

SOCIAL RESPONSIBILITY AT BNP PARIBAS IN 2022

GNR
Group Human Resources

For the ninth consecutive year,



and only bank in the Top 10 France

afnor
CERTIFICATION

First and only bank in France to have obtained the label "Alliance" grouping Afnor's Diversity and Gender Equality labels

Bloomberg
Gender-Equality

Index = **82/100** (80/100 in 2021)

1. PROMOTION OF DIVERSITY

EQUALITY AND INCLUSION

193,000 employees FTE (1)

184,202 FTE, excluding employees from Bank of the West, sold to Bank of Montreal on Feb 1st 2023 (including control functions)

52% women and **35.2%** among the SMP (2) population

86/100 Gender Equality Index for BNPP SA in France (3)

172 nationalities represented in 65 countries and territories

of which **12** among the G100 (4)

More than **80,000** employees involved in the employees' networks

More than **4,900** employees declared disabled in 32 countries

Of which **190** hires



1,126,142 solidarity hours performed in 2021 and 2022

2025 target achieved (1 million solidarity hours performed over two rolling years as part of the #1MillionHours2Help programme)

2. "GOOD PLACE TO WORK"

AND RESPONSIBLE EMPLOYMENT MANAGEMENT

Remote working (5)

At the end of December 2022,

73.8% of the Group's employees in France worked remotely an average of two days a week.

HEALTH, LIFE, AND DISABILITY INSURANCE (6)

99.6% of insured employees

Strong mobilisation alongside with the **5,000** employees in Ukraine

28,892 recruitments P T C

More than **23,000** employees under **30** recruited worldwide (including all contract types)

Strengthened governance on **Respect for People**

For the 1st half of 2022

33 sanctions were imposed

harassments, violence, sexist behaviours at work

287 collective agreements signed worldwide

3. A LEARNING COMPANY

SUPPORTING DYNAMIC CAREER PATH MANAGEMENT

97.4% (7) of employees followed at least

on average **21,8h** of training per year per employee (including mandatory trainings)

4 training courses

4,850 EMPLOYEES completed a programme at the Digital, Data & Agile Academy



More than **16,500** employees followed at least **7h** of technological training

Launch

Sustainability Academy package of initiatives focused on employee development regarding sustainable finance (8)

PROFESSIONAL PATH MANAGEMENT

Almost **25,000** internal mobilities

of which **5,300** cross-functional (inter-entity and inter-business)

Nearly **1/3** of positions filled internally thanks to mobility

(1) FTE: Full-Time Equivalents based on employees' attendance time.

(2) SMP: The Group's Senior Management Position (SMP) population is composed of employees holding approximately 3,000 positions considered to have the most significant impact from a strategic, commercial, functional and expertise point of view.

(3) Annual index on a scale of 100 points measuring gender-related pay inequalities in French companies. It is based on 5 indicators: remuneration gaps (40 points); gaps on salary increases (20 points); promotion gaps (15 points); share of women returning from maternity leave with a salary increase (15 points); parity among the top 10 remunerations (10 points).

(4) G100 is composed of the Group Top 100 executives.

(5) BNP Paribas wishes to maintain a sense of belonging to the company and a sense of teamwork by maintaining an overall balance between remote work and on-site presence with a maximum of 50% of remote working per employee for activities that allow it.

(6) Social protection in case of death in service or disability as well as medical expenses, for eligible staff.

(7) Out of 99% of physical headcounts (permanent and fixed-term contracts) in 65 countries and territories.

(8) In order to ensure that everyone has the necessary knowledge and skills to learn about environmental and social challenges, the Group has launched the Sustainability Academy in November 2022. It also enables to enter in-depth into the five priority areas of actions for the Group (circular economy, transition to carbon neutrality, biodiversity conservation, social inclusion and the development of sustainable savings, finance, and investments).

DEVELOPMENT AND ENGAGEMENT OF ALL AT THE HEART OF OUR PRIORITIES



BNP PARIBAS

The bank for a changing world