

BNP PARIBAS IN PORTUGAL

TRANSCRIPT OF THE VIDEO INTERVIEW
OF FABRICE SEGUI, HEAD OF TERRITORY FOR BNP PARIBAS PORTUGAL,
DIOGO MALATO MOURA, HEAD OF CIB FRONT-OFFICE
AND LUCIANA PERES, HEAD OF CORPORATE SOCIAL RESPONSIBILITY

Voix Over (VO): Ah, Lisbon. With its seven hills, *bacalhau*, *pastéis de nata*, *azulejos*, alleyways and these magnificent buildings. Oh, excuse me, sir. Do you know what this is?

Fabrice Segui (FB): Yes, these are the new BNP Paribas offices. But it's even more beautiful inside! Would you like to visit?

VO: Oh, yes, please.

FB: Welcome to our new hub in Portugal. A brand new facility that has been thoughtfully designed with employees in mind to meet their needs and adapt to new ways of working. In Portugal, we have more than 9.000 employees, split between Lisbon and Porto. And I'm not sure that you are aware, but we are the fourth largest employer in the country.

VO: Amazing. But what do you do exactly?

FB: We have a very diverse setup in Portugal. 10 local businesses and 11 centers of expertise.

VO: And which of the Group's businesses are present in Portugal?

FB: Maybe Diogo, the Head of CIB Front-Office, can share all the details with you. His office is on the 8th floor.

VO: Well, I'm on my way! Hi everybody. I'm looking for Diogo Malato Moura. Right? Left? Left? Right? Seriously, guys? Diogo, I've finally found you. Hello.

Diogo Malato Moura (DMM): Olá.

VO: What exactly is your role?

DMM: Our role is to finance the Portuguese economy and support corporate clients and institutional clients. More specifically, we help the companies at each stage of their development and in line with their sector of activity. At CIB, we provide our 1.250 clients in Portugal with financing solutions, including the access to capital markets. This allows us to support the country's economic development and also its energy transition. So, for example, we finance onshore wind projects. This is a fantastic adventure that continues, as we celebrated our 40th anniversary in 2025!

VO: You've aged well!

DMM: That's because we've managed to adapt and constantly innovate to support our clients. Our strength is in our integrated and diversified model. A real asset on the local market. We support our clients with a global approach by working in a coordinated manner and with cross-functionality between our businesses.



VO: Do you also offer consumer credit?

DMM: Yes, we do. We've got BNP Paribas Personal Finance for that.

VO: And vehicle leasing and mobility solutions, do you also offer that too?

DMM: Of course, we've got Arval.

VO: And factoring?

DMM: Well, we've got BNP Paribas Factor and we've also got teams for BNP Paribas Real Estate, BNP Paribas Cardif, BNP Paribas Asset Management, Nickel, FLOA and BNP Paribas Leasing Solutions.

VO: And if I want to find out more about the centers of expertise here, in Portugal, who should I talk to?

DMM: You should talk to Fabrice Segui.

FB: Well, there are 11 of them and they are all here. All this expertise is placed at the service of the business here in Portugal. But it also supports BNP Paribas teams all around the world.

VO: Why have you gathered all these teams in Lisbon?

FB: Bringing together the best skills in one place is important to accelerate mutualised investments and industrialisation so as to be more efficient. We are recruiting a lot of talents in our centers of expertise and in our hubs, especially in the field of data and operations. Customer experience, security and responsible use of technology are truly at the heart of our priorities.

VO: What if I want to find out more about the specific work environment here?

FB: Go and see Luciana Peres, our Head of Corporate Social Responsibility. She will tell you more about it.

VO: Okay, let's go. Thank you, Fabrice.

FB: Thank you.

Employees: Hello.

Luciana Peres (LP): Olá.

VO: Hello Luciana. It's incredible, you can hear all kinds of languages. It's so multicultural here!

LP: You can say that again. There are 96 nationalities represented within our teams in Portugal.

VO: And what's your secret?

LP: We attract talents from the four corners of the globe. We work every day to ensure that we offer our team members equal opportunities to develop their skills. We stay truthful to our employee value proposition: a solid and responsible international leader, unlocking your potential in an open and inclusive environment.

VO: What drives your impact?

LP: We support valuable initiatives such as the integration of refugees in the Portuguese labor market with the Jesuit Refugee Service and the social inclusion of children at risk together with Skoola. We are launching the *Fundação* BNP Paribas Portugal that will work even more closely on these important issues.



VO: Okay! So, you are acting both for your colleagues and for the surrounding community?

LP: Absolutely. And what makes it even more meaningful is that this internal commitment goes hand in hand with our external one. Through volunteering missions and our *Fundação*, we extend the same spirit of care and responsibility to society.

VO: That's what I call commitment.

LP: Thank you, bye!

VO: So, if you want to join this transformational journey and work in a dynamic international atmosphere, you know where to go. And now for me, it's time for some *pastéis de nata*. Yum!

