JAMAIS SANS ELLES

BNP PARIBAS

In line with its commitment to diversity

BNP Paribas Group has joined the **#JamaisSansElles** association and signed up to an ambitious charter of commitments voluntarily

1/ Individual signatories of the #JamaisSansElles call to action

The members of BNP Paribas' executive committee have each committed to no longer take part in any public or media event face-to-face or remotely, in which general, social, political, or economic issues are debated, discussed or judged if there are no women among multiple speakers. **In practical terms, for any event, forum, roundtable, panel open to the public or broadcast (tv, radio, internet), and jury in which charter signatories take part and which involve three or more speakers, there must be at least one woman. This commitment covers both internal and external events with a physical or a remote attendance."**

To go further and create a worldwide movement within the company, BNP Paribas has committed to expand the group of signatories to all of its 100 top executives (G100) by 2021.

Note: Certain industries and areas are still characterised by a notorious lack of women, which can make it difficult to ensure representation of women and especially gender parity. A transition period may thus be necessary to attain the goal of balanced male-female representation. During this transition, which must be as short as possible, the choice of speakers for events must always aim to boost the visibility of women.

2/ Invitations to, or participation in, an environment that is 100% male will result in the following actions:

A. If the lack of female representation is known in advance:

I. BNP Paribas will inform the organiser of its #JamaisSansElles commitment.

II. BNP Paribas will propose, if applicable, a female colleague to replace the originally invited male employee.

III. BNP Paribas will discuss the event with #JamaisSansElles, which will tap into its network in order to propose one or more potential female speakers with expertise on the subject in question to take part in the event, conference, discussion, interview or video conference

IV. If necessary, BNP Paribas will decline the invitation *(note: any communications regarding the refusal will be widely shared and amplified via the #JamaisSansElles networks).*

B. If the lack of women's representation is discovered at the last minute:

I. The speaker will express his surprise to the organisers and will mention the fact that the absence of women in the event conflicts with their commitment as a signatory to the #JamaisSansElles charter.

II. If participation must go on, the speaker will begin with an explicit reference to the charter addressed to the organisers, the audience, and other participants.

III. The speaker, in agreement with BNP Paribas, remains solely responsible for the final decision whether or not to participate. He shall be responsible for taking any measures he thinks useful which will not expose BNP Paribas and himself to potential explicit criticism on social media. For example, he can send a Tweet ahead of time mentioning the #JamaisSansElles commitment and personally reporting the conflict or particular circumstances that led to the conflict.

3 Public communications by BNP Paribas

BNP Paribas will share its #JamaisSensElles commitment with audiences inside and outside the company when relevant, particularly via posts on social media.

In its communications,

BNP Paribas commits to promoting an image of **diversity and inclusion.**

4 Action plans for gender equality

BNP Paribas' workforce is 52% female and 48% male. The Group has promoted an ambitious policy of equal rights and opportunity throughout its business ecosystem for many years and in all the countries where it operates.

BNP Paribas is committed to:

Gender diversity in its business lines: Jean-Laurent Bonnafé, director and CEO, and also Thematic Champion of United Nations' "HeForShe" movement, stands with all employees to promote initiatives supporting gender diversity in the Group's business lines. BNP Paribas has notably committed to improving gender diversity in those areas of the bank staffed mostly by women or men.

Women's representation in corporate governance: The Group has set the goal of facilitating women's access to positions of responsibility. This ambition includes specific targets with results reported regularly. For example, BNP Paribas aims to have more than 25% female representation among members of its executive committees, and more than 30% female representation among senior manager positions by 2020. The success of this policy will rely on the commitment of all employees and on the employee networks encouraging gender equality and mentorship.

A more inclusive economy: The Group encourages the growth of women's entrepreneurship through special policies and programmes, partnerships, and dedicated support. BNP Paribas supports women entrepreneurs in France through €2 billion of loans and by allocating 10% of its equity investments to companies led by women entrepreneurs.

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Tatiana F-Salomon
Copresident

Guy Mamou-Mani
Founding Member

Jean-Laurent Bonnafé
Director and Chief Executive Officer of BNP Paribas

Philippe Bordenave
Chief Operating Officer

Natacha Quester-Séméon
Spokespeople

Xavier Alberti
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Deputy Chief Operating Officer

Jacques D'Estais
Deputy Chief Operating Officer and Head of International Financial Services

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Thierry Laborde
Deputy Chief Operating Officer and Head of Domestic Markets

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Deputy Chief Operating Officer and Head of Corporate and Institutional Banking

Marguerite Bérard
Head of French Retail Banking

Stefaan Decraene
Head of International Retail Banking

Laurent David
Chief Executive Officer of BNP Paribas Personal Finance

Nathalie Hartmann
Head of Compliance

Renaud Dumora
Chief Executive Officer BNP Paribas Cardif

Sofia Merlo
Head of Group Human Resources

Max Jadot
CEO and Chairman of the Executive Board of BNP Paribas Fortis

Alain Papiasse
Chairman of Corporate and Institutional Banking, oversee the Group's activity in north America and the United Kingdom

Andrea Munari
CEO and General Manager of BNL

Frank Roncey
Chief Risk Officer

Antoine Sire
Director of the Compagny Engagement Department

Thierry Varène
Global Head for Large Clients