020 (prenatal exams, postnatal and additional intermediaries) allow the continuation of salary and assimilation to the period of actual work.
- Inclusion of all paid maternity-related leave for the calculation of seniority and Personal Training Account in the company

■ Adoption leave

- Application of the provisions of article 52 of the Collective Agreement of the banking industry regarding legal adoption leave and additional leave of absence (45 days on full pay or 90 days on half pay): preservation of the salary (less the daily allowance paid by the Social Security for the period of legal adoption leave).
- Inclusion of all leave of absence related to adoption for the calculation of seniority and Personal Training Account in the company.

■ Parental childcare leave

- Application of the provisions of article 53 of the Collective Agreement of the banking industry regarding parental childcare leave taken in the event of a birth: preservation of the salary during the first 45 days of the parental childcare leave (the breast-feeding condition provided for in article 53 is removed by virtue of the social guarantees provided by BNP Paribas S.A.).
- Furthermore, under the Diversity and Inclusion agreement of July 2020, the benefit of paid leave is open to couples employed by BNP Paribas S.A.: this leave, which immediately follows the additional leave provided for in article 51-1 from the Collective Convention of the Bank, can either be taken by the father or mother (provision equally applicable in case of adoption).

■ Paternity leave and settling-in period after birth*

- Application of the rule applied within BNP Paribas S.A. since January 1, 2009, and provided for in the June 2016 agreement on Diversity: continued payment of salary during paternity leave and the settling-in period after birth (less the daily allowance paid by the Social Security). The following are entitled to this leave of absence: the child's biological father, the spouse of the mother of the child, or the person living in a common-law relationship with her or joined with her in a civil union (PACS).
- Provision of an infant settling in period paid 30 calendar days, written in the Diversity and Inclusion agreement of July 2020. This leave is open to employees of BNPP SA, provided that it the employee doesn't benefit from any legal maternity leave or adoption if alone, and that no member of the couple benefits elsewhere from legal maternity leave or adoption if the employee is in a couple.

■ Supplementary paternity leave

- A legal provision put into practice on July 1, 2019, allows the extension of the CPAE by 30 days in case of the hospitalisation of an infant immediately after birth. This supplementary paternity leave has to be taken in the 4 months following the birth of the child.

■ Bereavement period leave

- Provision of bereavement leave of a deceased child starting July 1, 2020, in the event of death of a child less than 25 years old or person less than 25 in which the employee has permanent and effective responsibility. This paid leave is 8 days and can be divided in 2 times within a 1 year time frame.

■ Bereavement leave for a child

- Provision of bereavement leave for a child is prolonged, beginning on July 1, 2020, going from 5 days to 7 in the event of death for a child less than 25 years or a person less than 25 in which the employee has permanent and effective responsibility or child who is a parent, regardless of their age. In the event of the death of a child less than 25 years not having children themselves, the duration of leave remains fixed at 5 days.

■ Leaves of absence of the spouse*

- Application of the legal provision authorizing the spouse of the child's mother (spouse by marriage, civil or common-law partner) to attend a maximum of 3 medical examinations of the mandatory 8 (7 prenatal and 1 postnatal). This leave of absence is paid.
- Provision of legal requirement that authorises the partner of an employee (marriage/PACS/ legal couple) to benefit from medical aid for procreation and the associated medical exams. This authorised absence is paid.

■ Authorization of employee absence

- Provision of legal requirement authorising the employee to undergo medical exams and necessary interventions for ovarian stimulation and oocyte tests. This authorised absence is paid.
- Provision of legal requirement authorising the employee receive medical assistance for procreation and undergoing the associated medical exams. This authorised absence is paid.

*The notion of "couple" includes couples of the same sex.

2 | EMPLOYEE COMPENSATION AND RELATED EXPENSES



21 – EMPLOYEE COMPENSATION, SOCIAL SECURITY CONTRIBUTIONS AND PAYROLL TAXES

22 – ANALYSIS OF COMPENSATION

24 – RELATED EXPENSES

26 – COMPANY PROFIT SHARING SCHEME AND MATCHING CONTRIBUTIONS

21 | EMPLOYEE COMPENSATION, SOCIAL SECURITY CONTRIBUTIONS AND PAYROLL TAXES

21 | EMPLOYEE COMPENSATION, SOCIAL SECURITY CONTRIBUTIONS AND PAYROLL TAXES PAID DURING THE YEAR (in millions of Euros)

2018	2019		2020
3,860.2	3,816.8	TOTAL PERSONNEL COSTS	3,782.5
2,319.0	2,342.2	“Wages and Salaries”	2,334.3
1,910.3	1,955.7	Fixed remuneration including the remuneration bonus and lump-sum allowance (before deductions)	1,946.4
-103.8	-108.9	Deductions (sickness, maternity, flexitime, etc.)	-113.2
91.8	93.3	Miscellaneous allowances and overtime	90.3
364.6	359.2	Variable remuneration	364.5
2,262.9	2,299.3	Subtotal “Wages and Salaries”	2,288.0
54.2	42.9	Employer contributions to employee saving schemes and administrative expenses (excluding charges and relevant taxes)	46.3
978.3	970.5	“Social security contributions”	964.7
313.6	287.7	“Tax expenses”	279.0
249.2	216.4	“Incentive plans and profit-sharing” (payment with respect to the previous year)	204.5
37,735	37,263	Average monthly headcount in metropolitan France (Including Monaco)	35,925
61,455	62,854	Wages and salaries, average per employee in € (“Wages and Salaries” / Average monthly headcount)	64,983
68,060	68,663	Average employee remuneration (income) in € (including incentive plans, profit-sharing)	70,677
34,237	33,767	Average employer’s contributions per employee in €	34,620
33.5	32.9	Ratio of social security charges and tax expenses and total personnel costs	32.9
35.6	29.8	Aggregate employer’s contributions (Total personnel costs / Added Value)	38.9

211-BIS | AVERAGE MONTHLY COMPENSATION

FIXED SALARIES (In Euros)

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
1,906	1,841	1,873	1,881	1,894	1,889	B-C	1,830	1,902	1,879
2,096	2,107	2,102	2,125	2,128	2,127	D	2,148	2,156	2,153
2,339	2,362	2,356	2,330	2,356	2,349	E	2,344	2,382	2,371
2,519	2,535	2,531	2,520	2,545	2,539	F	2,536	2,571	2,563
2,815	2,843	2,835	2,808	2,841	2,832	G	2,829	2,871	2,860
2,528	2,576	2,562	2,548	2,602	2,587	Technical staff	2,589	2,652	2,635
3,317	3,287	3,299	3,325	3,302	3,311	H	3,358	3,338	3,346
4,195	4,088	4,143	4,200	4,088	4,144	I	4,229	4,116	4,172
5,163	4,983	5,084	5,194	5,013	5,114	J	5,256	5,063	5,171
6,440	6,161	6,330	6,594	6,228	6,448	K	6,539	6,235	6,413
9,417	8,580	9,109	9,374	8,612	9,086	HC	9,693	8,770	9,349
4,970	4,345	4,661	5,041	4,396	4,717	Executive staff	5,184	4,478	4,828
4,469	3,619	3,985	4,577	3,705	4,079	TOTAL	4,744	3,817	4,215

213 | BREAKDOWN OF ANNUAL COMPENSATION

GROSS SALARY (In Euros)

2018	2019		2020
23,933	24,165	99% of employees earned at least	24,191
28,642	29,264	95% of employees earned at least	29,258
31,165	31,825	90% of employees earned at least	32,085
33,121	33,897	85% of employees earned at least	34,298
35,047	35,938	80% of employees earned at least	36,431
37,062	38,053	75% of employees earned at least	38,755
39,190	40,261	70% of employees earned at least	40,928
41,279	42,294	65% of employees earned at least	43,099
43,404	44,428	60% of employees earned at least	45,396
45,712	46,858	55% of employees earned at least	47,984
48,230	49,481	50% of employees earned at least	50,670
50,945	52,380	45% of employees earned at least	53,630
53,863	55,245	40% of employees earned at least	57,418
57,012	58,537	35% of employees earned at least	61,086
60,617	62,487	30% of employees earned at least	65,084
65,363	67,428	25% of employees earned at least	70,183
71,514	73,563	20% of employees earned at least	76,512
79,661	82,369	15% of employees earned at least	84,988
94,409	97,467	10% of employees earned at least	100,979
128,290	130,565	5% of employees earned at least	135,574
251,317	254,296	1% of employees earned at least	269,734
4.5	4.5	Ratio of the 5% and 95%	4.6
8.8	8.7	Ratio of the 1% et 95%	9.2

213-A | REMUNERATION SCALE PER LEVEL OF AUTHORITY AND PER GENDER

2020									
Male						Female			
Average age	1 st decile	Median	9 th decile	Level	Average age	1 st decile	Median	9 th decile	
28	22,311	24,445	24,946	C	41	20,821	26,281	28,442	
33	23,986	27,449	31,077	D	32	23,660	26,719	30,373	
38	25,901	29,378	33,452	E	39	24,840	28,926	32,985	
40	28,489	32,265	36,476	F	41	27,685	32,037	36,132	
44	32,043	36,150	40,925	G	45	31,061	36,023	41,370	
41	27,737	33,240	39,176	Technical staff	43	27,375	33,421	39,375	
39	38,493	44,366	52,566	H	40	35,940	42,966	51,105	
43	48,168	56,877	68,629	I	43	45,255	53,834	63,960	
46	60,782	71,231	88,206	J	45	57,610	67,956	81,663	
48	76,272	90,890	133,650	K	48	72,474	85,476	112,779	
52	102,563	146,480	313,578	HC	51	97,657	131,711	237,950	
45	42,729	63,350	127,558	Executive staff	43	39,327	53,512	97,255	

Remuneration is presented in ascending order (per level of authority and per gender) and divided into 10% brackets:

- The 1st decile gives remuneration just above the 1st 10% bracket (90% of employees earned at least this amount),
- The median gives remuneration just above the 5th 10% bracket (50% of employees earned at least this amount),
- The 9th decile gives remuneration just above the 9th 10% bracket (10% of employees earned at least this amount).

22 | ANALYSIS OF COMPENSATION

221 | RATIO OF THE AVERAGE COMPENSATION PAID TO THE TOP 10% AND BOTTOM 10% OF EMPLOYEES EARNING THE HIGHEST AND LOWEST SALARIES RESPECTIVELY

2018	2019	2020
5.7	5.7	5.9

222 | TOTAL OF THE TEN HIGHEST PAY PACKAGES

2018	2019	2020
23,187,582	19,686,232	18,175,188

24 | RELATED EXPENSES

242 | TOTAL PAYMENTS TO TEMPORARY EMPLOYMENT AGENCIES (in millions of Euros)

2018	2019	2020
42.93	46.13	36.35

26 | COMPANY PROFIT SHARING SCHEME AND MATCHING CONTRIBUTIONS

261 | SPECIAL PROFIT SHARING RESERVE

TOTAL AMOUNT WITH RESPECT TO THE YEAR IN QUESTION (in millions of Euros)

2018	2019	2020
99.7	107.2	91.5

261 | INCENTIVE SCHEMES

TOTAL AMOUNT WITH RESPECT TO THE YEAR IN QUESTION (in millions of Euros)

2018	2019	2020
116.5	97.0	103.0

262 | INDIVIDUAL AMOUNT AND AVERAGE AMOUNT IN PROFIT SHARING PER PARTICIPATING EMPLOYEE (in Euros)

2018		2019			2020	
Technical staff	Executive staff	Technical staff	Executive staff		Technical staff	Executive staff
1,947	1,947	2,152	2,152	Minimum share	1,884	1,884
4,156	5,354	3,555	5,380	Maximum share	2,971	4,711
1,951	2,839	1,726	2,796	Average amount	1,888	2,865

Gross amounts, for an employee working full-time and present throughout the year..

262 | INDIVIDUAL AMOUNT AND AVERAGE AMOUNT IN INCENTIVE SCHEMES PER PARTICIPATING EMPLOYEE (in euros)

2018		2019			2020	
Technical staff	Executive staff	Technical staff	Executive staff		Technical staff	Executive staff
2,368	2,368	1,983	1,983	Minimum share	2,157	2,157
3,225	6,090	3,052	5,236	Maximum share	3,102	5,696
2,370	3,297	1,985	2,791	Average amount	2,159	3,035

Gross amounts, for an employee working full-time and present throughout the year.

263 | PROPORTION OF CAPITAL HELD BY EMPLOYEES THROUGH EMPLOYEE SHARE OWNERSHIP PLANS (as %)

2018	2019	2020
1.93	1.97	2.06

Including voluntary payments.

264-A | EMPLOYER CONTRIBUTIONS PAID WITHIN THE FRAMEWORK OF THE EMPLOYEE SAVINGS SCHEME (in millions of Euros)

2018	2019	2020
69.77	53.56	56.14

This amount includes management charges paid by the company on behalf of employees.



31 - WORK-RELATED AND COMMUTING ACCIDENTS

32 - BREAKDOWN OF ACCIDENTS BY MATERIAL ASPECT

35 - EXPENDITURE ON SAFETY

31 | WORK-RELATED AND COMMUTING ACCIDENTS

311 | NUMBER OF WORK-RELATED ACCIDENTS RESULTING IN SICK LEAVE PER GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
22	114	136	23	102	125	14	54	68
29	76	105	40	70	110	27	68	95
51	190	241	63	172	235	41	122	163
						Technical staff		
						Executive staff		
						TOTAL		

312 | NUMBER OF DAYS LOST DUE TO WORK-RELATED ACCIDENTS PER GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
1,394	4,470	5,864	1,519	4,490	6,009	1,304	3,302	4,606
1,883	1,974	3,857	1,930	3,985	5,915	749	2,770	3,519
3,277	6,444	9,721	3,449	8,475	11,924	2,053	6,072	8,125
						Technical staff		
						Executive staff		
						TOTAL		

313 | NUMBER OF CASES OF PERMANENT DISABILITY (PARTIAL OR TOTAL) NOTIFIED TO THE COMPANY FOR THE REFERENCE YEAR PER GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
3	5	8	0	3	3	0	1	1

314 | NUMBER OF FATAL ACCIDENTS PER GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
0	0	0	0	0	0	0	0	0
0	0	0	1	0	1	0	0	0
						Commuting		
						Work-related		

315 | NUMBER OF COMMUTING ACCIDENTS RESULTING IN SICK LEAVE PER GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
56	165	221	117	254	371	64	138	202

316 | NUMBER OF ACCIDENTS SUFFERED BY TEMPORARY EMPLOYEES WORKING IN THE COMPANY PER GENDER

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
8	8	16	4	19	23	2	3	5

32 | BREAKDOWN OF ACCIDENTS BY MATERIAL ASPECT**321 | NUMBER OF ACCIDENTS INVOLVING SERIOUS RISKS**

Codes 32 to 40

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
0	0	0	0	0	0	0	0	0

322 | NUMBER OF ACCIDENTS INVOLVING FALLS FROM HEIGHTS

Code 02

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
9	46	55	9	49	58	5	22	27

323 | NUMBER OF ACCIDENTS CAUSED BY MACHINES, EXCLUDING THOSE INVOLVING THE ABOVE CODES

Codes 09 to 30

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
0	0	0	4	6	10	3	2	5

324 | NUMBER OF ACCIDENTS INVOLVING HANDLING, TRANSFER OR STORAGE

Codes 01, 03, 04, 06, 07, 08

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
16	42	58	14	33	47	3	13	16

325 | NUMBER OF ACCIDENTS CAUSED BY ACCIDENTAL MOVEMENT OF OBJECTS

Code 05

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
1	9	10	0	6	6	1	4	5

326 | OTHER CASES OF ACCIDENTS

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
25	93	118	36	78	114	TOTAL		
1	7	8	0	0	0			
						including declarations following bank robberies		
						0	3	3

In accordance with the classification code for the material aspect of work-related accidents (decree dated October 10, 1974).

35 | EXPENDITURE ON SAFETY**351 | STAFF TRAINING ON SAFETY**

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
12,775	17,931	30,706	11,957	17,141	29,098	8,348	10,608	18,956

352 | EXPENDITURE ON SAFETY (in millions of Euros)

2018			2019			2020		
50.84			38.84			38.68		

4 | OTHERS WORKING CONDITIONS



- 41 - HOURS WORKED AND FLEXIBLE WORKING HOURS
- 42 - ORGANIZATION OF WORKING HOURS
- 45 - EXPENDITURE TO IMPROVE WORKING CONDITIONS

41 | HOURS WORKED AND FLEXIBLE WORKING HOURS

411 | NUMBER OF HOURS IN A WORKING WEEK

General rule: 35h (average number of hours worked by a full-time employee during the year). Particular working hours in accordance with flexible working hours agreed locally.

412 | NUMBER OF EMPLOYEES WORKING OVERTIME BENEFITING FROM TIME OFF IN LIEU OF OVERTIME WAGES

2018	2019	2020
8	11	11

412-A | EXECUTIVE STAFF SUBJECT TO AN ANNUAL WORKING DAYS AGREEMENT

Under the terms of the company-wide agreement dated July 20, 2000 on the reorganization and reduction of working time, the annual working days system concerns the following category of employees: *“executive staff whose working hours cannot be pre-determined owing to the nature of their activities, the responsibilities entrusted to them and the degree of autonomy they have in organizing their time. They occupy a position whose main goal is to lead and guide a team, or whose objective requires great skill in project management.”*

The company-wide agreement dated July 20, 2000, as amended, provides for two annual working day systems:

- The mandatory system whose details are laid out in the agreement dated July 20, 2000,
- The optional system whose principles are defined in the company-wide agreement dated December 1, 2006 which amends the previous agreement dated July 20, 2000. This annual working day system may be chosen freely by the individual employee.

412-A | NUMBER OF EXECUTIVE STAFF SUBJECT TO AN ANNUAL WORKING DAYS AGREEMENT

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
11,301	10,187	21,488	11,269	10,384	21,653	11,222	10,501	21,723

412-B | MONITORING THE WORKLOAD OF EXECUTIVE STAFF EMPLOYED ON AN ANNUAL WORKING DAYS BASIS

The organization of the work of an executive is monitored by his or her manager. As such, the company-wide agreement dated July 20, 2000 on the reorganization and reduction of working time provides for the following: *“All executives employed on an annual working days basis are informed of the way the organization of their work, the length of their working days and their consequent workload are monitored. A review of their work is carried out at their first professional assessment following the signature of the agreement.”*

This process is subsequently repeated every year. The BNP Paribas S.A. company-wide agreement dated December 1, 2006 which amends the previous agreement dated July 20, 2000 also provides that *“the status of executive employed on an annual working days basis must not lead to an increase in the workload of the executive concerned under conditions inappropriate to the organization of his or her working time.”*

413 | NUMBER OF EMPLOYEES BENEFITING FROM FLEXTIME

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
1,441	4,345	5,786	1,256	3,929	5,185	1,037	3,274	4,311
440	940	1,380	465	1,012	1,477	414	960	1,374
1,881	5,285	7,166	1,721	4,941	6,662	1,451	4,234	5,685
						TOTAL		

414 | NUMBER OF EMPLOYEES WORKING PART-TIME

90%									
2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
6	269	275	7	259	266	Technical staff	9	261	270
7	217	224	8	242	250	Executive staff	8	265	273
13	486	499	15	501	516	TOTAL	17	526	543

80%									
2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
53	1,608	1,661	54	1,479	1,533	Technical staff	49	1,393	1,442
77	1,106	1,183	71	1,141	1,212	Executive staff	75	1,139	1,214
130	2,714	2,844	125	2,620	2,745	TOTAL	124	2,532	2,656

60%									
2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
7	164	171	9	166	175	Technical staff	10	159	169
16	74	90	10	81	91	Executive staff	14	90	104
23	238	261	19	247	266	TOTAL	24	249	273

50%									
2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
72	351	423	68	329	397	Technical staff	69	306	375
35	118	153	36	115	151	Executive staff	45	100	145
107	469	576	104	444	548	TOTAL	114	406	520

TEMPS DIVERS									
2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
11	85	96	11	86	97	Technical staff	9	85	94
17	32	49	16	39	55	Executive staff	16	43	59
28	117	145	27	125	152	TOTAL	25	128	153

TOTAL TEMPS PARTIEL									
2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
149	2,477	2,626	149	2,319	2,468	Technical staff	146	2,204	2,350
152	1,547	1,699	141	1,618	1,759	Executive staff	158	1,637	1,795
301	4,024	4,325	290	3,937	4,227	TOTAL	304	3,841	4,145

414 | PERCENTAGE OF PART-TIME EMPLOYEES COMPARED TO THE TOTAL HEADCOUNT

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
3.4	23.3	17.4	3.6	23.5	17.6	Technical staff	4.0	24.4	18.5
1.1	11.6	6.3	1.1	11.9	6.5	Executive staff	1.2	12.1	6.7
1.7	16.8	10.3	1.7	16.8	10.3	TOTAL	1.8	17.0	10.5

414-A | NUMBER OF EMPLOYEES WORKING FULL-TIME

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
4,287	8,161	12,448	3,974	7,568	11,542	Technical staff	3,544	6,817	10,361
13,275	11,835	25,110	13,178	11,991	25,169	Executive staff	12,897	11,932	24,829
17,562	19,996	37,558	17,152	19,559	36,711	TOTAL	16,441	18,749	35,190

415-A | NUMBER OF EMPLOYEES WORKING PART-TIME DURING THE YEAR IN QUESTION

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
43	375	418	42	339	381	Technical staff	33	282	315
49	242	291	58	281	339	Executive staff	64	225	289
92	617	709	100	620	720	TOTAL	97	507	604

415-B | NUMBER OF EMPLOYEES WORKING PART-TIME WHO RESUMED FULL-TIME EMPLOYMENT DURING THE YEAR IN QUESTION

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
19	219	238	12	234	246	Technical staff	15	186	201
24	167	191	30	168	198	Executive staff	28	163	191
43	386	429	42	402	444	TOTAL	43	349	392

415-C | EXISTENCE OF DIFFERENT WAYS OF ORGANIZING WORK

Existence of different ways of organizing work to facilitate the relationship between employees' family and professional lives:

- **Part time:** the principal solutions offered are 50%, 60%, 80% and 90% of full-time employment. The organization of the working hours can be on a daily, weekly or annual basis.
- **Flexible working hours:** flexible working hours enable employees to manage their time in a way that strikes a better balance between their professional duties and private lives. This is achieved by allowing employees subject to collective work schedules to choose when they begin and when they end their working day provided, however, they respect a core period when they must be present at work. Compensatory time credit may also be provided for later use during the calendar year in question.
- **Flexitime:** A customised system of procuring time that allows employees to acquire and use unpaid supplementary vacation days over the course of the calendar year. Open to all collaborators having at least one year of seniority without having reduced activity of more than 50% (agreement of January 16, 2019)..
- **The right to take leave of absence to take care of a sick child:** an authorisation of paid leave within the scope of one or several sick children less than 15 years old is granted to the mother or father, regardless of seniority. BNP Paribas grants 3 additional days to the 3 days per sliding 12-month period allowed by the Collective Agreement governing the banking industry, and extends the age of the child (or children) from 14 to 15 years. In addition, an allocation of days is available for employees whose spouse or child is ill.

Local services:

- **Company participation in early childhood care:** the maximum daily allowance for childcare costs that can be granted for all children up to the age of 10 is raised to €5.50 for 2020.
- **Family tax credit:** the expenses incurred by the company are well above the ceiling for tax deductions.

416 | NUMBER OF DAYS OF ANNUAL HOLIDAYS

26 days of annual holidays +1 additional day.

417 | PAID PUBLIC HOLIDAYS

2018	2019		2020
9	7	Mondays Off	8
7	10	Saturdays Off	9

42 | ORGANIZATION OF WORKING HOURS

421 | NUMBER OF EMPLOYEES ON FLEXIBLE WORKING HOURS

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
508	845	1,353	411	721	1,132	430	718	1,148
101	267	368	114	264	378	138	210	348
609	1,112	1,721	525	985	1,510	568	928	1,496
						TOTAL		

This indicator refers, for the most part, to employees working days.

421-A | NUMBER OF EMPLOYEES WORKING NIGHTS

2018			2019			2020		
Male	Female	Total	Male	Female	Total	Male	Female	Total
237	167	404	288	319	607	216	167	383
6	3	9	28	19	47	15	11	26
243	170	413	316	338	654	231	178	409
						TOTAL		

Working night between 9 pm and 6 am: Act of May 9, 2001, company agreement dated February 18, 2002.

The organization of work in cycles makes it impossible to distinguish between flexible working hours and nightwork: whenever there is nightwork, the employees are included in the 421-A indicator.

45 | EXPENDITURE TO IMPROVE WORKING CONDITIONS

451 | TOTAL EXPENDITURE (in millions of Euros)

2018	2019	2020
74.23	74.02	50.91
		451 - Expenditure to improve working conditions

These sums represent expenditure devoted to the upgrading and reorganization of working areas and to the improvement of reception areas reserved for customers.



51 - IN-SERVICE PROFESSIONAL TRAINING

52 - TRAINING LEAVE

53 - WORK-STUDY CONTRACTS

51 | IN-SERVICE PROFESSIONAL TRAINING

511 | PERCENTAGE OF TOTAL PAYROLL DEVOTED TO IN-SERVICE PROFESSIONAL TRAINING

2018	2019		2020
4.75 %	4.74 %	As % of payroll	4.32 %

512 | AMOUNT DEVOTED TO IN-SERVICE PROFESSIONAL TRAINING (in millions of Euros)

2018	2019		2020
113.30	111.88	Expenditure on training	101.57

513 | NUMBER OF STAFF TRAINED

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
4,169	10,172	14,341	3,903	9,885	13,788	Technical staff	2,993	7,959	10,952
14,077	13,566	27,643	14,021	13,749	27,770	Executive staff	13,101	13,225	26,326
18,246	23,738	41,984	17,924	23,634	41,558	TOTAL	16,094	21,184	37,278

Individuals are counted once, even if they follow more than one training course.

513-1 | NUMBER OF INDIVIDUALS RECEIVING TRAINING WITH THEIR PERSONAL TRAINING ACCOUNTS (CPF) IN WORKING HOURS

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
219	282	501	140	172	312	Technical staff	115	153	268
21	28	49	35	44	79	Executive staff	55	67	122
240	310	550	175	216	391	TOTAL	170	220	390

513-2 | INCLUDING THE NUMBER OF INDIVIDUALS RECEIVING TRAINING RECOGNIZED BY A DIPLOMA WITH THEIR PERSONAL TRAINING ACCOUNT (CPF)

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
217	272	489	134	159	293	Technical staff	113	136	249
11	17	28	15	17	32	Executive staff	39	44	83
228	289	517	149	176	325	TOTAL	152	180	332

514 | NUMBER OF TRAINING HOURS BY LEVEL

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
105,266	259,106	364,373	115,671	259,769	375,440	Technical staff	75,942	181,433	257,376
383,533	389,435	772,968	340,236	366,253	706,489	Executive staff	240,066	240,350	480,417
488,799	648,542	1,137,341	455,908	626,021	1,081,929	TOTAL	316,009	421,784	737,792

515-1 | NEW LEARNING AREAS AND CATEGORIES

	2018		2019		2020	
	Number of hours	Number of training sessions	Number of hours	Number of training sessions	Number of hours	Number of training sessions
CULTURE AND KNOWLEDGE OF THE GROUP AND ITS ENTITIES						
Quality	6,614	8,590	6,305	6,942	7,173	10,743
Group Knowledge and Induction	33,094	22,115	38,597	51,277	15,333	23,450
Strategy and Ethics General Orientation	17,306	4,620	11,937	29,086	2,492	6,669
Security	44,736	67,412	42,528	45,457	16,545	28,415
Total	101,751	102,737	99,368	132,762	41,544	69,277
BUSINESS LINES TECHNICAL TRAINING						
Marketing and Sales Techniques	37,563	31,012	26,105	24,548	20,598	25,327
Banking Diplomas	1,012	82	433	165	728	194
Financial and Banking Products and Services	142,584	113,118	215,850	159,511	105,066	106,388
Financial Products and Services	121	14	1,663	9,827	3,457	14,276
Securities Services	347	100	907	1,326	5,823	24,387
Insurance	175,252	46,596	157,144	634,657	172,878	637,241
Corporate Finance	739	193	858	195	522	230
Credit and Finance	119,093	235,955	111,008	256,824	91,720	303,421
Advisory Service - Wealth Management	54,515	11,467	50,800	26,559	19,605	36,822
Asset Management	1,392	3,148	2,603	8,523	1,482	1,699
Real Estate	10,598	7,192	9,420	20,694	3,579	4,798
Capital Markets	1,957	463	4,194	5,004	5,149	12,956
Total	545,172	449,340	580,986	1,147,833	430,607	1,167,739
BUSINESS SUPPORT FUNCTIONS TECHNICAL TRAINING						
Legal and Tax Affairs	41,929	72,505	10,781	16,398	7,002	14,323
Human Resources	8,142	2,062	7,509	4,660	11,467	6,454
IT	31,508	3,989	20,437	5,835	12,252	4,602
Back Offices	2,290	1,498	6,591	2,570	10,626	20,697
Accounting, Finance and Management Control	7,343	3,023	5,173	2,140	2,227	1,114
Procurement and Logistics	803	130	345	108	31	12
Internal Audit and Control	15,847	1,384	15,494	3,473	4,354	1,329
Communications	4,792	884	2,351	832	2,048	1,075
Social and Environmental Responsibility	1,281	1,599	766	1,590	656	1,371
Total	113,937	87,074	69,446	37,606	50,663	50,977
RISKS						
Non-compliance risks / Reputational risk	163	455	120	362	88	465
Non-compliance risks / Anti-money-laundering measures	59,354	75,611	50,724	70,304	10,393	21,444
Non-compliance risks / Banking structure	175	305	787	279	176	191
Non-compliance risks / Corruption	3,136	9,339	9,870	28,826	4,814	7,292
Non-compliance risks / Conflict of interests	356	474	389	564	55	76
Non-compliance risks / Protection of data	329	654	619	498	340	266
Non-compliance risks / FATCA/AEOI	1,461	2,178	2,357	3,935	1,902	3,489
Non-compliance risks / General awareness-building	3,725	2,034	4,694	2,872	3,522	10,465
Non-compliance risks / Know your customer (KYC)	15,326	22,475	2,638	3,930	573	858
Non-compliance risks / Markets	6,057	20,894	2,698	7,014	2,254	6,444
Non-compliance risks / Professional ethics	1,432	2,752	927	1,994	1,048	1,716
Non-compliance risks / Protection of the customer's interests (PCI)	12,691	19,730	9,826	28,635	8,759	31,875
Non-compliance risks / Sanctions and embargoes	22,421	26,767	27,048	26,186	50,500	88,160
Non-compliance risks / Specific issues	8,256	11,362	2,932	10,074	785	1,500
Non-compliance risks / Cross-functional financial security	2,255	575	3,195	1,648	1,121	902
Credit risk and counterparty risk	9,885	856	9,458	3,819	4,606	2,325
Insurance risk	10	2	16	31	4	5
Market risk and liquidity risk	963	3,120	844	269	267	86
Operational risk and permanent control	2,880	949	4,520	3,018	2,118	3,950
Fundamental principles of risk management	4,715	2,276	3,387	3,534	1,809	3,054
Total	155,601	202,808	137,052	197,792	95,134	184,563

	2018		2019		2020	
	Number of hours	Number of training sessions	Number of hours	Number of training sessions	Number of hours	Number of training sessions
INDIVIDUAL COMPETENCIES						
Personal Development	75,729	36,177	57,029	36,588	22,590	12,091
Project Management and Organization	13,570	1,896	15,611	4,400	6,745	2,495
Languages	20,067	2,386	23,677	8,280	26,008	5,298
Career Support	6,489	565	4,518	1,081	8,012	3,476
IT Tools and NTIC	9,064	2,571	7,288	2,844	6,570	1,239
First Aid	6,078	703	5,772	1,501	1,155	380
Total	130,966	44,298	113,895	54,694	71,080	24,979
MANAGEMENT						
Leadership	15,658	3,091	7,474	1,838	2,609	752
Performance Management	5,888	3,159	3,180	1,536	2,015	1,295
Team Management	35,908	9,328	37,714	13,033	12,788	6,744
Management Values and Principles	4,862	1,054	5,925	3,563	4,634	17,783
Total Management	62,315	16,632	54,292	19,970	22,047	26,574
DIGITAL						
Gamification and Technological Vigil	2,369	798	217	153	7	81
Digital Branding et Communication online	10,376	20,440	11,018	18,538	1,713	1,801
User Experience	1,147	621	584	398	276	470
Social Media	375	296	206	160	24	49
Marketing on line	0	0	17	8	36	26
IT & Process	6,854	1,020	10,023	14,683	22,000	23,516
Web analytics & Data	779	69	4,416	585	2,469	906
Sales and E-Business	1	1	409	412	194	684
Agile Methodology & DevOps	1,893	203	0	0	0	0
Artificial Intelligence & Intelligent Automation	21	6	0	0	0	0
Digital Transformation Management	842	33	0	0	0	0
Block Chain	167	167	0	0	0	0
Cybersecurity	525	106	0	0	0	0
New ways of working tools	2,219	840	0	0	0	0
Total	27,568	24,600	26,890	34,937	26,719	27,533
TOTAL	1,137,341	927,489	1,081,929	1,625,594	737,792	1,551,642

515-2 | NUMBER OF HOURS BY TYPE OF TRAINING

2018	2019		2020
724,752	595,296	Classroom training sessions	293,373
61,728	61,229	On-the-job training	39,673
350,861	425,404	Open distance learning	404,747
1,137,341	1,081,929	Total	737,792

52 | TRAINING LEAVE

524 | INDIVIDUAL TRAINING LEAVE (ITL)

	Male			Female			Total
	Technical staff	Executive staff	Total	Technical staff	Executive staff	Total	
On-going ITL at 01/01/2020	5	3	8	16	15	31	39
2020 Requests accepted by management	6	6	12	22	9	31	43
Requests refused by management	0	0	0	0	0	0	0
ITL and ITL requests abandoned during the year	3	5	8	10	3	13	21
ITL completed in 2020	5	3	8	14	12	26	34
On-going ITL at 01/01/2021	3	1	4	14	9	23	27

53 | WORK-STUDY CONTRACTS

531 | NUMBER OF APPRENTICESHIP AND OTHER WORK-STUDY CONTRACTS AT DECEMBER 31ST

2018			2019				2020		
Male	Female	Total	Male	Female	Total		Male	Female	Total
477	437	914	558	516	1,074	Apprenticeship	690	702	1,392
394	509	903	411	473	884	Other work-study contracts	223	228	451
871	946	1,817	969	989	1,958	TOTAL	913	930	1,843

6 | PROFESSIONAL RELATIONS



61 – EMPLOYEE REPRESENTATIVES

62 – EMPLOYEE COMMUNICATIONS

63 – DISPUTES

61 | EMPLOYEE REPRESENTATIVES

611 | PARTICIPATION IN EMPLOYEE REPRESENTATIVE ELECTIONS

Body of electors	2020	
	Number registered	As % of voters
Technical staff	0	0
Executive staff	0	0

612 | TOTAL NUMBER OF HOURS ALLOWED FOR EMPLOYEE REPRESENTATION ACTIVITIES

Overall, the total number of hours authorized in all the different bodies amounted to approximately 497,721 hours in 2020, including committee meetings or meetings with management.

613 | NUMBER OF MEETINGS WITH THE EMPLOYEES' REPRESENTATIVES DURING THE YEAR IN QUESTION

2018	2019		2020
1,491	385	Number of meetings	280

614 | DATE OF SIGNATURE AND SUBJECT OF AGREEMENTS SIGNED IN THE COMPANY**PROFIT SHARING – INCENTIVE SCHEMES – EMPLOYEE SAVINGS PLANS**

- 03/02/2020: Amendment n°1 to the agreement related to the regulation of Company Savings plan (PEE) of Group BNP Paribas from December 21, 2009
- 03/02/2020: Amendment n°2 to the agreement of Group BNP Paribas related to pension scheme in addition to the contributions defined October 3, 2017, converting and amending into mandatory pension scheme (PERO)
- 03/02/2020: Amendment n°2 to the agreement related to the rule of the collective pension scheme (PERCO) of Group BNP Paribas from December 21, 2009, converting and amending into the collective enterprise pension scheme (PERECO)
- 16/11/2020: Amendment n°7 to the agreement defining the rules of contribution applicable to employees of BNP Paribas SA in accordance with Company savings plan (PEE) of Group BNP Paribas

REMUNERATION

- 10/06/2020: Amendment to the agreement of December 30, 2019, on the conditions of granting and payment of a special bonus in 2020 within BNP Paribas SA
- 06/10/2020: Amendment n°2 to the agreement of December 30, 2019, on the conditions of granting and payment of a special bonus in 2020 within BNP Paribas SA
- 15/10/2020: Amendment to the agreement relating to the creation of a Joint Appeals Commission with regard to the individual situation review for BNP Paribas SA
- 16/11/2020: Amendment n°2 to the agreement on the conditions of granting and payment of a special bonus in 2020 within BNP Paribas SA
- 16/11/2020: Agreement related to the annual negotiation on remuneration for 2021

PROFESSIONAL ELECTIONS

- 30/09/2020: Agreement related to the conditions and modalities of organisation via electronic vote of the 2020 election of personnel representatives to the advisory administration of BNP Paribas SA

DIVERSITY-INCLUSION

- 19/05/2020: Amendment n°3 to the agreement of May 30, 2016, related to diversity within BNP Paribas SA
- 19/05/2020: Amendment n°4 to the agreement of August 2, 2016, related to contract generation within BNP Paribas SA
- 24/07/2020: Agreement on Diversity and inclusion within BNP Paribas SA

HOME OFFICE

- 31/01/2020: Agreement on regular and/or occasional home office within the scope of the established core business and functions and put in place from the experimentation of occasional home office within the regional directions of BDDF.

WORKING HOURS

- 14/12/2020: Collective enterprise agreement related to the optional days within BNP Paribas

615 | NUMBER OF EMPLOYEES BENEFITING FROM LEAVE OF ABSENCE FOR UNION-ORGANIZED TRAINING

2018	2019	2020
113	136	66

62 | EMPLOYEE COMMUNICATIONS

622 | INDUCTION PROCEDURE

- The new recruit is welcomed by his manager.
- The welcoming HR department:
 - 1) Presents to the new recruit the conditions governing subscription to the BNP Paribas complementary health insurance.
 - 2) Gives the employee explanations about:
 - The presentation of the Group's intranet site - Echonet,
 - Training opportunities,
 - Remuneration,
 - Profit-sharing and incentive schemes,
 - Employee savings schemes,
 - Working hours and holidays,
 - Welfare and complementary health insurance,
 - Practical information (the social activities of the Economic and Social Council, the advantages related to banking operations, the A.S.C...),
 - The INCA tool: management of paid holidays,
 - The SITADIN / ALIS tool: updating of personal details, certificate requests, acquisition of flexible working hours, using the Group's intranet site - Echonet,
 - The ALIS tool: HR assistance portal,
 - Professional mobility.
 - 3) Informs the employee about the existence of the Annual Report, the Collective Labour Agreement, the Code of Conduct and Company Rules & Regulations – including the code of ethics – accessible on the Group's intranet site-Echonet.
 - 4) Informs the employee about the organization of the individual interviews and individual appraisal interviews.

623 | INFORMATION PROCEDURES

- Echonet, the intranet of the Group, shares company news daily and offers useful content for the activities of collaborators. Numerous filmed interviews are broadcast from the intranet.
 - Echonet Magazine, the quarterly online magazine of Group BNP Paribas, offers feature articles on the life of the Enterprise
 - Echonet Tube, the monthly video journal of the Group, broadcast interviews and reports on activity of the Group throughout the world
 - Job and Occupation Webzines
- Information is also disseminated by targeted, internal mass-mailings and via organisation of meetings, declaration of notes, minutes, memorandums, procedures, etc.

In addition, there are numerous other information supports and communications within BNP Paribas S.A., in the centers, professions and functions.

The growing use of internal social networks within the company also demonstrates the use of collaborative and transversal means of exchange.
- Internal communication is a medium of cohesion for collaborators. Internal communication addresses all of the Group collaborators with the following objectives:
 - explain the organisation and strategy of the company
 - promote the culture and values of BNP Paribas
 - reinforce collaborate adhesion

Internal communication concentrates its efforts on sharing information, exchanges between collaborators and the synergy between professions. Through different media of internal communication made available (Echonet, Echonet Magazine, Echonet Tube, mass-mailings, ...) all collaborators have been informed of current news and events that have impacted activity. They have been made aware of new regulatory demands, large scale projects, and the strategy put into place by the Group.

624 | INDIVIDUAL INTERVIEWS

Thanks to the annual individual appraisal interview, it is possible:

- For the reporting period in question, firstly, to appraise the employees' performance in terms of how well they achieved their pre-determined objectives, fulfilled their responsibilities, mastered the skills required for their position and, secondly, to provide feedback on how beneficial training programs followed by the employees have been to their professional performance.
- For the forthcoming reporting period, to define future orientations, which include job targets in addition to the identification of needs for professional growth and future career prospects.

The process is digitized via the My Development platform on a yearly basis.

625 | NUMBER OF EMPLOYEES ATTENDING THE INDIVIDUAL APPRAISAL INTERVIEW

A professional interview is a mandatory periodic interview introduced by the law of March 5, 2014. Its purpose is to have a review of past and future professional evolution with an employee, and go over their needs for professional trainings.

Two professional interviews must be organised in advance of a professional summary review that takes place every 6 years. A professional interview is also held after returning from certain absences listed by the law (authorised leaves: maternity, parental education, sabbatical, family support, voluntary secured mobility).

The EP and EPR are counted from April N to march N+1 in order to follow the assessment campaign.

2018			2019			2020			
Male	Female	Total	Male	Female	Total	Male	Female	Total	
2,453	6,914	9,367	2,013	5,882	7,895	Technical staff	2,033	5,747	7,780
9,528	9,676	19,204	8,637	8,924	17,561	Executive staff	8,108	8,811	16,919
11,981	16,590	28,571	10,650	14,806	25,456	TOTAL	10,141	14,558	24,699

2020 figures partially available.

63 | DISPUTES

2018	2019		2020
631 - Number of appeals to extrajudicial arbitration systems			
10	9	To the Bank's "appeal formation" Joint Commission	10
12	5	To the Joint Commission for Disciplinary Action	4
89	102	632 - Number of legal proceedings	54
2	0	633 - Number of formal notices and reports received from the Labour inspectorate	1

7 | OTHER WELFARE FACILITIES PROVIDED BY THE COMPANY



71 - SOCIAL AND CULTURAL ACTIVITIES

72 - OTHER WELFARE CONTRIBUTIONS

71 | SOCIAL AND CULTURAL ACTIVITIES

711 | EXPENSES INCURRED DIRECTLY BY THE HEAD OFFICE (in millions of Euros)

2018	2019		2020
12.65	12.74	Restaurants	10.97
10.33	10.40	Commuting	9.98
1.93	2.01	Medical expenses (Paris and the Provinces)	1.85
8.01	8.01	Family benefits	7.95
0.79	0.66	Miscellaneous benefits	0.44
33.71	33.82	TOTAL	31.19

712 | PAYMENTS MADE TO THE CENTRAL WORKS COUNCIL (in millions of Euros)

2018	2019		2020
30.98	31.39	Contribution to midday meal expenses	27.50
Family welfare			
4.10	4.18	Contribution to childminding fees	2.40
0.07	0.07	Miscellaneous aid	0.08
4.17	4.25	TOTAL	2.48
Leisure activities			
18.35	19.36	Summer camp and contribution to employees' holidays	16.20
2.37	2.37	A.S.C	2.32
0.13	0.05	Miscellaneous	0.00
20.85	21.78	TOTAL	18.52
14.11	14.11	Locally based activities	14.16
Miscellaneous			
1.48	1.37	Administrative costs	1.20
0.60	0.67	Investments	0.80
2.08	2.04	TOTAL	2.00
72.19	73.57	GRAND TOTAL	64.66

Estimate of spending for the reference year.

712 | TOTAL WELFARE BUDGET (in millions of Euros)

2018	2019		2020
33.71	33.82	Budget allocated by Senior Management	31.19
72.19	73.57	Budget allocated to the Central Works Council*	64.66
105.90	107.39	TOTAL	95.85

* Estimate of spending for the reference year.

72 | OTHER WELFARE CONTRIBUTIONS

WELFARE AND COMPLEMENTARY HEALTH INSURANCE

The BNP Paribas complementary health insurance reimburses the health expenses incurred by all BNP Paribas SA employees and, on a voluntary basis, the health expenses of their spouse and children, and retired persons.

In 2020, the employer's contribution amounted to € 14.76 millions.

FLEXIBLE WELFARE

Flexible Welfare is the welfare scheme covering employees against the risks of death, disability and incapacity liable to arise during both their private and professional lives. The contract is offered on an optional basis to employees on unpaid leave (risk of death and disability).

For the 2020 financial year, the employer's contribution amounted to € 23.77 millions.

CONTRACT MANDATORY PENSION SCHEME BNP PARIBAS

The Mandatory pension scheme plan underwritten with CARDIF is an additional retirement scheme with defined contributions that allows the creation of a pension plan, complementing the mandatory retirement plans. This plan has evolved since March 1, 2020 in order to integrate the evolutions issued from the law relative to the growth and transformation of enterprises (stated in the law PACTE). All employees having a year of seniority benefit from this pension contract. It is supplied by the company contributions up to 1.3% of bracket A (part of the salary limited to 1 annual limit of social security), and from 1% of bracket B (part of salary between 1 and 4 times the annual limit of social security), and part by employee contributions up to 0.3% of bracket B. Employees also have the possibility of completing mandatory contributions by voluntary payments.

In 2020, payments made by the company amounted to € 25.38 millions.

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