

BNP Paribas Group in Luxembourg certified “Top Employer Luxembourg” for the tenth year running

The BNP Paribas Group in Luxembourg has once again been awarded the prestigious Top Employer Luxembourg certification for its excellent employee working conditions.

Each year, the world-renowned independent organisation Top Employers Institute recognises employers that offer excellent employee working conditions and nurture and develop their talent. Following an independent audit of its HR practices and systems, the BNP Paribas Group in Luxembourg was awarded this distinction again this year, making this the tenth time in a row it has won the award.

The survey revealed the three key strengths of the BNP Paribas Group in Luxembourg:

- **Listening to employees**, thanks to the system in place for listening to employees' voices, which helps to promote an employee-centric culture that takes job satisfaction into account;
- **Change management**, thanks to initiatives aimed at anticipating skill requirements and changing working methods in order to make them more flexible and agile;
- **Commitment to sustainability**, thanks to the many initiatives deployed to train and mobilise employees in relation to the challenges of Sustainable Development and Finance.

Being the bank for a changing world means focusing on the future, readying ourselves for the challenges that lie ahead, and being a driver of innovation. That is why the BNP Paribas Group in Luxembourg seeks to provide employees with a superior working environment that is open and inspiring and that allows everybody to play their part in the process of change.

About Top Employers Institute

Top Employers Institute is the #1 global authority on HR strategies. With our world-leading Certification and data-led insights, we guide and empower organisations in delivering transformational people practices, driving business outcomes and helping them attract, engage and retain top talent.

In 2025, Top Employers Institute has certified more than 2,400 organisations in 125 countries/regions. These certified Top Employers positively impact the lives of over 13 million employees globally.

Top Employers Institute. For a better world of work.

About BGL BNP Paribas

BGL BNP Paribas (www.bgl.lu) is one of the largest banks in Luxembourg and part of the BNP Paribas Group. It offers an especially wide range of financial products and bancassurance solutions to individuals, professionals, businesses and private banking clients. At end 2023, BGL BNP Paribas employed 2,100 people in Luxembourg. In 2024, BGL BNP Paribas was named "Best Bank in Luxembourg" by Euromoney.

About BNP Paribas

BNP Paribas is the European Union's leading bank and key player in international banking. It operates in 63 countries and has nearly 183,000 employees, including more than 145,000 in Europe. The Group has key positions in its three main fields of activity: Commercial, Personal Banking & Services for the Group's commercial & personal banking and several specialised businesses including BNP Paribas Personal Finance and Arval; Investment & Protection Services for savings, investment and protection solutions; and Corporate & Institutional Banking, focused on corporate and institutional clients. Based on its strong diversified and integrated model, the Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, BNP Paribas has four domestic markets: Belgium, France, Italy and Luxembourg. The Group is rolling out its integrated commercial & personal banking model across several Mediterranean countries, Turkey, and Eastern Europe. As a key player in international banking, the Group has leading platforms and business lines in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific.

BNP Paribas has implemented a Corporate Social Responsibility approach in all its activities, enabling it to contribute to the construction of a sustainable future, while ensuring the Group's performance and stability.

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