

# PRINCIPLES FOR RESPONSIBLE BANKING

## BNP PARIBAS 2025 REPORTING



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## Principle 1: Alignment

### Instructions

Briefly describe your bank's sustainability strategy, and which international, regional or national frameworks and UN Sustainable Development Goals it aims to align with. Note any changes in the reporting year.

### Content

#### **Sustainability strategy**

For more than fifteen years, BNP Paribas has been making strategic decisions in favour of a more sustainable economy and has therefore placed ESG (Environmental, Social and Governance) topics at the heart of its business model. The Group supports all its customers – individuals, corporates, institutions - in their energy and ecological transition and in favor of social inclusion by offering them products and services adapted to their needs.

In early 2022, BNP Paribas launched its strategic plan based on three pillars: *Growth, Technology, Sustainability*. The sustainability pillar relies on three levers:

- 1) **Engaging with clients to accompany them in the transition towards a sustainable and low-carbon economy**
  - **Mobilisation of the integrated model and all business lines** in support of clients
  - **Low-Carbon Transition Group**, an ecosystem of 250 bankers dedicated to supporting clients in accelerating their low-carbon transition
  - **Low-Carbon Transition for SMEs & MidCaps** initiative
- 2) **Aligning our portfolios with our net-zero by 2050 commitment**
  - **CO<sub>2</sub> emissions reduction trajectory for the credit portfolio** in the most emitting sectors of activity
- 3) **Strengthening our sustainability governance, steering tools, culture and expertise**
  - **Strengthened governance** directly supervised by the CEO
  - **Accelerated industrialisation** with ESG steering tools and processes
  - **Sustainable finance trainings** thanks to the **Sustainability Academy**

This sustainability strategy is articulated and deployed on five priority themes:

- **Transition towards carbon neutrality**
- **Natural capital and biodiversity**
- **Circular economy**
- **Sustainable savings, investments and financing**
- **Social inclusion**

It aligns with the themes that BNP Paribas is reporting about in its Principles for Responsible Banking's update of progress: **Climate Change Mitigation, Biodiversity** and **Financial Health & Inclusion** (see Appendix of the present report as BNP Paribas is a signatory of the Financial Health & Inclusion commitment).



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### Frameworks

The ambition of BNP Paribas is to contribute to the transition of the economy to a more sustainable path by meeting the needs of the population without damaging ecosystems, in line with the **17 United Nations Sustainable Development Goals (SDGs)**. Its approach is also guided by the **OECD Guidelines for Multinational Enterprises on Responsible Business Conduct**.

Convinced of the importance of collective action, the Group is a member of the **United Nations Principles for Responsible Banking (PRB)**, the **United Nations Global Compact** and the **Principles for Responsible Investment (PRI)** through its subsidiaries BNP Paribas Asset Management, BNP Paribas Real Estate Investment Management and BNP Paribas Cardif. It is also a signatory of the **Equator Principles**.

BNP Paribas is also involved in the reporting frameworks' initiatives on the themes of Climate Change Mitigation and of Biodiversity, respectively the **Taskforce on Climate-related Financial Disclosures (TCFD)** and the **Taskforce on Nature-related Financial Disclosures (TNFD)**.

The Group also reports in accordance with applicable regulations such as the European Taxonomy and Pillar 3 of the European Banking Authority.

In 2025, BNP Paribas published in the Chapter 7 of its Universal Registration Document (URD) its **first Sustainability statements** in accordance with the publication requirements of the **Corporate Sustainability Reporting Directive (CSRD)**, as transposed into French law.

### Links & references

- BNP Paribas Investors & Shareholders website – [Governance and CSR page](#), including the [CSR Strategy presentation](#)
- BNP Paribas [Our strategic plan presentation](#) (page 6)
- [BNP Paribas URD 2024](#)
  - 5. Pillar 3 (from page 330)
  - 7.1 Sustainability statements (from page 682)
  - 7.2 Vigilance plan – General reference frameworks (page 880)
  - 7.4 TCFD cross-reference table (page 906)



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## Principle 2: Impact & Target Setting

### Instructions

Briefly describe the bank's most significant impact areas and the steps taken to identify, measure and manage them—including impact analysis results, targets set (including sectors, portfolio coverage, and KPIs), actions taken, and progress against the targets. Where targets have been set, share details of the bank's transition/action plan, and progress made. Explain how the bank addressed interlinkages between impact areas where possible.

### Content

#### Impact areas

In the context of its Sustainability statements' publication in 2025, BNP Paribas carried out a **double materiality assessment** and identified the material impacts, risks and opportunities on the Group's operational scope and commercial activities, by applying a number of criteria and thresholds detailed in the URD.

The Group's Sustainability statements thus include detailed reporting on the topics of **climate change**, its workforce, consumers and end-users (including the social inclusion topic) and business conduct, on top of general disclosures on the sustainability strategy and governance.

In the PRB framework, BNP Paribas identifies Climate Change Mitigation, Biodiversity and Financial Health and Inclusion as Significant Impact Areas.

#### Target setting

Since 2022, ten quantified CSR objectives have been set in a "CSR Dashboard", in the context of the previously mentioned strategic plan GTS (see Principle 1: Alignment). This CSR Dashboard allows BNP Paribas to monitor and evaluate the effectiveness of its strategy in relation to its sustainability objectives. Its monitoring is carried out on an annual basis by the Group's Executive Committee and Board of directors. Its indicators are annually audited and published in the URD within the non-financial disclosures – Sustainability statements in 2025. This publication includes definitions of each indicator.

Regarding **Climate Change Mitigation** and **Biodiversity**, two indicators of the CSR Dashboard embody more specifically climate and environment objectives:

- **Indicator #8: Amount of support enabling our clients to transition to a low-carbon economy** (in billion euros);
- **Indicator #9: Amount of financing to companies contributing to protecting terrestrial and marine biodiversity** (in billion euros).

On **Climate Change Mitigation**, BNP Paribas aims at reaching **90% of low-carbon in its energy production financing by 2030**. This commitment is reflected in the fast-paced evolution of the credit portfolio. 2024 was a new year of acceleration in the shift of **BNP Paribas' financing from the energy sector to low-carbon energies, mainly renewable energies, which already accounted for 76% of its total credit exposure to the energy production sector on 30 September 2024**.

BNP Paribas also follows **decarbonisation targets for 9 sectors in its credit portfolio: power generation, oil and gas, automotive (since 2022), steel, aluminium, cement (since 2023), aviation, shipping, and commercial real estate (since 2024)**. The Group also monitors the greenhouse gas emissions intensity of its financing in the residential real estate sector.



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The Group reports annually on its progress in achieving these decarbonization targets. In the 7.1.2 Climate change section of its Sustainability statements published in 2025, it presents the data and methodologies used for managing the credit portfolio.

These nine sectors' decarbonization targets are as follow:

- **power generation**, for which the Group has undertaken to:
  - increase the share of renewable energies in the energy mix that it finances to reach more than 66% in 2025 and reduce the share of coal in the energy mix that it finances to less than 5% in 2025,
  - reduce the CO<sub>2</sub> intensity of its financing by at least 30% in 2025 compared to 2020;
- **oil and gas**, for which the Group has undertaken to:
  - reduce its credit exposure to oil exploration and production activities by 80% between September 2022 and 2030,
  - reduce its credit exposure to gas exploration and production activities by 30% between September 2022 and 2030
  - reduce its financed GHG emissions in absolute value for the oil and gas sector by 70% in 2030 compared to September 2022;
- **automotive**, for which the Group has undertaken to:
  - increase the share of electrified vehicles in the automotive mix that it finances to reach more than 25% by 2025,
  - reduce the CO<sub>2</sub> intensity of its financing by at least 25% in 2025 compared to 2020;
- **steel**, for which the Group has undertaken to:
  - reduce the CO<sub>2</sub> intensity of its financing by at least 25% in 2030 compared to 2022;
- **aluminium**, for which the Group has undertaken to:
  - reduce the intensity of GHG emissions of its financing by at least 10% in 2030 compared to 2022;
- **cement**, for which the Group has undertaken to:
  - reduce the CO<sub>2</sub> intensity of its financing by at least 24% in 2030 compared to 2021;
- **aviation**, for which the Group has undertaken to:
  - reduce the intensity of GHG emissions of its financing by at least 18% in 2030 compared to 2022;
- **shipping**, for which the Group has undertaken to:
  - reduce the intensity of GHG emissions of its financing by 23% to 32% in 2030 compared to 2022;
- **commercial real estate**, for which the Group has undertaken to:
  - reduce the intensity of GHG emissions of its financing 31% to 41% in 2030 compared to 2022;
- the Group also published the GHG emissions intensity, at the end of 2022 and at the end of 2023, of its financing in the **residential real estate sector**.

## Links & references

### [BNP Paribas URD 2024](#)

7.1.1 General Disclosures 3. Material impacts, risks and opportunities, including the double materiality assessment (from page 697 to 705)

7.1.1 General Disclosures 2. Strategy, Business model and Stakeholders: CSR Management Dashboard (page 692)

7.1.2 Climate Change 1. Strategy - 1.A Transition plan for climate change mitigation (page 706)  
Chart n°6: Weight of fossil fuels and low-carbon energies in BNP Paribas' credit exposure for energy production (page 709)

7.2 Vigilance plan 3.5 Alignment of the credit and investment portfolios with the net-zero objective in 2050 (pages 890-891)



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## Principle 3: Clients & Customers

### Instructions

Briefly describe how the bank works responsibly with clients and customers in relation to significant impacts, including products and services offered, internal policies and processes and engagement to implement targets/action plans/transition plans to encourage sustainable practices/economic activities. Note any changes in the reporting year.

### Content

BNP Paribas strives to maintain a strong relationship with each of its clients and consumers, based on the highest ethical standards. The Group follows a set of procedures and applies policies to ensure the long-term conduct of this relationship. As such, BNP Paribas has a **Code of Conduct, sector financing and investment policies and Principles for Responsible Business Conduct** applicable at Group level.

As mentioned in Principle 2, BNP Paribas has set itself **ambitious objectives in sustainable finance** addressing Climate Change Mitigation, Biodiversity and Financial Health and Inclusion in its CSR Dashboard back in 2022, in particular through the following indicators:

- **Indicator #1: Amount of sustainable loans** (in billion euros);
- **Indicator #2: Amount of sustainable bonds** (in billion euros);
- **Indicator #3: Amount of assets under management of open-ended funds distributed in Europe articles 8 & 9 according to SFDR** (in billion euros);
- **Indicator #7: Number of beneficiaries of products and services supporting financial inclusion**
- **Indicator #8: Amount of support enabling our clients to transition to a low-carbon economy** (in billion euros);
- **Indicator #9: Amount of financing to companies contributing to protecting terrestrial and marine biodiversity** (in billion euros).

To achieve them, the Group has been developing, for several years, a wide range of sustainable products and solutions adapted to the needs of its clients, such as:

- **Sustainable loans**, sustainability-linked loans (SLL), and impact loans - for the two latter the interest rate is subsidised according to the achievement of CSR objectives;
- **Sustainable bonds** (green bonds, social bonds, blue bonds...) and sustainability-linked bonds;
- **ISLF+** (inclusive and sustainability-linked financing), sustainable inclusive financing based on the SLL model.

**The Group also adapted its organization to bring tailor-made support to all its clients in transition.** For instance, with the creation of the **Low-Carbon Transition Group (LCTG)** in 2021, the Group has developed a global platform bringing together a network of around 250 specialised bankers who support international corporates and institutional clients in accelerating their transition to a sustainable and low-carbon economy. A continuum of banking and non-banking solutions is provided for the decarbonisation of the economy, in particular the energy, mobility and industry sectors. In addition to renewable energies and nuclear power, BNP Paribas is developing specific expertise to support the development of new value chains such as batteries, green hydrogen and low-carbon fuels, as well as CO<sub>2</sub> capture.



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Created in 2022, the **Low-Carbon Transition for SMEs & MidCaps initiative** brings together around 100 experts and supports the low-carbon transition of small and medium-sized enterprises (SMEs) and mid-caps in France, Belgium, Italy, Luxembourg, and Poland. This platform offers specific support for the transition of the agricultural and agri-food sectors by relying on a pan-European community of experts.

As a concrete example, since May 2024, Commercial & Personal Banking in France has offered a sustainable loan (called “decarbonisation financing”) for SMEs, mid-caps and non-profits committed to a GHG reduction trajectory. The credit rate is adjusted based on the clients’ GHG emissions’ reduction.

In total, **BNP Paribas has deployed EUR 179 billion to support the low-carbon transition of its clients between 2022 and end-2024, including EUR 75 billion for 2024 alone.** Through 2024 achievements, the new 2025 publication “BNP Paribas supporting its clients’ transition” aims at illustrating how BNP Paribas implements its sustainable development strategy along its clients.

**In 2024, according to Dealogic, BNP Paribas ranks N°1 worldwide in sustainable bonds and loans<sup>1</sup> for the 2nd consecutive year, with USD 69.2 billion.**

#### Links & references

- [BNP Paribas Code of Conduct](#)
- [Group positions and sector policies](#)
- [BNP Paribas URD 2024](#)  
3.5 2024 CSR achievements - 2. Serving corporates and institutional clients (page 165)
- [BNP Paribas supporting its clients’ transition - 2024 CSR Achievements](#)
- [BNP Paribas URD 2023](#)  
7.2 Our economic responsibility : financing the economy in an ethical manner – Offering a wide range of sustainable products (page 645)



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## Principle 4: Stakeholders

### Instructions

Briefly describe how the bank consults, engages and collaborates/partners with relevant stakeholders for the purpose of implementing the Principles. This could include understanding impacts, setting ambitious targets, advocating for enabling regulatory/policy environments, and creating partnerships that contribute to addressing significant impacts. Note any changes in the reporting year.

### Content

Dialogue with stakeholders is at the heart of BNP Paribas' social and environmental responsibility. The Group's commitment to maintaining an open and constructive dialogue with its stakeholders aims first and foremost to better identify and understand the interests, points of view and expectations of its stakeholders, as well as the impacts of its activity.

The Group can thus take them into consideration in the evolution of its product and service offering, in line with the real needs of its customers, the evolution of its business lines and the definition of its strategy. This dialogue is also key to informing stakeholders of the Group's decisions and actions, and to explaining them, with the aim of transparency and clarity.

The Group identifies several stakeholders of different types and with different levels of interaction, including its customers (individuals, professionals, corporate clients and institutions), its employees and employee representative bodies, its shareholders (individual and institutional investors), its suppliers, financial and extra-financial rating agencies, regulatory bodies and public authorities, civil society and its organisations.

### Links & references

- [BNP Paribas URD 2024](#)
  - 7.1 General Disclosures - Strategy, business model and stakeholders – 2.B Interests and views of stakeholders (page 694)
  - 7.2 Vigilance plan - 4.1 Dialogue with stakeholders (page 892)



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## Principle 5: Governance & Culture

### Instructions

Briefly describe the key governance structures in place (Board and Executive level) and related accountability mechanisms to implement the Principles. This could include how governance supports your bank's management of significant impacts and risks, including target implementation and monitoring of action/transition plans. In addition, briefly describe how a culture of responsible banking is driven internally (e.g. via employee learning & development). Note any changes or progress in the reporting period.

### Content

#### **Key governance structures**

The sustainability strategy is integrated at the highest level within the governance bodies.

**The Board of directors approves the Group's sustainability strategy.** It validates the objectives and commitments related to sustainability. It also examines the achievement of the corporate social responsibility (CSR) criteria.

- A 15% portion of the annual variable compensation of the Executive Officers (the Chief Executive Officer and the Chief Operating Officers) is linked to the Group's CSR performance, including 5% related to the achievement of the CSR Dashboard objectives (mentioned in Principle 2).
- The payment of key employees' loyalty plan is subject to 20% of the initial award on achieving the objectives of the CSR Dashboard.

The specialised Committees of the Board of directors are detailed in the Sustainability statements.

**Since 2021, the Group's ESG governance system has been extended to cover all aspects of the Company and restructured to better incorporate environmental and climate-related issues in the definition of the strategy, its oversight and management of the associated risks.** This framework is based on well-defined governance, with responsibilities shared between the Group and operating entities in order to facilitate operational integration of the ESG policies, targets and risk framework.

This governance is led by:

- the **Sustainable Finance Strategic Committee**, which aims to validate the Group's climate strategy and the implementation of the policy of aligning the loan portfolio with the Paris Agreement. The main associated indicators are discussed at regular meetings chaired by the Chief Executive Officer within the framework of this Strategic Committee. The topics related to sustainable financing discussed by the members of the Committee are then transmitted to the business lines and functions through their representatives;
- the **Sustainable Finance Infrastructure Committee** aims at industrialising ESG processes, data and reporting. Its mission is to meet the growing needs of customers, regulators and investors. Around the COO, it brings together key contributors from different business lines and functions;
- the **ESG Regulatory Committee** at Executive Management level was set up to assess the operational consequences of the main new regulations.

#### **Training**

The Group invests heavily in the training of its employees, particularly on ESG topics, for which specific monitoring has been put in place. In 2024, 77,270 Group employees attended Sustainability Academy training and specific training on respect for human rights in the conduct of business was rolled out to 1,600 targeted employees. Since its launch at the end of 2022, 133,000 Group employees have been trained as part of the Sustainability Academy.



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In addition, the Group's employees are mobilised by participating in “**fresks**”, which are collaborative workshops to raise awareness on the topics of **Climate Change Mitigation** and **Biodiversity** among employees, Executive Committees. More than 12,000 employees in 53 countries participated in these workshops in 2024. This experience is also offered to individual shareholders.

#### Links & references

- [BNP Paribas URD 2024](#)

7.1.1 General Disclosures – 1. Governance

CHART n°1: BNP Paribas' governance on the sustainability strategy (page 684)

7.1.4 Own workforce - Forging a culture of continuous development (page 751)

7.2 Vigilance plan - 5.1 Employees (page 895)



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## Principle 6: Transparency & Accountability

### Instructions

Provide reference to additional relevant reports, if not listed as references with P1–P5.

Briefly note whether/where assurance of sustainability information has been undertaken (optional).

### Content

The data used in this report are mainly drawn from BNP Paribas's URD 2024 and its Sustainability statements, which are audited with a limited assurance report by the statutory auditors.

### Links & references

- [BNP Paribas URD 2024](#)  
Report on the certification of sustainability information (pages 870-877)



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## ANNEX : Financial Health & Inclusion report

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### **Reminder:**

An international banking institution with over USD 2.8 trillion in assets, serving millions of customers in dozens of countries, BNP Paribas is well aware that the needs and aspirations of its clients can widely differ from area to area.

For PRB Financial and Inclusion commitments, BNP Paribas is initially focusing on one of its domestic markets (namely, retail banking—Banque Commerciale en France (BCEF) and consumer finance—personal finance—in France), due to its historic knowledge and expertise on this segment, and on increasing the financial inclusion and/or health of vulnerable groups: fragile individuals, women-led businesses, and temporary workers, targeting to:

**By 2025, achieve and maintain a standard 42%** in the amount of individual BCEF (Banque Commerciale en France) clients that accepted a dedicated offer of products and services for improvement of their budgetary situation and have not had any new issues, from 41.6% in 2022.

To this end, BNP Paribas also aims at **increasing the percentage of individual BCEF clients that accept offer of products and services for improvement of budgetary situation from 18.1% in 2022 to 20% by 2025**. This includes the number of individual clients owning a dedicated offer versus the total number of individual clients detected and reached.

**A second impact target is to increase the percentage of women-led businesses with effective access to financing solutions from 30.2% in 2022 to at least 33% by 2025.**

**And a third impact target is to increase the number of temporary workers with effective access to at least one loan from 1,015 in the 2023 Q1 to a cumulative number of 20,000 by 2025.**

### **Updates for end of 2024**

#### ■ **Fragile individuals:**

In France, **nearly 4.3 million people has been identified as fragile at the end of 2023<sup>1</sup>**. According to the French Banking Inclusion Observatory, the collective actions and monitoring (government, banking institutions...) carried out for almost 10 years, have made it possible to strengthen banking inclusion and the protection of the most vulnerable people.

BNP Paribas, through Commercial & Personal Banking in France, according to its commitment to supporting fragile individual clients, has contributed to improving the financial situation of clients detected as “financially vulnerable”: [Fragilité financière | BNP Paribas \(mabanque.bnpparibas\)](https://www.banque-paribas.fr/fr/communique-de-presse/communique-du-president-de-lobservatoire-de-linclusion-bancaire).

In addition to the partnership with **Cresus** – that deals with situations going beyond banking matters (social and family issues) – more than 150 BCEF employees are fully dedicated to the clients facing financial difficulties.

- **100% of clients facing difficulties, representing 291 309 persons, have been contacted;**
- **19.7% of them have accepted the specialized offer** (baseline value of 18.1% in 2022, **targeting 20% by 2025**);
- **Over the year 2024, 41.4% of clients that have accepted the dedicated offer of products and services for improvement of their budgetary situation have not had any new issues** (baseline value of 41.6% in 2022, **targeting 42% by 2025**).

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<sup>1</sup> Source: Banque de France, <https://www.banque-france.fr/fr/communiqués-de-presse/communique-du-president-de-lobservatoire-de-linclusion-bancaire>



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## ■ Women-led businesses:

In France, women represent close to **49% of the labour force<sup>2</sup>**, but only **28% of the entrepreneurship chain** (i.e. persons willing to create or take over a business, ongoing projects or corporate leaders). They represent 12% of SME (over 10 employees) and midcaps' leaders, and this percentage drops to 6% for micaps only.

BNP Paribas in France, through Commercial & Personal Banking in France, has been committed since 2017 as part of a financial inclusion approach, to supporting and developing women's entrepreneurship in a sustainable way: [Linkedin #ConnectHers by BNPPARIBAS](#)

2024 figures and milestones for the **#ConnectHers** programme:

- Dedicated support team including **300 specialized Relation Managers** ;
- **French Women Entrepreneurs (FWE) 40 2024 Awards** that helps make FWE40 champions visible, mobilize investors to facilitate the financing of women-led businesses and structure a twelve-month support for these 40 women leaders;
- Enhanced communication strategy.
- End of December 2024, **10,644 new client businesses, created in a year and led by women, were onboarded** (baseline value of 12,093 in 2022) ;
- **Around EUR 1,719 billion of investment loans were granted to women-led businesses in 2024** (baseline value of EUR 2 billion in 2022, with no more PGE – Government Guaranteed Loans);
- End of December 2024, **women-led businesses accessing financing represented 30.7% of our lending portfolio** (baseline value of 30.2% end of 2022, **targeting 33% by 2025**).
- Of all the businesses created **in a year** in portfolio, those created by women accounted for **36.8%** of the total;

## ■ Temporary workers:

In France, temporary workers represented 612,200 FTE in December 2024<sup>3</sup>.

The Temporary Work Social Action Fund (FASTT), a dedicated joint body, financed by all temporary employment agencies, has been working to support temporary workers by offering them various services and benefits enabling them to enjoy the same rights as so-called 'traditional' employees.

- End of December 2024: **12,755 applications for loans from temporary workers have been registered** (baseline value of 4,177 in the first quarter of 2023);
- Q4 2024: **936 loans have been granted** (baseline value of 1,015 at Q1 2023);
- Q4 2024: **6,342 temporary workers have had effective access to at least one loan** (baseline value of 1,015 at Q1 2023, **targeting cumulative number of 20,000 by 2025**).

For more information on BNP Paribas' financial health and inclusion work:

- Synthetic approach: [For a more inclusive society | BNP Paribas \(group.bnpparibas\)](#)
- [2024 Microfinance Social Performance Report](#)

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<sup>2</sup> Source: INSEE, <https://www.insee.fr/fr/statistiques/5350628>

<sup>3</sup> Source: Prism'emploi, <https://www.prismemploi.eu/barometres-nationaux/barometre-prismemploi-lemploi-interimaire-en-decembre-2024>



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