

"Top Employer" certification awarded to BNP Paribas Group in Luxembourg for the third year running

The BNP Paribas Group in Luxembourg has been awarded the prestigious "Top Employer Luxembourg 2018" certification for outstanding working conditions.

Every year the Top Employers Institute, a globally renowned independent organisation, certifies companies providing excellent working conditions that foster employees' personal development. This year, following an assessment by an independent auditor, the BNP Paribas Group in Luxembourg once again received this distinction. The BNP Paribas Group was also certified at the national level in Italy, Belgium, Poland, Turkey, France and Spain (Cetelem), thus obtaining the "Top Employer Europe 2018" label.

In Luxembourg, particularly high marks were awarded for four of the audit criteria which even improved compared to 2017: workforce planning, talent strategy, learning and development, and career management.

Commenting, Patrick Gregorius, Head of Human Resources at the BNP Paribas Group in Luxembourg, said: "We are particularly proud to have been awarded the Top Employer Luxembourg certification once again, and even more so to have improved our results compared to last year. This seal of approval is a reward for our continuous efforts to create a positive working environment for our employees and thus ensure a high level of client satisfaction, as we firmly believe that happy employees make happy clients."

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

This label, which was created in 1991, has developed the most widely recognised HR research and certification methodology in the world for identifying and certifying employers that provide their employees with the best working conditions. This certification rewards employers that provide their employees with optimal working conditions and HR practices in concrete terms. The attractiveness of HR policies is assessed on the basis of research carried out by the Top Employers Institute, which is present in 113

countries and has created a community of 1,382 Top Employers. The methodology used is adapted to each country and developed in close cooperation with a local panel of HR experts and other selected partners. All aspects of HR management – including in particular pay policy, working conditions, benefits, corporate culture, training and career development, career opportunities, etc. – are examined in detail.

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, private banking clients and businesses. In 2017, the international magazine Euromoney named BGL BNP Paribas “Best Bank in Luxembourg” for the second year in a row.

About BNP Paribas

BNP Paribas is a leading bank in Europe with an international reach. It has a presence in 74 countries, with more than 190,000 employees, including more than 146,000 in Europe. The Group has key positions in its three main activities: Domestic Markets and International Financial Services (whose retail-banking networks and financial services are covered by Retail Banking & Services) and Corporate & Institutional Banking, which serves two client franchises: corporate clients and institutional investors. 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, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas Personal Finance is the leader in consumer lending. BNP Paribas is rolling out its integrated retail-banking model in Mediterranean countries, in Turkey, in Eastern Europe and a large network in the western part of the United States. In its Corporate & Institutional Banking and International Financial Services activities, BNP Paribas also enjoys top positions in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific.

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