

PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN AT BNP PARIBAS

Gender mix on a daily basis in the workplace

Figures at 31.12.2024

51%
of Group employees
are women



40%
of managers
are women



48%
of hirings are women,
for all professions

2025 Targets: parity within management bodies

COMEX

42%

(vs 6% in 2015)

G100

41%

(vs 20% in 2015)

SMP
(Senior Management Position)

39%

(vs 26% in 2015)

**Goal 2025
40%**



Leaders for Tomorrow Programme 53%



**Goal 2025:
50%**



Supporting female employees along their career path

Developing new skills

**Upskilling
& reskilling**

44%

of women among registered
employees on

Digital, Data & Agile Academy courses in 2024



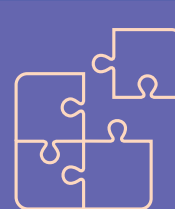
**Inclusive leadership programmes
rolled out in most business lines
and territories**

Examples:
BNP Paribas Portugal - She leads
Real Estate - Women in Leadership
Arval - Women in Action



Set of events for all employees dedicated to
internal mobility and skills development

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



Accelerating gender diversity

**WOMEN
+ GIRLS
IN TECH**



(EUR 1.1 million for 8 associations in France and internationally)

Group-wide programmes to raise awareness,
train and recruit in IT professions



BNP PARIBAS
CORPORATE & INSTITUTIONAL BANKING

Within market activities,
actions around pre-recruitment
and recruitment, development
programmes and succession
to key positions

Encouraging networks



Mentoring & coaching programmes in the Group's
Mixcity networks, present in 26 countries
with 8500 members and allies

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

**jamais
sans
elles**

Signature in 2019 of the **#JamaisSansElles** inter-company charter for
fair visibility of women's expertise at **internal and external events**.

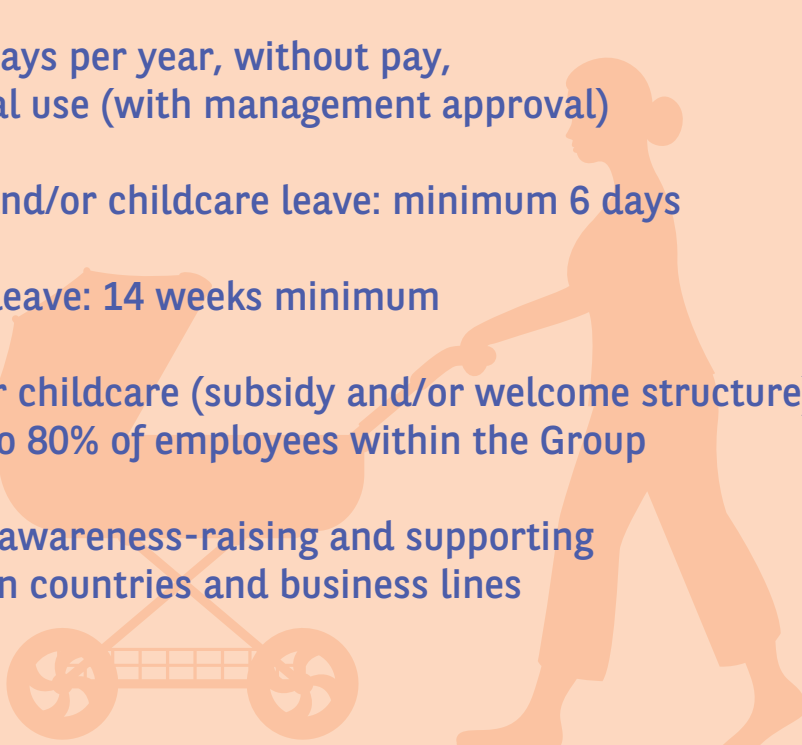
BNP Paribas has 700 active signatories in France and worldwide

(70% of whom are men, in the business lines in more than 20 countries)

Work/life balance: a lever for equality

A common set of tools reinforced by the new Group agreement on fundamental rights

- 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
- Support for childcare (subsidy and/or welcome structure) proposed to 80% of employees within the Group
- Numerous awareness-raising and supporting measures in countries and business lines



Continuing the fight against gender-based violence

Corporate citizen

Supporting local
victim-support
associations

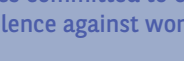
Convincing new
entreprises to join

Responsible employer

HR and social services for
victims of domestic violence

Many awareness-raising tools
on Echonet (e-learning, podcasts,
publications, etc.)

ComEx member of **OneInThreeWomen**,
the first European network of
companies committed to combating
violence against women



Committed bank

Raising awareness among
French retail sales teams
about economic violence

Promoting Nickel's offer as
a solution for victims

Communication with the
general public through
a video campaign



BNP PARIBAS

The bank
for a changing
world