



PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN AT BNP PARIBAS



Gender mix on a daily basis in the workplace



Parity within management bodies



Supporting female employees along their career path

Upskilling & reskilling

Developing new skills

47% of women among registered employees on *Tech Academy* courses in 2025



55% of women among registered employees on *Sustainability Academy* courses in 2025



Inclusive leadership programmes rolled out in most business lines and territories

Examples :
BNP Paribas Portugal : She Leads
BNP Paribas Real Estate : Women in Leadership
Arval : Women in Action
Banque Commerciale En France : Boost Her Career



Set of events for all employees dedicated to internal mobility and skills development
18,000 participants for the 2025 edition

A dedicated skills page, with assessment guides on 6 key competences



*Figures at 31.12.2025

*Headcount excluding AXA IM employees having joined the Group on July 1st, 2025

Driving diversity in professions

At BNP Paribas, we're committed to promoting diversity and inclusion in all professions. To achieve this, we're intensifying our recruitment and retention efforts in areas where gender balance is a challenge, such as market activities and IT careers

Encouraging ERGs (Employee Resource Groups)

Mentoring & coaching programmes in the Group's **MixCity** networks, present in 28 countries with 10 000 members and allies



Within the business lines, their own networks are mobilising to promote diversity:
BCEF Act'Her - Women in Cyber - Women in GM - PF Ex Aequo



The intercompany charter **#JamaisSansElles**. Today, over **700 active signatories** (including 70% men) from management teams across more than 20 countries have pledged not to participate in public forums, panels, or conferences that lack female representation. This commitment covers all company events, both internal and external. BNP Paribas has the highest number of signatories among CAC40 companies in France and globally

Work/life balance: a lever for equality

Strengthened common foundation through our global agreement

- 5 flexible days per year, without pay, for personal use (with management approval)
- Paternity and/or childcare leave: minimum 6 days
- Maternity leave: 14 weeks minimum
- Aid for the financing of childcare proposed to 76% of employees within the Group
- A range of awareness and support initiatives across countries and business lines
- **we care**: psychological support and listening service, which is already available to 98% of our employees worldwide



Continuing the fight against gender-based violence

Corporate citizen

Supporting local organizations that aid victims

Encouraging new companies to join the momentum

Rollout of **a program dedicated to women** by 5 European BNP Paribas Foundations

Responsible employer

HR and social services for victims of domestic violence

Dedicated intranet page (e-learning, podcasts, brochures...)

Ambassador member of the European network **OneInThreeWomen**, bringing together over 70 companies



Committed bank

Raising awareness about economic abuse among the general public, clients, and retail banking advisors notably in France and Luxembourg

Implementing awareness-raising initiatives in Spain and Italy

Nickel : a support offer for victims



BNP PARIBAS

The bank for a changing world