

FUNDAMENTAL RIGHTS AGREEMENT AND GLOBAL SOCIAL FRAMEWORK

On 18 September 2018, BNP Paribas signed a comprehensive and ambitious agreement with UNI Global Union, the **International Trade Union Federation** of the services sector. With this agreement, BNP Paribas has committed to consolidating fundamental rights at work and to establishing common, worldwide policies that today apply to its 193,000 employees.

HUMAN RIGHTS, SOCIAL DIALOGUE AND TRADE UNION RIGHTS 1

355 collective company signed agreements within the BNP Paribas Group in 2020



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countries in the Europe zone



the rest of the world (including Brazil, Guinea, Senegal, and Mexico)

2 SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

516,000 working hours or hours dedicated to volunteer work in 2020



through remote volunteering or new ways of volunteering set up in the context of the public health crisis



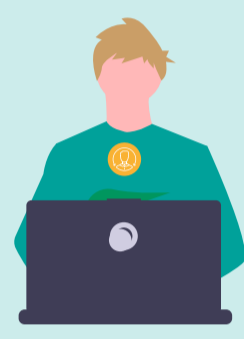
EMPLOYMENT MANAGEMENT AND CHANGE MANAGEMENT 3

BNP Paribas Group's EMPLOYMENT MANAGEMENT est RESPONSIBLE MANAGEMENT

which anticipates the adjustments necessary to maintain its capacity for growth and to ensure the development of staff employability



It relies in particular on several levers:



MOBILITY

23,544 internal transfers in 2020 (29,689 in 2019)

a source of skills enhancement

TRAINING

183,488 employees attended at least two training courses (including compulsory training)

i.e. an average of 18 hours over the year

14,871

new hires in 2020

4 PROFESSIONAL EQUALITY BETWEEN MEN AND WOMEN

REPRESENTATION OF WOMEN ON SENIOR MANAGEMENT POSITIONS

Women represented **31%** of senior management positions in 2020

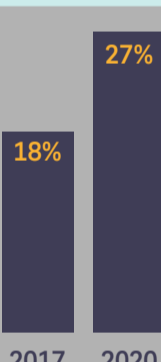
29% in 2019



STRENGTHENING THE DIVERSITY OF THE BUSINESS LINES

Appointments of male HR Business Partner

+50%



GLOBAL MARKETS in 2020

Women represented

41% of participants in the Leadership Talent Programme in 2020

31% in 2016

21% of Senior Management Positions in 2020

15% in 2016

PROMOTING DIVERSITY AND INCLUSION 5

All countries are rolling out the **International Labour Organisation's Enterprise and Disability Charter** signed by BNP Paribas, as part of a continuous improvement process.

Almost all employees are receiving training and awareness campaigns to fight against discrimination and promote diversity and inclusion



6 PREVENTING AND COMBATING WORKPLACE BULLYING AND SEXUAL HARASSMENT

COMMON GLOBAL GOVERNANCE TO DEAL WITH SITUATIONS OF WORKPLACE BULLYING AND SEXUAL HARASSMENT AND VIOLENCE AT WORK.



QUALITY OF LIFE AT WORK 7

Paid PATERNITY LEAVE

of at least **6 days**

in at least **50 countries** covering 146,270 employees

MATERNITY LEAVE

of **14 weeks** for all eligible employees in the **68 countries** where the Group is represented.



SOCIAL PROTECTION (death, disability, invalidity, etc.) and **COVERAGE OF HEALTHCARE COSTS** for all Group employees*

*according to local rules and company specific agreements