

Giving power to those who take action



The bank
for a changing
world

THE SPIRIT OF CONCORD

■ Michel Pébereau, Chairman of the BNP Paribas Foundation* and Honorary Chairman of the BNP Paribas Group, and ■ Anne Pointet, Head of BNP Paribas Group Company Engagement and Member of the BNP Paribas Group Executive Committee, share their vision of philanthropy and look back on the 40 years of the BNP Paribas Foundation.

** In 2025, Yves Martrenchar was appointed Chairman of the BNP Paribas Foundation, and Élise Hermant was appointed Vice-Chairman of the BNP Paribas Foundation.*

40 years of giving power to those who take action

One way to empower those who are making a difference is by building bridges between the worlds of non-profit organisations working for social causes, culture and science. The goal is mutual enrichment. During the events celebrating the 40th anniversary of the BNP Paribas Foundation, the numerous partners in the Group's philanthropy ecosystem were brought together for the first time enabling a bridge of cultures.

Two major events were organised at the beginning and end of 2024 to bring together the non-profits, scientists and artists we support, alongside many key players in philanthropy. These gatherings were an opportunity to build connections and synergies, share best practices, exchange ideas, discover each other's universes and join forces, for the common good.



The BNP Paribas Foundation celebrated its 40th anniversary in 2024. What has prevailed over this time – especially in such a pivotal year, portending a world in upheaval and a changing balance of power?

Michel Pébereau: In fact, the BNP Paribas Foundation was created on 21 June 2000 by bringing together the philanthropic activities of the Paribas Foundation, which was established 40 years ago, and those of the BNP in sponsoring the philanthropy of its employees and clients. From the outset, the Foundation has been driven by a spirit of positive collaboration. The same spirit that animates 'the bank for a changing world' has enabled us to cultivate a special bond over the years with our partners and beneficiaries, as well as with our clients and volunteers.

We have also proved our ability to mobilise in the face of crises: for example, creating flagship programmes to tackle exclusion such as *Projet Banlieues* in the wake of the riots that shook urban areas in France in 2005, or our *Odyssee Jeunes* programme with public authorities in greater Paris, which helps finance school trips for disadvantaged secondary school students. Our support for the non-profits Adie (which promotes entrepreneurship through microcredit) and Afev (which helps young people gain access to education) seeks to address the problems of young people obtaining employment. More recently, our *Refugee* programme was developed to aid in the reception and integration of refugees. Finally, to support scientific research with respect to the protection of the environment, we launched our *Climate & Biodiversity Initiative* the largest philanthropic environmental programme in France. This diverse support has served to forge links, strengthen social cohesion and protect the planet. We were pioneers, we remain pioneers, and I am proud of the progress we have made.

Anne Pointet: We have continued to build on what has made us unique since the beginning – our commitment to a fairer, more sustainable world: in 2024, the Foundation's budget remained comparable (more than €12 million), 60.7% of which was dedicated to social solidarity initiatives.

We have also found innovative new ways to engage: for example, bringing together for the first time all our partners – in the fields of Solidarity, Culture and the Environment – in one place. While they work in different areas, they are all driven by the same conviction: to serve, or rather to fight for, the common good. The events allowed these different worlds to come together and collectively find solutions to build a better world where living together and a spirit of concord are paramount. An opportunity that saw meaningful synergies and collaborations between non-profits, scientists and artists emerge.

What do you consider the greatest advances in corporate philanthropy within the Group? How has this changed over the years?

M. P.: There has been an evolution that is the result of being responsive and agile. Forty years ago, our corporate philanthropy was limited to France. Today, the BNP Paribas Foundation is engaged in broader issues – the whole world concerns us. We have developed 12 foundations and endowment funds around the world, driven by the same aim to advance

equal opportunities, scientific research, artistic creation and access to culture. Today, in a context shaken by conflicts, economic crises and climate change, we must endeavour to respond to emergencies while equally trying to solve problems at their roots. Our partners, everywhere the Group is present, work to carry out their actions by creating coalitions and connections.

A. P.: Today, the engagement of our teams throughout the bank can be seen in an unprecedented range of initiatives encouraged and supported by the Group. There are outreach volunteers in a marginalised district in Italy, mentors in Paris, volunteer homebuilders in Vietnam and food drive organisers in Brazil... there are thousands of examples! We are also building bridges with younger generations to help them prepare for the future, and we are active in combatting violence against women. Around the world, enabling vulnerable women to be independent and safe, guaranteeing them decent housing, or simply even access to water, offers collective hope for everyone.

And what new forms of philanthropy might emerge in the future?

M. P.: In the face of natural disasters or conflict-related humanitarian crises, our expertise can provide solutions for companies and governments to commit to sustainable policies and to encourage philanthropy as widely as possible. Without doubt, artificial intelligence (AI) will transform the way we collect and monitor the transparency of donations.

A. P.: The philanthropy of tomorrow must involve more partners, both public and private, and coordinate their actions to ensure the inclusion of refugees, through their access to education and to language learning. At the same time, it must focus on the economic and social development of the countries of origin. In 2024, we demonstrated our responsiveness by providing emergency aid in the form of food, medical care and financial support in countries devastated by natural disasters or conflict. This is made possible by the Group's generosity, which goes hand in hand with that of our teams, our network of retired employees, a very large number of our customers, and above all by the effectiveness and engagement of our partners in the field. The help we provide is a shared source of pride.

How would you describe the DNA of the BNP Paribas Foundation and its mission going forward in one phrase?

M. P.: A fairer, more sustainable, more artistic world is possible. Many thanks to our partners who are changing the world, and the two million people who have benefitted from these changes made possible by everyone's actions!

A. P.: The BNP Paribas Foundation's tagline* sums it up: 'Giving power to those who take action'. As for our mission for the future: to keep moving the dial so that no one is left behind.

* Tagline: a 'slogan' that concisely and memorably sums up the spirit and purpose of the Foundation.

PHILANTHROPY, WORKING WITH OTHERS

◀◀ A thousand ways to help.



“Since Covid, the relationship with work has been disrupted. The new generation is seeking more to provide that purpose in what they do. The Group’s commitment to solidarity helps to provide that meaning.”

Isabelle Giordano,
*Head of Group Philanthropy
and General Delegate
of the BNP Paribas Foundation*

Isabelle Giordano: What motivated you to get involved in helping others?

Louissette Thiam: I joined BNP Paribas in 2019 and now manage a French Commercial Banking (BCEF) branch in the 15th arrondissement of Paris. If I have progressed in

my career, it’s because I have been lucky enough to have key support. I wanted to give something back, and through mentoring with the Article 1 non-profit I was able to do that. I met a young graduate from Gabon who was looking for a job to start his working life. I helped him in his search, just as I had been helped.

Jérôme Cannet: I have always wanted to help out and be useful. The branch of the charity Les Petits Frères des Pauvres (the French branch of The Little Brothers, Friends of the Elderly), not far from where I live in Normandy, needed volunteers. Two years before my retirement, I wanted to give some of my time. My skills-based sponsorship mission with them is perfectly suited to my personal convictions and my career path.

Minh Tran: I volunteer for the Habitat for Humanity NGO, and the Foundation’s Help2Help programme has enabled us to make our aims a reality through its financial support. Vietnam is being affected by climate change, particularly in the south, in the Tiền Giang region in the Lower Mekong basin: water levels are rising and, in some areas, the situation for inhabitants is critical, with a high percentage of unsafe houses. With Habitat for Humanity, we are not just building new homes, we are making them sustainable. Our involvement has helped to give hope back to the population.



“I discovered philanthropy through the Philanthropy Solutions team at BNP Paribas Wealth Management, which is headed by Nathalie Sauvanet. At the time, I was advising my clients on solidarity investments. Later, it was through ex-colleagues who had joined charities that I discovered the skills sponsorship programme. It was perfectly suited to this stage of my career.”

Jérôme Cannet,
*skills sponsor with
Les Petits Frères des Pauvres*

I. G.: Was there a key moment in your career that triggered this desire to take action?

M. T.: It all happened at the same time. In 2020, I graduated, joined the bank and became a volunteer coordinator for Habitat for Humanity. When I submitted the NGO's project to the *Help2Help* programme, things moved quickly.

J. C.: As I mentioned, I was two years from retirement, so it was important to me to continue being active and then to provide my services. Being able to do this in a rural area was even more important. The people I help are elderly, sometimes with no social contacts, sometimes demoralised, sometimes isolated, some in financial difficulty, with pensions around €600 a month. They have to do all their administrative procedures online, so everything is difficult for them, but the non-profit and I are there to help.



"We practised public speaking, and I helped him and gave him tips. Today, he has made such progress that I have sent his CV to the Group."

Louise Thiam
mentored a 26-year-old graduate from Gabon

I. G.: How does your engagement reflect the values of the BNP Paribas Foundation?

M. T.: Solidarity and sharing. I convinced my colleagues to join me in aiding the inhabitants of this region of Vietnam, and working with each other, carrying bricks one by one, putting up walls to build houses has helped us get to know each other better. Seeing the smiles, happiness and joy on people's faces has enriched us collectively and strengthened our bonds as colleagues; I have seen this both on-site and in the office.

I. G.: We all live in different countries, we all have different jobs within BNP Paribas, but we all share the same values of mutual support, sharing and generosity: thank you!



"Living conditions in the rural areas of Tiền Giang were atrocious. It broke my heart, and I wanted to do something. If you have a sturdy, decent house, you can look to the future, and your children can study and grow up in safety. Financial support from the *Help2Help* programme has allowed us to build homes for these families."

Minh Tran,
Help2Help Programme Manager for APAC, volunteer for Habitat for Humanity in Vietnam*

I. G.: What have you gained from your commitment on a day-to-day basis, personally and professionally?

L. T.: My mentee gave me a new and different perspective on current affairs, work, life, and more. We talked a lot about our cultural differences: I was born in Senegal, he is from Gabon, and the branch where I work is on Avenue de Breteuil in the 15th arrondissement of Paris, with a wealthy clientele. It was enriching for both of us to step out of our geographical areas and our points of reference. In six months of mentoring, I saw him evolve and grow through our exchanges. It has been a meaningful encounter.

J. C.: We play cards, we go out, they feel they can talk to me, and sometimes I drive them to the nearest health centre. Every year on 24 December, the charity organises a Christmas meal, which is essential and a real joy for these seniors. As a former banker, I can also help the non-profit and its beneficiaries with my banking expertise. Little by little, I have developed a relationship of trust with them. It's rewarding to help people in difficulty by offering my services to a charity while still working for BNP Paribas.

Showing up

After Cyclone Chido hit Mayotte in 2024, IT Risk Officer Pierre Maurin wanted to help. He could have been a reservist gendarme, policeman or fireman: he chose to be a first-aider for the French Red Cross. *"It was chaos and distress, everything was destroyed. The bangas were devastated, the trees uprooted, the people destitute. During my two weeks there, I was struck by how quickly help arrived. The simple act of bringing water can save a life: that's what struck me most,"* recounts Pierre Maurin, IT Risk Officer at IT Group in Paris. He carried out this mission in his free time and his annual solidarity hours through the *1MillionHours2Help* (1MH2H) programme.

* APAC: Asia-Pacific region.

BNP Paribas 2024 corporate philanthropy budget

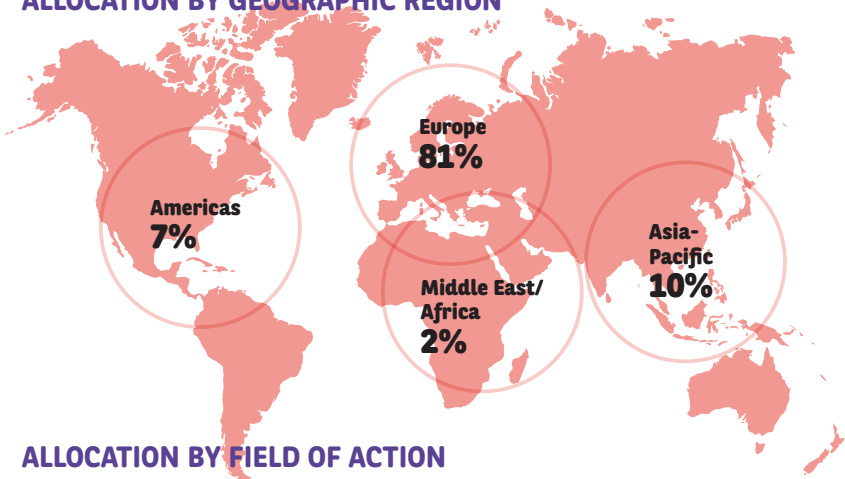
€76.80m

INCLUDING €21.91m FOR SKILLS SPONSORSHIP IN FRANCE

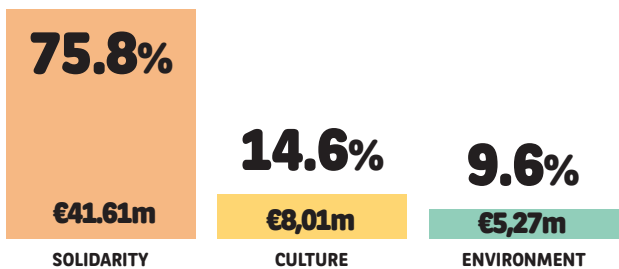
€54.89m

EXCLUDING SKILLS SPONSORSHIP IN FRANCE

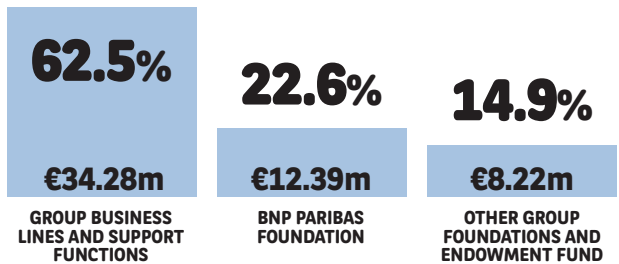
ALLOCATION BY GEOGRAPHIC REGION



ALLOCATION BY FIELD OF ACTION



ALLOCATION BY ENTITY



Commitment of BNP Paribas teams

686,422

HOURS DEVOTED
TO SOLIDARITY INITIATIVES
AND SKILLS SPONSORSHIP
#1MILLIONHOURS2HELP

64.1%
OF THESE HOURS WERE
VOLUNTEERED IN FRANCE

OF WHICH 89.6%
HOURS OF SKILLS
SPONSORSHIP AT THE END
OF CAREER

COMPLETED BY

54,413

EMPLOYEES

12

THE NUMBER OF FOUNDATIONS
PLUS AN ENDOWMENT FUND
IN THE BNP PARIBAS GROUP

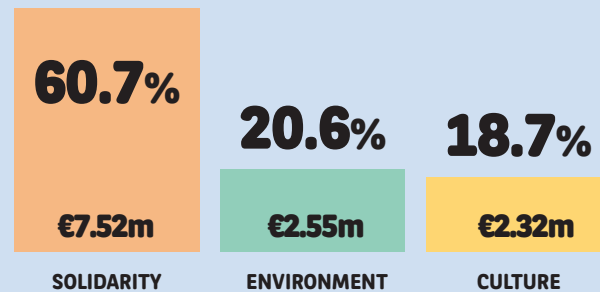
- BNP Paribas Stiftung **GERMANY**
- BNP Paribas Fortis Foundation **BELGIUM**
- BNP Paribas Foundation **FRANCE**
- Cetelem Foundation **FRANCE**
- BNP Paribas India Foundation **INDIA**
- Fondazione BNL **ITALY**
- Alphonse Weicker Foundation **LUXEMBOURG**
- BMCI Foundation **MOROCCO**
- Fundacja BNP Paribas **POLAND**
- BNP Paribas Swiss Foundation **SWITZERLAND**
- BNP Paribas Nordic Foundation **SWEDEN**
- Rescue & Recover Fund

Focus on the BNP Paribas Foundation

TOTAL BUDGET

€12.39m

ALLOCATION
BY FIELD OF ACTION



11 SDGs
(OUT OF 17) SUSTAINABLE DEVELOPMENT
GOALS COVERED BY THE ACTIONS
OF THE BNP PARIBAS FOUNDATION

SUSTAINABLE
DEVELOPMENT
GOALS

5 SDGs account for 80% of its actions



2024 HIGHLIGHTS

Street art that spotlights those who take action

It should not just be celebrities who have their portraits in the public eye. In a major urban art project in France launched by the BNP Paribas Foundation to mark its 40th anniversary, a series of monumental murals are showcasing the inspiring people behind the initiatives it supports and who are making a difference. The first two works have been unveiled, both created by Sébastien Bouchard, a street artist with

a gift for capturing a person's essence and expressiveness. One is a vibrant portrait of Zahia Ziouani, conductor of the Divertimento Symphony Orchestra, a 24-metre larger-than-life inspiration to passers-by in Pantin (at Les Grands Moulins in greater Paris), urging them to *"dream big, believe in your dreams and believe in yourself"*. The other is a portrait of Diariata N'Diaye, an 'activist' (artist and activist) from Nantes and founder of the Resonantes non-profit, whose steady gaze welcomes passengers at Angers train station and transmits her sense of purpose. Stay tuned for new portraits that pay tribute to changemakers coming in 2025.



The Foundation's artists at the Paris 2024 Olympics and Paralympics

We believed in them and they did it: it was exhilarating to discover artists supported by the BNP Paribas Foundation wowing the world in the Paris 2024 Cultural Olympiad and the official ceremonies. Congratulations to choreographer Rachid Ouramdane and La Maîtrise de Radio France choir for *Möbius Morphosis*, to singer Axelle Saint-Cirel* for 'La Marseillaise' from the roof of the Grand Palais, to dance company XY, to conductor Zahia Ziouani, to trombonist Robinson Khoury and to drummer Tiss Rodriguez. Bravo!

** Read the interview with Axelle Saint-Cirel on page 24–25.*

Junior Ballet: cultivating young talent at the Paris Opera

In May 2024, the Paris Opera announced the creation of its new training programme and company: the Junior Ballet. A project that would not have been possible without the support of patrons such as the BNP Paribas Foundation. An incubator for professional ballet training, the company will train around 20 young dancers a year from around the world, and will tour to reach out to audiences far removed from the world of ballet: a dual objective in line with a commitment to diversity and inclusion. The Junior Ballet set off on their first world tour in May 2025.





BNP Paribas helps its clients increase their support for charitable projects

Through our global investment banking arm Corporate & Institutional Banking (CIB), BNP Paribas has joined forces with the unique digital platform Dift (a portmanteau of 'donation' and 'gift'). This integrates a philanthropic dimension into financial products, allowing clients to support charitable projects and sustainable initiatives throughout the world. In France, for the first operation launched by Banque Privée, three complementary non-profits were selected that work to promote education and equal opportunities in rural areas as well as urban priority zones, covering the main stages of an educational pathway across age groups. The three non-profits are also supported by the BNP Paribas Foundation: **Fête le Mur** (which has an educational holiday programme aimed at young people in inner cities); **Le Choix de l'École** (which helps young people retrain to teach in priority education areas) and **Télémaque** (which promotes equal opportunities from lower secondary school level).



The splendour of Notre Dame restored

Five years after being ravaged by fire, Notre-Dame de Paris Cathedral reopened its doors on 7 December 2024. One of France's most consequential building projects of the century, enlisting more than 2,000 craftsmen and women, the restoration of Notre-Dame renewed not only a place of spirituality but a global symbol of beauty and peace.

Its exceptional renovation relied on age-old traditions of craftsmanship rejuvenated with cutting-edge innovations in the pursuit of excellence. The BNP Paribas Group is immensely proud to have been one of the major donors to this restoration and to have played a role in this unparalleled project.



+340,000 donations
were received from all over the world.

€20 million
donated by BNP Paribas for the restoration of Notre-Dame, the largest single donation ever made by the Group.

€400,000
collected by the BNP Paribas Foundation, corresponding to employee donations matched by the Group, were also donated to the project.

A safe place for Poland's eagles

Through its support for the Natural Heritage Foundation, Fundacja BNP Paribas (Poland) is helping to preserve part of the ecosystem of the Biebrza National Park, one of the largest in Europe. The goal is to protect almost a hectare of forest from deforestation, as well as micro-reserves used for nesting by rare species of birds of prey.

New arrival

Welcome to the BNP Paribas Nordic Foundation!

A new addition to the Group's family of foundations, the BNP Paribas Nordic Foundation was launched in November 2024. It is now the main partner of Liljevalchs, Sweden's oldest and largest art gallery. *"The Nordic countries have been at the forefront of innovation, inclusivity and sustainability for decades. Through this foundation, we look forward to creating impactful partnerships and collaborating more deeply with local initiatives that share our values and vision for a sustainable and inclusive future,"* in the words of Eirik Winter.



Eirik Winter, CEO & Head of CIB, Nordic Region at BNP Paribas Group and Chairman of the BNP Paribas Nordic Foundation.



The non-profit award winners of Projet Banlieues

Projet Banlieues is a story of inclusion and equal opportunities that continues to be written by non-profits, beneficiaries, entrepreneurs and employees of the BNP Paribas Group. The 19th edition of **Projet Banlieues** event to celebrate non-profits working to build a fairer, more inclusive and more sustainable world was hosted by the Philanthro-Lab in Paris. The 2024 winners included Les Ateliers de l'Audace (Lyon), Rêv'Elle Toi (Grigny) and D-Clic (Strasbourg). For the 40th anniversary of the BNP Paribas Foundation, a new *Douce France* prize to celebrate the spirit of concord and dialogue was awarded to the SAWA non-profit (Paris), which aims to promote intercultural exchange and the inclusion of refugees, particularly through the culinary arts. At the event, Sandra Hoibian, PhD in sociology, Director of CRÉDOC and author of *La Mosaïque Française*, and Hugo Micheron, a lecturer and researcher in political science, spoke about their essential work to understand the fractures in French society, with an optimistic interpretation that put forward solutions for living together more harmoniously.

440

local non-profit organisations supported in 2024 through **Projet Banlieues**.



[illegible]

09

Starting afresh through education

Joint interview with ▣ Paolo Artini, representative in France and Monaco of the United Nations High Commissioner for Refugees (UNHCR), and ▣ Louange Koffi, nurse in Accra, Ghana, 2016 beneficiary of the UNHCR's DAFI* tertiary scholarship programme, and member of the Refugee Education Council that promotes the inclusion of refugees in national health policies.

** DAFI: Albert Einstein German Academic Refugee Initiative.*



Why is access to education crucial for refugees?

Paolo Artini: Education is an essential keystone and a powerful driver for inclusion. Without access to school, refugees risk remaining on the margins, deprived of opportunities. Going to school is not only about building a future, but allows a person to reconstruct social connections, regain stability and dignity, and reclaim an active place in the host society. Additional efforts are needed to help girls, who are often disadvantaged in their access to education.

How has the UNHCR-supported DAFI programme changed your life?

Louange Koffi: Growing up in a refugee camp means fighting every day for your basic needs: going to school, getting health care. Without the DAFI scholarship, I would never have been able to study in Accra. It allowed me to achieve my dream of becoming a nurse. It gave me an opportunity – I was given the chance to have access to a quality education. And here I am today, helping to save lives, and having an impact on the life of my community. In turn, I now volunteer in mobile clinics and campaign for the inclusion of refugees in health policies in Ghana. It's a way of giving back what I have received.

What concrete impact has the partnership with the BNP Paribas Foundation had?

P. A.: It has been decisive for the people who have benefitted from it and for working towards the UNHCR's 15by30 Roadmap – that is, the goal of having 15% of the world's refugees enrolled in higher education by 2030. This support has enabled us to help more refugee students, covering not only their tuition fees, but their day-to-day needs, such as transport, accommodation, food, and learning materials.

The BNP Paribas Foundation has just renewed its support for DAFI scholarships for the next three years. How do you see the future of the programme?

P. A.: The challenge is to broaden the impact of the programme: to reach more young people, in more countries, and to encourage their full inclusion in national education policies. The aim is for refugees to be seen as active stakeholders who make an important contribution to the host society. It is just as crucial to strengthen bridges to employment, so that education paves the way for a dignified, independent life that is fully integrated in the wider society.

How can DAFI be developed?

P. A.: With the commitment and participation of all stakeholders: governments, academic institutions, businesses, civil society and refugees. Examples of refugee students who have achieved excellent results can inspire others, and it will be critical to continue to make support for education a collective priority. Crises are multiplying, but the dreams of refugees remain the same. We can help them to make them come true.

L. K.: And above all, listen to former scholarship students. We know what works, and what needs to be improved. And we want to give back by passing on what we have learned.

Rising to global challenges with the support of BNP Paribas

Disasters and humanitarian crises are forcing increasing numbers of people to flee their countries. In 2015, the BNP Paribas Group was the first to set up an ambitious aid programme for Syrian refugees. Since then, 30 NGOs and non-profits supported by BNP Paribas have been working in 12 European countries, including France, for refugees from other countries. The Refugee programme provides language training, access to education, employment, accommodation and healthcare. Beyond this promise of being welcomed, access to banking services has helped these populations in dire circumstances. The conflict in Ukraine has seen an exceptional effort by the Group, which has contributed almost €20 million in aid.

122.6 million

people forcibly displaced worldwide (end of June 2024) due to persecution, conflict, violence, human rights violations or events seriously disturbing public order.

Source: UNHCR.

A meal can change everything

** In France, in 2024, the number of recipients of meals at the charity Restos du Cœur rose +18% and those using food banks rose by +10%.*

Source: Cop1 – Solidarités Étudiantes.

people, or 29.6% of the world's population, are affected by food insecurity. This extends from extreme hunger to those making do with small, skipped or unbalanced meals.



Women for food justice in Brazil

**Arval,
partner of the 35th
Restos du Cœur
charity concert**

This continued support, along with the help of volunteers for the annual food drive, has enabled the charity to make savings so it can focus on its vital mission of public interest.

Food for school students in Tinzert, Morocco

12

EQUAL OPPORTUNITIES AND YOUNG PEOPLE

L'Ascenseur: "The inequality barometer, an appeal from young people"

L'Ascenseur (the 'elevator' in French) is an inclusive civic space in Paris dedicated to equal opportunity and inclusion that has helped a million young people. To mark its fifth anniversary, it launched a study with the IFOP polling firm to gauge the perceptions of French 12-30-year-olds concerning inequality and social divisions. The results: there is a strong sense of exclusion, social withdrawal, doubts about democracy and distrust of institutions. Today, seven out of ten young people consider French society to be unfair. By supporting this inclusive civic space, a hub for education, training and access to employment that brings together 100 like-minded non-profits and is unique in Europe, BNP Paribas gives a helping hand to those who do not benefit from a favourable environment and gives them a step up to prepare for their future and achieve their dreams.



Learn more
(article in French)

A campus for innovation

The French Campus de l'Innovation pour les Lycées was initiated by Philippe Aghion of the Collège de France to promote social inclusion through knowledge. In 2024, it enabled teachers to work with 2,000 upper secondary students from 30 lycées in priority education areas, 10% more than in 2023. Two colloquia also brought together 500 students, and an economic and social sciences competition involved more than 1,000 upper secondary students in mainland France and the overseas departments and territories. And with an eye to the future, two conferences helped teachers how to understand and use AI, and an AI-created QR code was made available to students to help them revise for the economics section of the baccalaureate.

15 years of school trips

In 2024, the *Odysée Jeunes* programme celebrated its 15th anniversary. Since its launch, it has funded 1,530 school trips for 62,000 lower secondary students from 130 schools in Seine-Saint-Denis, a disadvantaged area in greater Paris.



Italy's *IncluCity* encourages inclusion

Winning first place in Italy's ReWorld Prize for Social Sustainability, *IncluCity* – the BNL (BNP Paribas in Italy) version of *Projet Banlieues* has proved a great success in its first year. Both share the same objective: to support community associations working for equal opportunities. Alongside the Community of Sant'Egidio, the Alberto and Franca Riva Foundation and Save the Children, the project has reached more than 1,400 young people from marginalised districts in Rome, Padua, Milan, Prato and Naples who have benefitted from remedial courses, environmental education, creative and culinary workshops, and more.



Target exceeded! 1,014 mentors

Surpassing the BNP Paribas goal of reaching 1,000 mentors, to date, 1,014 employees have offered their time to mentor others. A member of the Collectif Mentorat, the Group is one of the French companies with the highest number of mentors.

EQUAL OPPORTUNITIES AND YOUNG PEOPLE

Promoting peer-to-peer learning in Poland

In Poland, Fundacja BNP Paribas partnered with the OFF School Foundation for the second year in an innovative peer-to-peer learning programme for secondary school students. Based on scenarios prepared by experts and associations, the students are given the independence to take on the role of leaders of change for their fellow students. The themes they share and discuss include issues at the heart of their concerns, such as climate change, immigration, diversity, digital detox and mental health. The ultimate goal is to advance equality and raise awareness of major societal challenges.

Combatting youth unemployment in Germany

The non-profit, JOBLINGE, which receives financial support from BNP Paribas Stiftung (the Group's foundation in Germany), helps 16-27-year-olds to find placements for apprenticeships or jobs, with a focus on disadvantaged youth and refugees. The non-profit is also supported by BNP Paribas employees who volunteer: in 2024, seven members of the Management Board of BNP Paribas Deutschland each took part in an hour-long one-to-one exchange with a young person. In a reverse mentoring approach, a wide range of subjects were covered, including role models, the definition of success, and financial education.

Mentoring 83%

of young people mentored in France have found the training, work placement or job they wanted.

Source: Proximité non-profit organisation.



Girl Power with The Obama Foundation

"Today, more than 100 million girls around the world are not in school. When girls get the opportunities they deserve, amazing things start to happen: poverty goes down, economies grow, families get stronger, babies are born healthier. And the world, by all accounts, gets better. The Obama Foundation's Girls Opportunity Alliance seeks to empower and educate adolescent girls

around the world, allowing them to achieve their full potential and transform their families, communities and countries. We are grateful to BNP Paribas for their support of this vital work."
Senior Development Advisor, Europe at The Obama Foundation. BNP Paribas has supported The Obama Foundation since January 2024.

Getting students back to school in Morocco

A 6.9 earthquake in 2023 destroyed infrastructure and disrupted access to education around Marrakech and the southern Atlas Mountains. Together with the Béatrice Schonberg Foundation, the BMCI Foundation (the Group's foundation in Morocco) is providing support to the En Route pour l'École non-profit to build a boarding school for girls in the small town of Asni, at the foot of the High Atlas. The BMCI Foundation is donating 1 million dirhams to this project.

Mentoring is the capital of those who have none.

Christophe Paris, Director of the Afev non-profit organisation

Here, there, everywhere: always alongside women

Work, health, vulnerability to violence... in 2024, the Group's philanthropic activities focused on two major areas of solidarity in favour of women: access to entrepreneurship and access to healthcare. Through this support, BNP Paribas is actively working to ensure the autonomy, safety and recognition of women. Every step towards inclusion is a step towards a fairer society.

A safe space in India

In partnership with the NGO, Adhar, the BNP Paribas India Foundation co-financed a dormitory for women with learning disabilities that accommodates 55 residents and 18 staff members. This safe, inclusive refuge enables 73 women a year to live in dignity.

Caring for the most vulnerable

In 2024, ADSF (Agir pour la Santé des Femmes, a French non-profit for women's health), through its outreach actions and day centres, assisted 2,696 women in Paris and Lille, 391 of whom were given shelter. Distribution of hygiene kits, referrals (medical, social or legal), workshops and discussion groups are central to its mission to restore dignity and offer healthcare. Camping-Care, France's first mobile wellbeing space, also welcomed 935 women in situations of extreme hardship in 2024. Two mobile units will be on the road by the end of 2025, improving access to care for those who need it most.



Supporting bold business ideas

One way to be self-sufficient is to set up your own business, no matter your background. In 2024, 45% of the 17,000 entrepreneurs financed by the microcredit non-profit, Adie, were women. Of the people supported by the non-profit, Positiv, 64% were from working-class neighbourhoods, and 54% of them were women. The Whitaker Peace & Development Initiative's (WPDI) *Les Battantes* programme supported 32 women in their entrepreneurial journey towards economic independence.

3919: a lifeline

In France, the national number to call for victims of domestic violence is 3919. Operated by the Fédération Nationale Solidarité Femmes (FNSF), it handled over 100,000 calls in 2024. Its network of 81 non-profit organisations provides guidance, support, accommodation and legal assistance to women in danger.

Rebuilding after the unspeakable

The Stand Speak Rise Up! non-profit, supported by the Alphonse Weicker Foundation (the BNP Paribas foundation in Luxembourg), works for women victims of sexual violence in conflict zones, giving them access to financial independence, decent housing, justice, psychological care, education, etc. In 2024, more than 1,800 survivors and children born of rape were supported directly by the non-profit, and more than 22,000 people indirectly.

RESPONDING TO EMERGENCIES

Reacting to a social media post is not the same as taking action. Emotions to the catastrophes unfurling at a dizzying speed in our feeds are not in short supply. But emotion without action helps no one. In 2024, a year marked by a number of events affecting people around the world, the Group's philanthropy activities – through its business lines, international subsidiaries, or Rescue & Recover Fund – were mobilised to respond to crises. This involves providing financial support to organisations working on the ground, which can make a direct, rapid impact in the event of natural disasters, conflicts, or other emergencies.

The Rescue & Recover Fund took action in Spain and Mayotte

First established in 2012, the Rescue & Recover Fund (FUD, 'Fonds Urgence & Développement' in French) made it possible to rapidly provide vital aid to respond to catastrophes in 2024 through **support for its partners CARE, the French Red Cross, and Médecins Sans Frontières (MSF)**. The generosity of BNP Paribas employees, retirees and French Commercial Banking (BCEP) clients, plus the Group's matching donation, allowed the FUD to donate a total of more than €1.4 million to its partners in the field to help people affected by the violent floods that hit southeast Spain in October and by Cyclone Chido, which ravaged Mayotte in December.



Access to water, a fundamental human right

Aside from responding to emergencies, the FUD also provides aid to vulnerable populations for lasting projects. Each Giving Tuesday, the FUD launches its annual development campaign, which in 2024 focused on access to water, essential to survival for all life on Earth. Too many people around the world still do not have direct access to this fundamental right. Through donations and the Group's matching contribution, which was tripled on Giving Tuesday, more than €400,000 in total was donated to support projects for those in need in French overseas territories (French Red Cross), children in the Amoron'i Mania region of Madagascar (CARE), and displaced people in Haiti (MSF).

47 missions

34 countries

€18_m

Since its creation in 2012, the FUD has contributed to 47 missions in 34 countries, providing over €18 million in donations.

Local solidarity

Following the severe 2024 floods in the state of Rio Grande do Sul in southern Brazil, BNP Paribas Brasil took action locally. In partnership with BNP Paribas CIB, Arval and Cardif, a collection was organised on BNP Paribas premises and employees were able to donate clothing, hygiene essentials, cleaning products and household linen, as well as make financial donations: some 840 products and 52 million reais (approx. €8 million) were collected. With CIB's matching donation, a further 40 million reais were also donated.

ENVIRONMENT



At a time when the environmental crisis is increasingly a global emergency, the BNP Paribas Foundation is pursuing and strengthening its commitment to supporting research and disseminating scientific knowledge.

Scientists: allies for life

She is a member of the Scientific Committee of the BNP Paribas Foundation's *Climate & Biodiversity Initiative* involved in selecting the award winners of the 2026–2028 call for projects. He is a researcher leading one of the projects selected in the 2023–2025 edition of the programme. Central to their concerns is a priority shared by the Foundation: advancing research in environmental science to understand the issues, raise awareness, and find the best solutions.



“ The environment is an underfunded area in philanthropy, accounting for less than 5% of global donations. Yet, climate change is a major factor in biodiversity loss. It is in the Foundation’s DNA to be a pioneer, and the *Climate & Biodiversity Initiative* is an example of this. Our hope is that our efforts will encourage other patrons to get involved.

Isabelle Giordano, Head of Group Philanthropy and General Delegate of the BNP Paribas Foundation

Cécile Fauvelot, why is it important to invest in scientific research?

Cécile Fauvelot: As a researcher, I am convinced that scientific research is a fundamental tool in tackling the major challenges of our time. Climate, health, food security, resource management: research provides concrete facts that allow perennial responses rooted in local realities to be developed. Without research, there can be no robust knowledge or well-informed decisions. It is an essential investment to build a fairer and truly sustainable future.

How is the *Climate & Biodiversity Initiative* helping to improve research?

C. F.: The focus on oceans and coastal areas in the 2025 call for projects is crucial. These are environments that are vital for the planet, but still too little studied given the scale of the issues at stake. This programme enables us to explore the complex interactions between climate and biodiversity by bringing together different disciplines, expertise and regions. It will help us to produce knowledge that counts – for research, but also for future decision-making.

Lorenzo Bramanti, your research project was one of the eight selected in the 2023–2025 edition. You have described it as being about ‘marine forests’?

Lorenzo Bramanti: The general public knows almost nothing about the underwater world. And yet there is a layer between 30 and 200 metres deep that is vital, lying between the ocean’s surface and the abyssal zone. This layer contains some unique habitats, similar in structure and function to terrestrial forests. The difference is that these forests are made up of animals (corals, sponges, bryozoans, etc.), and not plants like terrestrial forests. The aim of the DEEPLIFE research project is to understand the role of these ‘marine animal forests’ for humans and other organisms.

What are the main challenges in marine ecology?

L. B.: The goal of our project is to map all these forests, from polar zones to tropical regions. That takes time and resources. Recreational diving goes down to 40 metres; for deep-sea diving, you need costly robotic systems. Sending divers to work at a depth of 120 metres for 20 minutes requires three hours of expert diving, underwater thrusters, closed-circuit rebreathing equipment with no exhaled bubbles to avoid disturbing the fauna, underwater cameras resistant to high pressure, etc. The funding allocated by the BNP Paribas Foundation has enabled us to make a lot of progress.

■ Cécile Fauvelot

Director of Research in Molecular Ecology, Marine Ecology and Population Genetics at the French National Research Institute for Sustainable Development (IRD). Member of the Scientific Committee for the sixth edition (2026–2028) of the BNP Paribas Foundation’s *Climate & Biodiversity Initiative*.

■ Lorenzo Bramanti

Scientific Co-Director of the DEEPLIFE project, award winner of the 2023–2025 *Climate & Biodiversity Initiative*. A coral expert and professional diver from Italy, this researcher works at the French National Centre for Scientific Research (CNRS) and is based at the Benthic Ecogeochemistry Laboratory (LECOB; Banyuls-sur-Mer in the south of France).

Launched in 2010, the BNP Paribas Foundation’s *Climate & Biodiversity Initiative* is the largest environmental philanthropy programme in France. It aims to support scientific research on climate and biodiversity.

Supporting research

Scientists collect data, develop models and help understand the interactions between climate change and biodiversity loss, information that is critical for finding effective solutions. To assist these efforts, the BNP Paribas Foundation has been supporting research since 2010, in particular through its *Climate & Biodiversity Initiative*, the largest environmental philanthropy programme in France. A focus on one of the eight winning projects from the 2023–2025 edition, as well as the Global Carbon Atlas platform, and two research projects supported by the French Foundation for Medical Research (FRM).



Climate & Biodiversity Initiative: **the eight 2023–2025 winning projects**

COAST-VOC, DEEPLIFE,
FLO CHAR, FRUIT
RESCUE, FUTURE FEAR,
NATURAL FORESTORE,
PHYTOPLANKTON,
REFUGE-ARCTIC.

Learn more



Climate & Biodiversity Initiative in figures (since 2010):

€**24**
million in funding

+500
scientists supported



Bennet Juhls

Postdoctoral fellow in permafrost research at the Alfred Wegener Institute (AWI) who leads the FLO CHAR project supported by the BNP Paribas Foundation's Climate & Biodiversity Initiative.

In the Arctic, the FLO CHAR expedition is a success

In 2024, Bennet Juhls and his team led an expedition to the vast expanse of Canada's Mackenzie River delta, where it flows into the Beaufort Sea. In this Arctic region, global warming is causing major disruption to ecosystems and local populations. With the support of the BNP Paribas Foundation since 2023, the FLO CHAR research project ('Fluxes from Land to Ocean: how Coastal Habitats in the Arctic Respond') is studying the effects of melting permafrost. When it thaws, this previously frozen soil, rock and sediment

releases large quantities of organic matter and gases, with far-reaching effects. The team is analysing the release and transport of organic matter from the river to coastal ecosystems, which requires conducting expeditions in winter and summer in harsh and challenging conditions. The project also stands out for its involvement of local communities, who are contributing their knowledge and observations based on their deep experience of this environment.

Improving young people's health

The BNP Paribas Foundation supports the projects of two researchers from a call for projects of the French Foundation for Medical Research (FRM): the two foundations share a long-standing relationship.

What causes allergies and how can they be prevented? Karine Adel-Patient's laboratory at the Paris-Saclay research and innovation centre focuses on assessing and preventing the **risk of childhood allergies caused by food**, from the mother's diet during pregnancy to the infant's diet. At the Stem-cell and Brain Research Institute (SBRI) in Lyon, the Chronobiology and Affective Disorders programme, co-directed by Ouria Dkhissi-Benyahya, is studying the **impact of abnormal exposure to blue light from screens on adolescents** and the long-term consequences once they are adults.



Philippe Ciaï, researcher at the Laboratory of Climate and Environmental Sciences (LSCÉ), member of the Global Carbon Project (which developed the Global Carbon Atlas).

The Global Carbon Atlas, a tool to visualise data/to understand and take action

In line with its commitment to raising awareness of environmental challenges in as many people as possible, the BNP Paribas Foundation supports the Global Carbon Atlas, a mapping system that records and tracks changes in global greenhouse gas emissions. This visualisation of data is an important tool for making knowledge accessible to the widest number, enabling scientists and the general public alike to obtain and view the most recent carbon data. The atlas is the result of the collective work of 120 scientists around the globe, coordinated by the Global Carbon Project, with the participation of numerous research laboratories that monitor the emissions and absorptions of greenhouse gases worldwide. In just a few clicks, the online map shows CO₂ fluxes around the world, country by country: China, the United States,

France, or by region... the map is extensive and precise. The Foundation's annual support since 2013 has enabled 11 of these scientists to keep thousands of figures up-to-date. On the occasion of the 2024 UN Climate Change Conference in Baku, Azerbaijan (COP 29), the Global Carbon Atlas data was not encouraging. Not only have global CO₂ emissions not fallen, but despite the progress of renewable energy, the world remains heavily dependent on oil, coal and gas. Indeed, global CO₂ emissions reached record levels in 2024, totalling 41.6 billion tonnes, of which 37.4 billion tonnes came from fossil fuels, an increase of 2.5% and 0.8% respectively compared with 2023. At this rate, the target of limiting global warming to 1.5°C set in the Paris Agreement in 2016 will probably be exceeded within six years.

RAISING AWARENESS

Involving our employees

An odyssey against plastic waste

In Hong Kong, BNP Paribas financed the stopover of the Plastic Odyssey – a three-year expedition around the globe of a 40-metre laboratory vessel that promotes the reduction and recycling of plastic waste as it stops at coastal cities around the world.

On the frontlines for French forests

In the Gironde region of France, 80 BNP Paribas employees planned and took part in citizen outreach on nearby beaches to raise awareness of good forest practices. Organised by the National Forestry Office, this major event in support of protecting forests was of particular value after the fires that ravaged the region in 2022.

Engaging the public

Luxembourg: what can be done about climate change?

Given the limited time and resources available to take action on the climate crisis, the greatest difficulty is directing collective efforts towards actions that have the greatest impact. In February 2024, more than 500 people attended a highly informative and inspiring conference organised by the Alphonse Weicker Foundation (the foundation of BGL BNP Paribas in Luxembourg), followed by a discussion with the 2014 Nobel Prize winner in economics, Jean Tirole.

Protecting Puck Bay in Poland

Working with UNEP/GRID-Warszawa, a centre established to promote the sustainable management of natural resources, Fundacja BNP Paribas (Poland) is involved in three initiatives, including the *Re:Generation* programme. In its third year, 2024 saw the protection of 3.5 hectares of peatlands in Puck Bay in the southern Baltic Sea and an additional 4 hectares of natural zones of ecological, faunal and floristic interest that provide favourable conditions for the survival, migration and lifecycle of many rare animal and plant species.

Scientific outreach to share knowledge

Every year, conferences led by scientists from research projects supported by the Group are organised. In 2024, three researchers supported by the *Climate & Biodiversity Initiative* (BNP Paribas Foundation) took part in the presentations: Bennet Juhls (FLO CHAR project), Chris Bowler (PHYTOPLANKTON project), and Emmanuel Paradis (NATURAL FORESTORE project). Conferences in Zurich featured four scientists receiving grants from the Polar Access Fund, co-created and co-financed by the BNP Paribas Foundation and the Swiss Polar Institute.

+1,000,000

people have been made aware of environmental issues through the actions of the BNP Paribas Foundation since 2010.

Supporting the sustainability of Belgian non-profits

The *Impact Together* fund, created by BNP Paribas Fortis (Belgium), is one of the most innovative initiatives of BNP Paribas' corporate philanthropy. It aims to make a unique contribution to developing a non-profit ecosystem that is more inclusive and more respectful of the environment. The philanthropic fund helps non-profits to make their infrastructure more sustainable without compromising their essential mission. Supported by *Impact Together*, in 2024, La Bastide, a residential centre for the hearing impaired in Namur, was renovated to meet eco-friendly standards.

Less firewood = protected forests in India

The Wildlife Conservation Trust's *Heater of Hope* programme, supported by BNP Paribas India, is distributing biomass-fuelled water heaters in Maharashtra's Chandrapur district. Some 16,000 people have benefitted from this energy-efficient, affordable heating alternative. In 2024 alone, this saved 21,000 tonnes of firewood and reduced CO₂ emissions by 34,000 tonnes.



[illegible]

23

Music as a medium to foster inclusion and peace

■ **Julia Lagahuzère**, co-founder and General Director of Opera for Peace, and
■ **Axelle Saint-Cirel**, mezzo-soprano and graduate of the Conservatoire National Supérieur de Musique et de Danse de Paris (CNSMDP), whose talent was revealed to the world when she performed 'La Marseillaise' on the roof of the Grand Palais at the opening of the Paris Olympic and Paralympic Games, are the symbol of opera's role in promoting diversity and peace.



“ We believe in the power of culture to bring people together despite their differences. We believe in cultural transmission, excellence and equal opportunities.”

Isabelle Giordano, Head of Group Philanthropy and General Delegate of the BNP Paribas Foundation

Julia Lagahuzère, why did you create Opera for Peace?

Julia Lagahuzère: After years in the opera world – working at the San Francisco Opera, the Scottish Opera, the Limoges Opera, and as the assistant casting director at the Paris Opera – I had observed that opera was still a closed world, reserved for an elite and lacking in diversity. I wanted to open it up. That’s how Opera for Peace came about: it’s an academy that identifies and supports young talent from all over the world, often far removed from the traditional programmes.

Axelle Saint-Cirel, you joined the Opera for Peace Academy in 2023. What has it meant to you?

Axelle Saint-Cirel: Even with music-loving parents, when you do not have the right training and the right network, it’s difficult to find a place for yourself in opera. Opera for Peace reached out to me, giving me the opportunity to meet vocal coaches and directors and to take part in master classes with artists I admire. It’s a springboard, but also a family. Singing ‘La Marseillaise’ at the opening ceremony of the Olympics was a huge honour. Making the voice of France heard, being aware that my interpretation embodied the values of ‘Liberté, Égalité, Fraternité’ (‘liberty, equality, fraternity’) and the image of our country around the world – I still carry it with me.

Julia Lagahuzère, how do you support these young artists in practical terms? And what does philanthropy contribute?

J. L.: Everything. Thanks to our patrons, we can offer first-class training, singing lessons, workshops and tailor-made support. This young talent also benefits from our international network, with mentors such as the tenors, Lawrence Brownlee and Brian Jagde, in 2024. These are unique opportunities. It also allows us to reach a more diverse audience, to inspire young people who might feel excluded. Culture creates connections and opens up horizons.

What role can an artist play today?

A. S.-C.: It’s no longer enough to just sing well. An artist must also get a message across, break down barriers, and get involved – for peace, for example. Between singing Carmen at the Avignon Opera and Nicklausse in *The Tales of Hoffmann*, I took part in ‘Les Enfoirés’ 2025 charity concert to raise money for Restos du Cœur, which the Foundation also supports.

J. L.: Art is a powerful medium. That’s one reason why we work with the United Nations. Our academics come from China, Korea, Ukraine, Russia, South Africa, the United States, Kosovo, France... some of these countries are at war. By giving them a chance, we are making room for new voices through the universal language of music, as well as for the path of dialogue and, above all, peace.

30,000

Over the last ten years, the BNP Paribas Foundation has allowed 30,000 young people to discover opera through dress rehearsals for under-28s organised by the Paris Opera.

ENCOURAGING ARTISTIC CREATION AND TALENT

Seven new artists

In 2024, the BNP Paribas Foundation chose seven new artists to support, in three cultural fields that are often overlooked by philanthropy: contemporary circus arts, contemporary dance and jazz. They have been selected for their exceptional qualities, and we watched their pure talent in full bloom throughout the year: Macha Gharibian, Leïla Ka, Célia Kameni, Sarāb, Tiss Rodriguez and Vimala Pons & Tsirihaka Harrivel. A singular group of well-deserving artists that show the Foundation's commitment to supporting both diversity and women artists.



MACHA GHARIBIAN



TISS RODRIGUEZ



LEÏLA KA



CÉLIA KAMENI



SARĀB



TSIRIHAKA HARRIVEL



VIMALA PONS

Hofesh Shechter makes viewers dream

Theatre of Dreams had its world premiere at the Théâtre de la Ville in Paris, and audiences and critics came away amazed and enchanted. In his new work, supported by the Foundation, choreographer Hofesh Shechter explores the subconscious fantasies, fears, hopes and desires hidden in dreams with the strength and raw power that characterise his dance. His show is performed by 13 dancers, accompanied by live musicians, with Tom Visser designing the lighting, and Osnat Kelner creating the dreamlike set. The performance saw packed houses and standing ovations from audiences who discovered the Israeli choreographer in Cédric Klapisch's film *Rise*.

Tatiana-Mosio Bongonga, the skywalker

The public discovered this tightrope walker on 8 June as part of the Paris 2024 Cultural Olympiad, when she walked on air to the Stade de France over a distance of 200 metres at a height of 25 metres, without a safety harness. Her vertiginous performance electrified the thousands of spectators on the ground. Supported by the Foundation since 2016, the acrobat was assisted by teams from BNP Paribas who volunteered to hold the 60 ropes enabling her to cross the sky, a unique and extraordinary experience for everyone. Tatiana-Mosio Bongonga is a funambulist who defies the laws of gravity and finds her balance in movement, combining athletic and artistic performance with the Basinga company she founded in 2014.

The enchanting jazz of Robinson Khoury

With both of his parents teachers at the conservatoire – his mother is a singer and his father a pianist – Robinson Khoury grew up surrounded by music. At the age of 7, he joined La Maîtrise de l'Opéra children's choir in Lyon and discovered the trombone. Some years later, playing with Quincy Jones and Ibrahim Maalouf would open the doors to his success. After two acclaimed albums, Robinson Khoury has established himself as one of the most talented trombonists of his generation. He has been supported by the BNP Paribas Foundation for several years and is an artist-in-residence at the 'Jazz sous les pommiers' festival (also supported by the Foundation). In May 2024, in a trio with keyboardist Léo Jassef and percussionist Anissa Nehari, he released the album *Mÿa*, a spellbinding work inspired by traditional melodies and rhythms of Arabic music fused

with futuristic electronic sounds. A virtuoso musical ode to the Earth and world change that is an absolute must.

Laurent Coulondre's funky jazz swings Bahrain

With two Victoire du Jazz awards, in 2016 and 2020, and the Académie du Jazz's 2019 French Record of the Year award for his tribute to Michel Petrucciani, *Michel on My Mind*, Laurent Coulondre is an outstanding musician. He discovered jazz at the age of 9, started playing the drums, and then took up the piano. This virtuoso, equally at ease on the piano and the Hammond organ, is tackling ever more ambitious projects. Supported by the BNP Paribas Foundation since 2020, in 2024 he set alight the eighth BNP Paribas Bahrain Jazz Fest with his jazz-funk sounds, alongside star artists such as Andrea Motis, Mohini Dey and Mark Hartsuch.

Paul Lay revisits Gershwin

A century after its creation, Paul Lay paid tribute to George Gershwin's *Rhapsody in Blue*. Winner of the 2016 Django Reinhardt Prize from the Académie du Jazz (awarded to the best French jazz artist of the year), and supported by the BNP Paribas Foundation since 2017, Paul Lay performed the original 1924 version with symphony orchestra, adding his jazz trio (piano, double bass and drums). While Gershwin was the first composer to combine jazz and classical music, Paul Lay's reinterpretation plays with the barriers between jazz and symphonic music. He arranged and orchestrated three additional pieces for this masterful programme in versions for solo piano, jazz trio or orchestra.



ACCESS TO CULTURE FOR ALL AND TRANSMISSION

When dance meets cinema

With the shared values of inclusion and diversity, the BNP Paribas Foundation supports Élan Lyon, the equal opportunity school for dance created by the Centre National de la Danse (CND). This innovative programme offers young people from disadvantaged backgrounds additional training to enable them to pursue a professional career in dance. The Foundation also supports the Marseille branch

of the CinéFabrique school, which trains underprivileged students in film and audiovisual professions. In 2024, a joint four-day programme involving students from both schools enabled 30 new graduates to combine dance and cinema in their end-of-year videos following encounters, exchanges, filming and editing. A win-win for students on both sides of the camera.



Hip-hop pulls into the station

The BNP Paribas Foundation and the French train company, SNCF Gares & Connexions, are bringing hip-hop into train stations. In 2024, passengers at Cannes station were treated to a show by the winners of *Projet Moteur!* and the young talent from the Lycée Turgot in Paris. This high school is the only one in Europe to offer a secondary school course that includes a specialisation in hip-hop. Created in 2015 and supported by the Foundation since 2023, this unique, free training programme allows students – girls and boys – from all backgrounds to break the spiral of academic failure through dance.

75,000

Through the *Dream Up* programme, since 2015, nearly 75,000 young people around the world have taken part in artistic workshops.



Bringing dance to three new cities

The BNP Paribas Foundation supports '1km de la danse', an annual participatory event that started on the banks of the canal in Pantin in greater Paris to get the public moving. In 2024, young and old got together for a day of celebration that put dance on the streets, with three new cities in France joining the movement: Sète (with the Théâtre Molière – Scène Nationale), La Rochelle (with the Centre Chorégraphique National – Mille Plateaux) and Château-Thierry (with the Centre de Développement Chorégraphique National – L'Échangeur).

Dream Up: artistic practice for all

Dream Up is an international programme created by the BNP Paribas Foundation that allows children and teenagers from disadvantaged backgrounds to discover or pursue artistic activities. In 2024, the children's choirs ReMuA (French) and Zuidgeluid (Flemish) in Belgium joined the 30 non-profits supported by **Dream Up** in 27 countries. By supporting education through art, **Dream Up** allows BNP Paribas to combine its commitment to young people, to inclusion, and to promoting culture in the regions in which the Group operates.

A chance to see a maestro in Rome

What do the Venezuelan maestro Gustavo Dudamel and 40 young people from the Sanitansamble non-profit in Naples have in common? At first glance nothing, but in reality, a lot: they share the same love of music and have trained in art as part of an educational project dedicated to disadvantaged social groups. Gustavo Dudamel has become an internationally renowned artist, a model of emancipation and success. Supported by the Fondazione BNL (the BNP Paribas Foundation in Italy), Sanitansamble offers young people in Naples' Sanità neighborhood the opportunity to access high-level, inclusive, supportive musical training. In December 2024, these young people were invited to Rome to attend rehearsals of Tchaikovsky's *The Nutcracker* conducted by the maestro, a powerful and inspiring opportunity.



Villa Medici's *Résidence Pro* programme welcomed its 1,000th secondary student

In the three years since its launch, an annual vocational residency programme at Villa Medici in Rome has allowed more than 1,000 secondary students to build their dreams. In May 2024, the *Résidence Pro* programme, supported by the Foundation, hosted 250 students aged 15 to 18 from 12 secondary schools in the north-eastern region of France – taking courses in the building trade, electrical engineering, thermal engineering and home help sectors. The students spent a week in residence with a programme of workshops, encounters, conferences and visits to Rome on the theme of 'The home of the future: living together, sustainably', which they summed up as "impressive, incredible, magnificent and magical".

Different generations share the stage in Paris



For its fourth year, the *Au Cœur de l'Athénée* project brought together children from primary school and senior citizens from several Parisian associations on the stage of the Athénée Théâtre Louis-Jouvet in Paris. Over the course of a year, this intergenerational troupe worked on singing and acting with the Frivolités Parisiennes company, culminating in an original musical that was performed in June 2024. The show, supported by the BNP Paribas Foundation, allowed the participants to discover what goes on behind the scenes in a theatre, as well as to develop their voices, movements and acting skills.

AN OVERVIEW OF OUR PARTNERS

Supporting and helping people grow

This has been the driving force of the BNP Paribas Foundation since its creation. This commitment has gained momentum over the years with the ambition to give more power to non-profits that act to transform society. Giving power also means giving access to networks, media, useful connections and opportunities to develop through non-financial support: tailored advice and support ranging from the allocation of space, invitations to cultural events, or contacts with BNP Paribas legal experts (pro bono), journalists, publishers, etc.

SOLIDARITY

Combatting social inequality and early school leaving

- 100 000 entrepreneurs
- Afev
- Article 1
- Ashoka **NEW**
- Club 21^e siècle
- Conseil départemental de Seine-Saint-Denis
- Coup de Pouce
- C'Possible **NEW**
- Eloquentia
- Fête le Mur **NEW**
- Institut de l'Engagement
- Le Choix de l'école
- Les Entretiens de l'Excellence
- Moteur!
- NQT
- Proxité
- Réseau ETRE – Écoles de la Transition Écologique
- Télémaque
- ViensVoirMonTaf
- Whitaker Peace & Development Initiative (WPDI)
- Yes Akademia **NEW**

Facilitating professional integration and encouraging entrepreneurship

- Adie
- Fonds Sens
- La Cravate Solidaire
- L'Escalator
- Les Déterminés
- Positiv
- Time2Start

Helping women who have suffered violence to rebuild their lives

- Agir pour la Santé des Femmes (ADSF)
- Fondation des Femmes
- Led By HER
- Resonantes
- Samusocial de Paris
- Solfa (Solidarité Femmes Accueil)

Supporting refugees through professional integration and language training

- Alliance Française
- Apprentis d'Auteuil
- CIUP (Cité Internationale Universitaire de Paris)
- Cuisine Mode d'Emploi(s) **NEW**
- HCR (Haut Commissariat des Nations unies pour les Réfugiés)
- Simplon
- Singa
- Synergies Migrations

Combatting all forms of exclusion and discrimination

- Académie Populaire de la Santé
- Auschwitz Pledge Foundation
- Banlieues Santé
- Bibliothèques Sans Frontières
- Fondation de la Vocation **NEW**
- Le Refuge
- Les Voix de la Paix
- Mémorial de la Shoah
- Petits Frères des Pauvres

Acting in coalition

- Apprendre et Devenir (Lyon) **NEW**
- Collectif Mentorat
- L'Ascenseur
- La France s'engage **NEW**
- L'Épopée
- Les entreprises s'engagent **NEW**

Incubating and accelerating social impact projects

- Institut Louis Bachelier
- La Plateforme (Marseille)
- My Human Kit

Tackling food insecurity

- Association ACCES **NEW**
- Banques Alimentaires
- Cop1, le Chaînon Manquant et Refugee Food **NEW**
- Du Beurre Dans Leurs Épinards
- L'Équipage Solidaire **NEW**
- L'Éternel Solidaire **NEW**
- Reffetorio Paris
- Restos du Cœur
- Vers un Réseau d'Achat en Commun (VRAC)

ENVIRONMENT

Supporting scientific research

- **Alfred Wegener Institute**
- **AWARD** (African Women in Agricultural Research and Development)
- **CEFE** (Centre d'Écologie Fonctionnelle et Évolutive) **du CNRS**
- **CNRS** (Centre National de la Recherche Scientifique)
- **Fondation Jean-Marie Lehn**
- **Fondation TARA Océan**
- **FRM** (Fondation pour la Recherche Médicale)
- **Ghent University**
- **INRAE** (Institut National de Recherche pour l'Agriculture, l'Alimentation et l'Environnement)
- **IRD** (Institut de Recherche pour le Développement)
- **Mediterranean Institute of Oceanography** (France)
- **Muséum National d'Histoire Naturelle**
- **Sorbonne Université**
- **Université Paris-Saclay**
- **University of Helsinki**
- **UVSQ** (Université de Versailles Saint-Quentin-en-Yvelines)
- **Université de Laval**

Improving the dissemination of scientific knowledge

- **Fondation Sorbonne Université**
- **IPBES** (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services)
- **Océanopolis Acts – Fonds de dotation de la Mer** **NEW**
- **UICN** (Union Internationale pour la Conservation de la Nature)
- **Universcience / Cité des sciences et de l'industrie**
- **Universcience Partenaires**

CULTURE

Supporting artistic creation

DANCE – NEW CIRCUS ARTS

- **Alexander Vantournhout**
- **Amala Dianor**
- **Biennale Internationale des Arts du Cirque – Archaos**
- **Camille Boitel et Sève Bernard**
- **CN D** (Centre national de la danse – Pantin)
- **Compagnie 14:20**
- **Compagnie XY**
- **Crystal Pite**
- **Étienne Saglio**
- **Hofesh Shechter**
- **Jann Gallois**
- **La Fabrique Chaillot – Paris**
- **(La)Horde**
- **Le Plus Petit Cirque du Monde**
- **Leïla Ka** **NEW**
- **Maison de la Danse** (Lyon)
- **Montpellier Danse**
- **Sharon Eyal**
- **Tatiana-Mosio Bongonga**
- **Vimala Pons et Tsirihaka Harrivel** **NEW**
- **Yann Frisch**

JAZZ

- **Académie du Jazz**
- **Airelle Besson**
- **Anne Pacey**
- **Arnaud Dolmen**
- **Bahrain Jazz Fest**
- **Célia Kameni** **NEW**
- **Dan Tepfer**
- **Festival Au Tour des Cordes** (Sénégal)
- **Festival Jazz à Saint-Germain-des-Prés** (Paris)
- **Festival Jazz à Vienne**
- **Festival Jazz sous les pommiers** (Coutances)
- **Festival Jazzdor Strasbourg-Berlin**
- **Festival L'Esprit du Piano** (Bordeaux)
- **Festival Piano Jacobins** (Toulouse)
- **Jazz Migration** (Association Jazzé Croisé)
- **Laurent Coulondre**
- **Leïla Martial**
- **Le lieu unique / Festival Variations** (Nantes)
- **Lille Piano(s) Festival**
- **Macha Gharibian** **NEW**

- **Marion Rampal**
- **Paul Lay**
- **Robinson Khoury**
- **Saint-Denis Jazz Club**
- **Saint-Louis Jazz Festival** (Sénégal)
- **Sarāb** **NEW**
- **The Volunteered Slaves**
- **Thomas de Pourquery**
- **Tiss Rodriguez** **NEW**

Promoting access to culture

- **Au cœur de l'Athénée – Athénée Théâtre Louis-Jouvet**
- **Chaire Delphine Lévy**
- **CinéFabrique** (Marseille)
- **Élan** (Lyon)
- **Ensemble Nouvelles Portées**
- **Hugo Marchand – Les Étoiles au Château**
- **Kourtrajmé Marseille**
- **Lycée Turgot** (classe Hip-hop, Paris)
- **Maîtrise de Radio France**
- **Opera For Peace**
- **Opéra national de Paris**
- **Orchestre symphonique Divertimento**
- **Propulsion**
- **Un pas vers la jeunesse – Maison de la Danse** (Lyon)
- **Villa Médicis**
- **Women in Jazz**
- **Zip Zap Circus School**

RESCUE & RECOVER FUND

- **CARE**
- **French Red Cross**
- **Médecins Sans Frontières (MSF)**

How does it work?

The Group's philanthropic initiatives are dedicated to solidarity, the environment and culture everywhere that the bank operates and in every sector. There are also 11 foundations and an endowment fund, the Rescue & Recover Fund. The actions we support demonstrate the Group's commitment to local communities, encourage dialogue with stakeholders, and are a source of pride for employees.

Focus: the BNP Paribas Foundation



Under the aegis of the Fondation de France and attached to BNP Paribas Company Engagement headed up by Anne Pointet, the BNP Paribas Foundation is guided by two key priorities: innovation and youth. Its governance is overseen by an Executive Committee, chaired in 2024 by Michel Pébereau,* and made up of three colleges whose members are both internal and external to the bank in order to guarantee the transparency of the Foundation's operations. The Executive Committee is also supported by three committees: Solidarity, Culture and Environment.

See below: <https://fondation.bnpparibas/en/the-foundation/our-organisation/>

** In 2025, Yves Martrenchar was appointed Chairman of the BNP Paribas Foundation and Élise Hermant Vice-Chairman of the BNP Paribas Foundation.*

A team committed to philanthropy:

- 1 Isabelle Giordano
 - 2 Cécile Advani
 - 3 Afi Affoya
 - 4 Nathalie Andriamamonjy
 - 5 Philippe Assedo
 - 6 Agnès Beccaria
 - 7 Michael Bousseton
 - 8 Isabelle Candelier
 - 9 Dorine Carton
 - 10 Inès Cheikh
 - 11 Mathilde Favre
 - 12 Delphine Gluzman
 - 13 Fatiha Houat
 - 14 Adeline Jacques
 - 15 Perrine Tesse
- Jeanie Darras (not pictured)

FOUNDING DATES OF THE FOUNDATIONS ENGAGED OVER THE LAST 40 YEARS:

1984

BNP Paribas Foundation
(France)

1989

Alphonse Weicker
Foundation
(Luxembourg)

1992

Cetelem Foundation
(France)

2002

BNP Paribas Swiss
Foundation

2006

Fondazione BNL
(Italy)

2006

Fundacja BNP Paribas
(Poland)

2008

BMC Foundation
(Morocco)

2010

BNP Paribas
Fortis Foundation
(Belgium)

2012

Rescue & Recover Fund

2015

BBNP Paribas Stiftung
(Germany)

2019

BNP Paribas India
Foundation

2024

BNP Paribas
Nordic Foundation
(Sweden)

IN THE MEDIA

FRENCH MEDIA

28 March 2024

LES ÉCHOS WEEK-END

From opera to dance, new magic tricks

3 January 2024

LES DÉCIDEURS

Grand Prix in philanthropy, the winners are...

22 October 2024

LE PARISIEN ÉCONOMIQUE

Companies have new responsibilities

3 October 2024

PARIS MATCH MAGAZINE

Walls of success
Unveiling of a mural of Zahia Ziouvani in Pantin

November 2024

OUEST FRANCE / FRANCE 3 ÎLE-DE-FRANCE - JT 19/20

Who is this artist from Nantes whose face has appeared on the platform at Angers station? Mural unveiled of Diariata N'Diaye

8 October 2024

FORBES

Philanthropy is another way of relating to the world

13 November 2024

CARENEWS INFO

Which companies are the most generous in corporate philanthropy in France? BNP Paribas ranked 5th

INTERNATIONAL MEDIA

1 July 2024

LUDZIE MAJĄ MOC

("People have the power.")
Interview with Isabelle Giordano in PRESS, a Polish magazine

11 May 2024

IL MATTINO DI PADOVA

Article on *IncluCity*, the inclusion and equal opportunity project supported by BNL, with a focus on Padua, Italy

8 November 2024

EXPRESSNEWS ASIA

Samarthanam Trust for People with Disabilities and BNP Paribas India inaugurates State-of-the-Art Accessible Art Centre

10 November 2024

KAPITAL

Focus on the *Dream Up* programme in Bulgaria

Pending
FSC logo

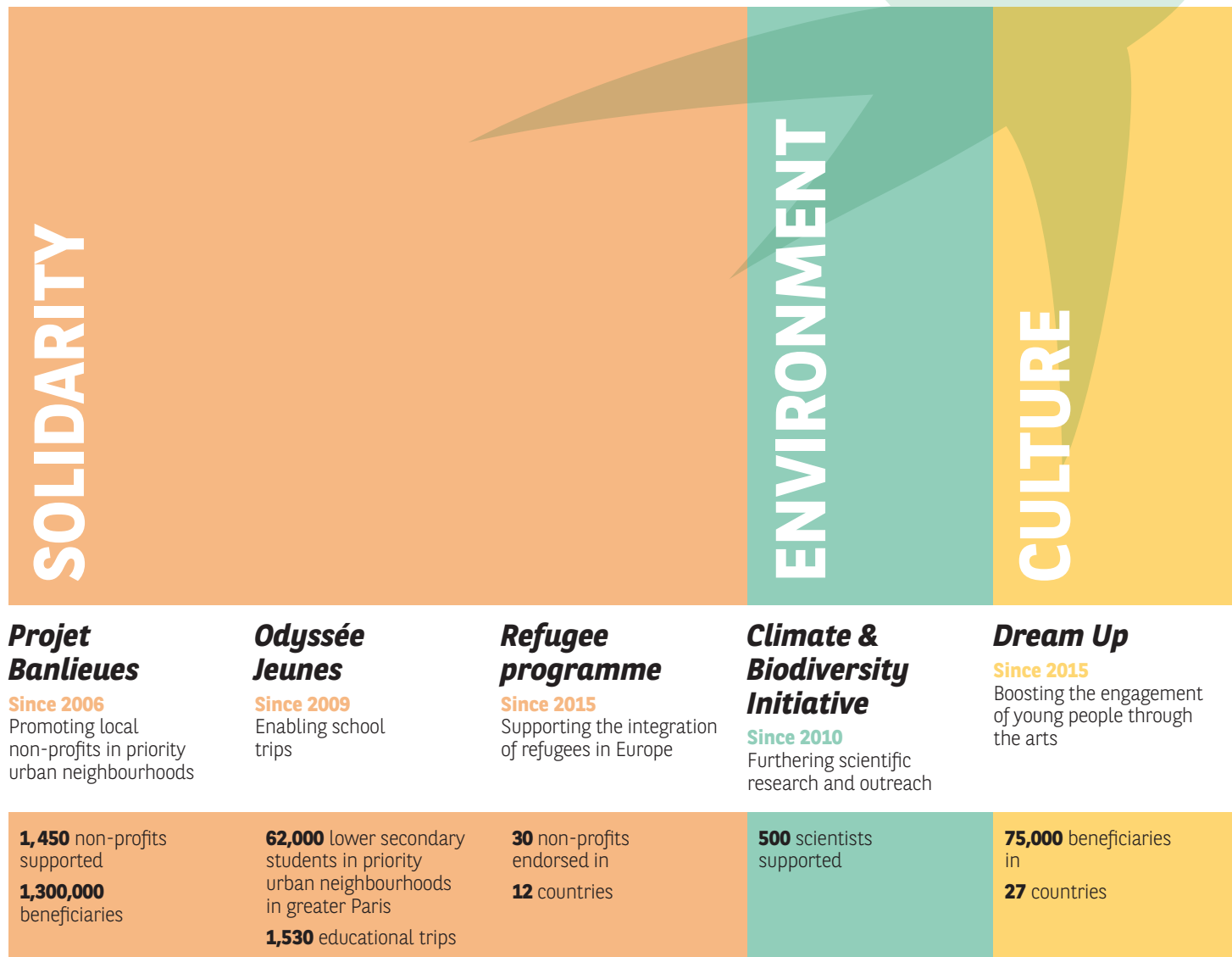
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Giving power to those who take action

5 major BNP Paribas corporate philanthropy programmes



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world