

BNP Paribas in Luxembourg certified “Top Employer Luxembourg” for the 11th consecutive year

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 the distinction again this year, making this the eleventh time in a row it has won the award.

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

- **Training**, thanks to the rollout of a new platform offering independent and personalised access to an enhanced range of training courses structured by theme, as well as a programme designed to support employees throughout the ongoing AI-driven transformation of business.
- **Well-being**, thanks to a dynamic QLWC (Quality of Life and Working Conditions) approach, the creation of a support kit for employees affected by long-term illness (the kit also helps these employees' colleagues and managers), and workshops dedicated to physical and mental well-being.

Louis de Looz, Head of Human Resources at the BNP Paribas Group in Luxembourg, emphasises:

“Against a backdrop of ever-accelerating change, we must support our employees as our business evolves while ensuring their day-to-day well-being, with the aim of making our company a place where people enjoy living, working and fulfilling their potential. We are proud that this year’s certification has revealed two key strengths that fully reflect this commitment.”

As the bank for a changing world, we must be forward-looking, ready to face the challenges of tomorrow, and be a source of innovation. To that end, the BNP Paribas Group in Luxembourg aims to provide its employees with a top-quality working environment that is open and inspirational and allows everyone to be an agent of this change.



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About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Programme, participating companies can be certified and recognised as an employer of choice. The certification is awarded to organisations based on the participation and results of the HR Best Practices Survey covering six HR domains consisting of 20 topics such as People Strategy, Work Environment, Talent Acquisition, Learning, Diversity & Inclusion, and Wellbeing.

In 2025, Top Employers Institute certified nearly 2,500 organisations in 131 countries/regions. These certified Top Employers positively impact the lives of over 14 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 2024, BGL BNP Paribas employed 2,089 people in Luxembourg.

In 2025, BGL BNP Paribas was named Best Bank in Luxembourg by Euromoney.

About BNP Paribas

Leader in banking and financial services in Europe, BNP Paribas operates in 64 countries and has nearly 178,000 employees, including more than 144,000 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, Türkiye, 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.

Press contacts:

Emmanuelle Humann

+352 42 42-26 41

emmanuelle.humann@bgl.lu

Eliane Thines

+352 42 42-62 64

eliane.thines@bgl.lu



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