

POSITIVE ENGAGEMENT

BNP PARIBAS GERMANY



COMPANY ENGAGEMENT GERMANY
Frankfurt am Main, March 2024



BNP PARIBAS

The bank for a changing world

Supporting clients in the transition towards a sustainable economy

Bring innovative & seamless solutions to answer clients' Sustainable needs & leverage cross-divisional strengths to reach UN Sustainable Development Goals (SDGs)



Strong group with concrete commitments until 2025

Connecting our group strategy with the sustainable development goals



Economic Responsibility

€150 billion
Sustainable Loans

€200 billion
Sustainable Bonds

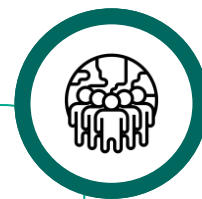
€300 billion
Sustainable Investments¹



Social Responsibility

40%
Share of Women in Senior Management

90%
Share of Employees with at least four training courses per year



Civic Responsibility

6 million people
benefiting from inclusive financial products & services

1 million hours
of paid leave for the social engagement of the employees²

€200 million
in philanthropic funds



Environmental Responsibility

€200 billion
supporting our customers in the transition to a lower carbon economy

€4 billion
financing for biodiversity conversation



¹Assets under Management; ²1 million hours over 2 years



How BNP Paribas lives Sustainability

Company Engagement

Sustainable Business

CPBS

With a focus on medium-sized companies and all private customers, the Commercial, Personal Banking & Services division offers **attractive standards – as well as demand-based optimized services** – and all of this to an increasing extent in a comprehensive, cooperative, inclusive and sustainable manner.



IPS

The division Investment & Protection Services creates and implements **valuable and responsible investment solutions and services** for businesses, associations, NGOs, governments and institutions. Thereby the supply of sustainable products and services is growing.



CIB

The Corporate and Institutional Banking (CIB) division supports our clients in the **transition from a linear to a circular and therefore sustainable economy** and sustainable growth. We offer **strategic advice, access to comprehensive financing and transaction services** for the adaptation of supply chains and production models, and the **decarbonization of production and business processes**.



Responsibility within the company

CSR

The CSR strategy of BNP Paribas is based on four pillars: **economy, employees, society and the environment**. In addition, our **sector policies** are regarded as a minimum standard for our business. CSR for us contains:

- **Corporate responsibility:** reduction of own resource consumption and corporate emissions through internal commitments
- **Supply chain due diligence**
- **Promoting social commitment** of our employees (**1MillionHours2Help**)
- **Philanthropic activity** to reduce inequalities



The sector policies act as cornerstones (1/2)



Defense



The defense sector poses many risks due to the effects of weapons and a high risk of corruption. For this reason, BNP Paribas defined requirements for transparency, corporate structure and control mechanisms and demands them from the providers.



Palm Oil



The constantly increasing palm oil production has a negative impact on local society, climate change and ecosystems. The policy requires companies to produce palm oil sustainably.



Wood Pulp



The production of paper-based products poses challenges for the environment, biodiversity and water quality. BNP Paribas has established clear criteria for forestry and the production of wood pulp.



Tobacco



The active and passive consumption of tobacco has devastating health, social and environmental consequences for humans. BNP Paribas has therefore stopped financing and investing in this sector.



Coal-fired Power



Coal, as a large CO₂ emitter, is a key driver for climate change. BNP Paribas contributes to the reduction of CO₂ emissions by completely phasing out the financing of coal-fired power generation companies in OECD countries by 2030.

The sector policies act as cornerstones (2/2)



Agriculture



Agriculture, if not managed sustainably, has damaging effects on local communities, nature and climate. BNP Paribas' policy defines rules for biodiversity, environmental management, working conditions, health protection and food safety.



Mining



The extraction of mineral resources entails risks for the environment and society. Our policy assesses projects according to their location and their impact on the population, air and water quality, biodiversity, health protection and transparency.



Nuclear Energy



The nuclear industry is associated with numerous issues. With this policy, BNP Paribas aims to ensure that environmental and social concerns are taken into account in the context of nuclear energy.



Unconventional Oil & Gas Industry



The production of shale oil and gas as well as oil and gas in the Arctic can have a major impact on the environment. This is why BNP Paribas sets very strict rules for companies, transport by pipelines, export ports and trade.



Other Topics



BNP Paribas published position papers on protecting the oceans, as well as the application of the Equator Principles and a list of exclusions for goods & activities such as driftnets, asbestos fibers or PCBs. The protection of biodiversity was also defined as a core issue. BNP Paribas was one of the first banks to put biodiversity into concrete terms through its own publications.



Economic Responsibility (1/2)

Goal 2025: Supporting our customers in adapting and switching to a low-carbon economy with sustainable loans of €200 billion

Mobility Transition in 5 Steps

Arval is transforming its business model with the **Arval Beyond Strategic Plan** from a full-service leasing company to a leading company for sustainable mobility solutions and already offers new mobility solutions, e.g. bike leasing, the Arval Journey App (Mobility as a service) and ECO Safety Trainings.



Arval Consulting actively supports customers with the innovative SMaRT-Method*. This enables customers to plan and implement the energy transition in their vehicle fleet.

*Sustainable Mobility and Responsibility Targets

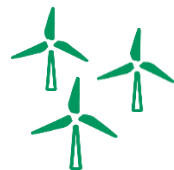
Sustainable Infrastructure

Financing of a European network of electricity charging stations set up by **Ionity**, a joint venture of three German and one US car manufacturer.



New "Öko-Kredit"

Consors Finanz supports its customers' investments in renewable energies and sustainable measures to make their home fit for the future by offering a new eco loan. At attractive interest rates, property owners can finance the installation of heat pumps, solar panels or charging stations for electric cars.



Green Buildings for Sustainable Cities

BNP Paribas Real Estate offers a variety of services for sustainable office buildings, from consulting to property management. The Signaris Office Building in Frankfurt was labelled with the DGNB* Gold Certificate. In March 2021, BNP Paribas Real Estate published their first ever sustainability code according to the German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK).



BNP Paribas REIM aims to have 100% of open funds** classified as "sustainable" (Articles 8 and 9) under the EU Regulation on Sustainability Disclosures in the Financial Services Sector (SFDR) by 2025. As of December 31, 2023, BNP Paribas REIM has over 12 fund products with a sustainability label.

**Pooled funds for private and institutional investors; excluding funds that are traded exclusively on secondary markets

Sustainable Investments

BNP Paribas Asset Management (BNPPAM) focuses all of its investment strategies on responsible investing and actively contributes to the energy transition, environmental protection and the promotion of equality and inclusive growth.



The focus is always on generating long-term and sustainable investment returns for the client. As of January 2023, 80% of the assets of the BNPPAM Public Funds are classified as **Art. 8 or 9 according to the Sustainable Finance Disclosure Regulation**. BNPPAM aims to manage €300 billion of AuM in Article 8 or 9 SFDR public funds by 2025.

Economic Responsibility (2/2)

Goal: Reducing the negative impact of our business on the environment and society, while promoting and **generating positive impacts on the environment and society**

Green & Sustainable Finance Cluster Germany (GSFCG)

BNP Paribas is a sponsor and member of GSFCG, which bundles expertise related to finance and risk. It serves as a central point of contact for **sustainability and climate-relevant issues** – not only for the financial sector.



Sustainability-Linked Share Buyback

At the end of 2022, GEA Group AG closed a share buyback program worth a total of €300 million with support from BNP Paribas. As the first German listed company, GEA **combined the second tranche of the share buyback with a sustainability initiative**. GEA entered into a partnership with the Hamburg-based non-profit organization "Viva con Agua" for 3 years.

The organization promotes access to clean drinking water. **GEA will use part of the guaranteed outperformance of the share buyback program and donate €250,000 for a rainwater collection plant**, which will, among other things, enable three schools and thus **1,000 children in Tanzania to access clean drinking water**.



Financing the mobility transition

BNP Paribas has once again supported the **Hamburger Hochbahn AG (HOCHBAHN)**, the second largest public transport provider in Germany, in financing sustainable transport projects. After the successful issue of a green bond – the first green infrastructure bond by a German transport company – BNP Paribas supported the company in 2023 as **joint leader arranger and joint sustainability coordinator** in issuing a green promissory note with a total volume of 300 million euros for eligible green projects. This financing is also the first of its kind for a public transport company.



Circular Economy

BNP Paribas Leasing Solutions has started 3StepIT, a joint venture with the Finnish 3StepIT. The **offering includes individual financing and lifecycle management** solutions based on the principles of the Circular Economy. **98% of the returned IT devices are reused** after a thorough and safe reprocessing.

Consors Finanz and Consors Bank have their credit cards produced from recycled material that comes from industrial waste. This saves 5 tons of plastic and 60% CO₂ every year.



Social Responsibility for Employees

Goal: Promotion of our employees through continuous further training opportunities, for example through the Sustainability Academy, which was introduced in 2022 for all employees

Job & Family

Certification of all German entities of BNP Paribas for initiatives reconciling work and family life. In addition, a cooperation with benefitatwork and voioo for extensive support with regards to childcare/parentship, care, housework, life consultancy and regular wellbeing offers.

In 2023, BNP Paribas was the first company to ever carry out a cross-boarder auditing process (Germany and Austria). Furthermore, BNP Paribas we are signatory and members of the initiatives "Beruf und Pflege vereinbaren – die hessische Initiative" and "Landesprogramm (NRW) Vereinbarkeit Beruf und Pflege"



Women in Management - WIP

WIP stands for the Women's Impact Program. Through a targeted promotion of women, the proportion of women in management positions will increase. For Germany, this means an increase to 40% of women in senior management positions and more than 30% in the executive committee by 2025.



JamaisSansElles

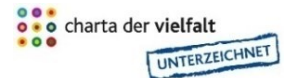
Following an international initiative by the BNP Paribas Group, all German Executive Committee members have committed themselves to not participate in events if there is no woman among three or more guests on the panel.

jamais
sans
elles

Diversity

Diversity with a holistic approach: every type of visible or invisible diversity is taken into consideration. This is why BNP Paribas signed the German Charta of Diversity in 2017.

Since 2023, the "InklusionsGuides" by Hildegardis Verein have also been supporting the BNP Paribas Group to become an inclusive company.



Training

Around 77% of employees completed at least four further training courses in 2022. In total, 3.6 million hours were spent on training at BNP Paribas worldwide in 2021. One of the focal points is sustainability training. The GTS 2025 goals also include increasing the proportion of employees who have completed at least four training courses to >90%.



Civic Responsibility

Goal 2025: 1 million hours of charitable commitment for social purposes by BNP Paribas employees worldwide over 2 years

Rescue & Recover Fund

With the Rescue & Recover Fund, BNP Paribas initiates numerous fundraising campaigns in the event of disasters, thereby doubling the donations made by employees. In the 10 years of its existence, the fund has donated more than €13 million to four NGO partners, including the “Red Cross” and “Doctors Without Borders”.



Sustainable Procurement

Suppliers must commit to social, ecological and ethical values and principles: For example, appropriate payment, occupational and environmental protection and the exclusion of child labor in the supply chain.



Inclusive financial products

More than 3,5 million customers in France, Spain, Portugal and Belgium already benefit from an account with Nickel that is accessible to everyone – regardless of income, nationality or banking history. Since 2023, Nickel also offers its accounts in Germany.



BNP Paribas Foundation

... supports projects in Germany for children and young adults who have to overcome obstacles, with a focus on education, solidarity, environment and culture. More than 100.000 people have already benefited from the funding.



With Help2Help, the BNP Paribas Foundation honors the voluntary commitment of employees in non-profit organizations and supports them financially. The focus is on social projects for disadvantaged people.

Corporate Volunteering

BNP Paribas aims to volunteer more than 1 million hours¹ worldwide each year. In Germany, too, colleagues are committed to helping disadvantaged people in a variety of ways, e.g. as part of various mentoring programs, social days, knowledge transfer to non-profit organizations or financial education for disadvantaged young people.



In 2023, more than 17,000 volunteer hours were collected in Germany.

¹1 million hours over 2 years



Environmental Responsibility

Goal 2025: Sustainable financing totaling **€4 billion** for companies that want to **protect biodiversity** on land and in water

Low-carbon Transition Group

BNP Paribas founded the Low-Carbon Transition Group at the end of 2021. 250 dedicated colleagues support customers in the transition to a more sustainable and climate-friendly economy.



Trees are Life

Colleagues from different locations all over Germany regularly take part in tree planting campaigns with "Drinking Water Forest e.V."

Arval Germany is part of the international Arval biodiversity project "1EV=1Tree". For every electrified vehicle (electric- and plug-in hybrid) leased by Arval, a tree is planted or reforested.



Exit from coal financing

BNP Paribas is increasing its commitment to renewable energies and withdrawing from financing + investments in areas that are particularly sensitive to the environment, e.g. from financing coal-fired power generation by 2030 in OECD countries and by 2040 worldwide.



Green Mobility

The CO₂ emissions per employee are continuously being reduced. The main factors contributing to this are the reduction in business trips and the choice of environmentally friendly means of transport (job bike, job ticket). For a number of years, BNP Paribas has been motivating people to use bicycles through various campaigns – and not just to get to work..



Green Company for Employees

The aim of the initiative is to reduce the direct impact of BNP Paribas on the environment by promoting the sustainable commitment of employees and their ecological actions. This is achieved in part through shared group commitments and identification of the most important and impactful initiatives for employees.



Examples of participation in global sustainability initiatives



By joining the Net-Zero Banking Alliance in 2021, BNP Paribas is aligning its loan and investment portfolios with the goals of the Paris Climate Agreement. The goal is global CO₂-neutrality by 2050 and 2045 for Germany.



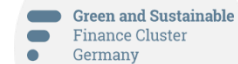
BNP Paribas Asset Management, Cardif and Securities Services are among the signatories to the PRI. This obliges them to consider the aspects of environment, society and corporate governance (ESG) in all investment activities.



The FNG is the professional association for sustainable investments in Germany, Austria, Liechtenstein and Switzerland. It represents over 200 members who are committed to more sustainability. These include banks, rating agencies, financial consultancies, scientific institutions and private members.



The purpose of the H2Global Foundation is to promote the protection of the environment and the climate. This will be achieved by fostering the production and use of green hydrogen and other climate-neutral energy carriers (climate-neutral or defossilized energy carriers) at national and international level.



BNP Paribas was a founding member in 2018. The goals are to bundle and strengthen financial market expertise in the area of sustainability and to develop solid approaches to promoting the sustainability of international and national financial markets.



Recognition and Awards – BNP Paribas...

...has received multiple awards for sustainability.

Euro Money Awards

2023

- World's Best Bank
- World's Best Bank for Sustainable Finance

2022

- World's Best Bank in Sustainable Finance
- Western Europe's Best Bank for Sustainable Finance
- Latin America's Best Bank for Sustainable Finance
- World's Best Bank for ESG data and technology

2021

- World's Best Bank in Sustainable Finance
- World's Best Bank for ESG data and technology
- Western Europe's Best Bank for Sustainable Finance

Environmental Finance - Awards

2022

- Lead manager of the year, sustainability-linked bonds
- Lead manager of the year, social bonds – financial institutions
- Loan structurer / arranger / coordinator of the year

2021

- Lead manager of the year, social bonds - bank
- Lead manager of the year, sustainability bonds – sovereigns
- Loan structurer / arranger / coordinator of the year

other Awards

- Deutscher Award für Nachhaltigkeitsprojekte 2022 for the #1MH2H-program from the DISQ
- European bank with the best climate strategy (ShareAction, 2020)
- Best Investment Bank for Sustainable FIG Financing, Sustainability-Linked Loans and Social Bonds (The Banker, 2020)
- For the **7th** time in a row part of the "Global 100 Most Sustainable Corporations" of the Canadian magazine "Corporate Knights" for the **7th** time in a row, **No. 1** of the French and **No. 2** of the European banks (2021)

...comes out in the top group in many sustainability ratings.

- S&P ESG: 84 / 100 – and thus among the front runners
- V.E: 71 / 100 – and thus No. 1 among “diversified banks” in Europe and thus No. 1 among “diversified banks” in Europe
- Ecovadis: 72 / 100
- CDP Climate Change Score: A-
- MSCI ESG: AA – and is therefore one of the leading banks

... is represented in numerous sustainability indices.

- Dow Jones Sustainability Indizes World / Europe
- FTSE4GOOD Global Index
- Vigeo Eiris World 120, Eurozone 120, Europe 120 und France 20



Appendix



Involvement in global sustainability initiatives (examples)



With the accession to the Net-Zero Banking Alliance in 2021, BNP Paribas is targeting credit and investment portfolios to the objectives of the Paris Climate Agreement. The target is global CO₂ neutrality by 2050 and 2045 for Germany.



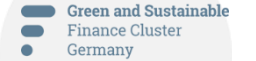
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United Nations Global Compact



Institutional Investors on Climate Change – IIGCC



United Nations Women's Empowerment Principles



Roundtable on Sustainable Palm Oil



Equator Principles



Global Impact Investing Network



act4nature international



ILO Business Charter on Disability



Carbon Pricing Leadership Coalition



Value Balancing Alliance



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