

2020 RESPONSIBILITY REPORT

BNP PARIBAS IN LUXEMBOURG



Beehives in the gardens of BNP Paribas in Luxembourg



BNP PARIBAS

The bank for a changing world

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A close-up photograph of a hand holding a green leaf, symbolizing commitment and nature.

OUR
COMMITMENT

A photograph of a waterfall cascading over rocks in a lush green forest.

ORGANISATION,
GOVERNANCE AND
STRATEGY

55

A photograph of a city with a bridge and a castle, symbolizing the pillars of CSR approach.

THE 4 PILLARS
OF OUR
CSR APPROACH

7

60

A photograph of a boy shouting into a microphone, symbolizing public positions.

OUR PUBLIC
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46

A photograph of a city with a church and a castle, symbolizing BNP Paribas Group in Luxembourg.

BNP PARIBAS
GROUP IN
LUXEMBOURG

A photograph of a tree growing from a rock, symbolizing non-financial ratings.

NON-FINANCIAL
RATINGS

62

A photograph of a person's arm and hand holding a thin, brown branch with several green leaves. The background is a soft-focus green landscape with bokeh light effects. A semi-transparent pink rectangular box is positioned in the upper center of the image, containing the text "OUR COMMITMENT" in white, bold, sans-serif capital letters.

OUR COMMITMENT

BEATRICE BELORGEY

BNP Paribas Group in Luxembourg
Chair of the BGL BNP Paribas Executive Committee

On behalf of all the teams at BNP Paribas in Luxembourg, I am delighted to present the main highlights of 2020.

2020 was marked by an unprecedented health crisis in terms of scale and duration, putting us all to the test and reminding us of the importance of values such as sustainable development, solidarity and inclusion.

Protecting the health of our employees, helping civil society – in particular the most vulnerable – and, of course, our clients in dealing with the health crisis, have been and remain our main concerns. Since the crisis began, our teams have been organised to stand with our clients during this difficult period and support them with solutions tailored to their needs.

ESG (Environmental, Social and Governance) criteria increasingly guide the choices of individuals, who wish to invest in a more responsible, green and sustainable manner. We also assist businesses in their energy transition process by helping them implement best practices. We firmly believe these trends will accelerate and we are intent on constantly innovating to address this challenge.

Now more than ever, we are making every effort to guide our clients through the health crisis, contribute to limiting its economic and social effects, and preparing for a strong and sustainable economic recovery.



OUR APPROACH

With our Corporate and Social Responsibility approach, we help build a sustainable future while guaranteeing the Group's performance and stability.

TO THIS END, OUR APPROACH RELIES ON:

THE 17 SUSTAINABLE DEVELOPMENT GOALS

Launched in September 2015 by the UN, [the sustainable development goals](#) aim to eradicate poverty by 2030 while preserving the planet.

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



**SUSTAINABLE
DEVELOPMENT GOALS**

MEGATRENDS

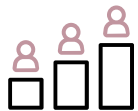
These are the major challenges for the future for our planet, in terms of societal, geopolitical and environmental risks. The major trends influencing global economies, now and in the future, are:



**ENERGY
EFFICIENCY**



**PROTECTION OF THE
ENVIRONMENT
AND THE PLANET**



**DEMOGRAPHIC
CHANGES**



**TECHNOLOGICAL
DEVELOPMENTS**



**CITIZENS'
EXPECTATIONS**



URBANISATION



THE 4 PILLARS OF OUR CSR APPROACH





**OUR
ECONOMIC
RESPONSIBILITY**



**FINANCE THE ECONOMY
IN AN ETHICAL MANNER**



**OUR
CIVIC
RESPONSIBILITY**



**PLAY A LEADING
ROLE IN SOCIETY**



**OUR
SOCIAL
RESPONSIBILITY**



**ENCOURAGE THE DEVELOPMENT
AND COMMITMENT
OF OUR EMPLOYEES**



**OUR
ENVIRONMENTAL
RESPONSIBILITY**



**ACCELERATE ENERGY
AND ECOLOGICAL TRANSITION**



**OUR
ECONOMIC
RESPONSIBILITY**

BNP PARIBAS IS A SIGNATORY TO THE PRINCIPLES FOR RESPONSIBLE BANKING (PRB)

The PRB was launched in 2018 by thirty-odd banks, including BNP Paribas, via a global partnership with the United Nations Environment Programme Financial Initiative (UNEP FI).

In signing this, more than 130 banks pledged to align their business strategies with the **UN's Sustainable Development Goals** and the Paris Agreement.

The *Principles for Responsible Banking* express the signatory banks' desire to take a leading role in terms of environmental, social and economic change, and are based on 6 principles.


1

ALIGNMENT

Align our business strategy with the United Nations' sustainable development goals and the Paris Agreements on climate.


2

IMPACT

Continually increase our positive impacts while reducing our negative impacts.


3

CLIENTS

Work responsibly with our clients to create shared prosperity for current and future generations.


4

STAKEHOLDERS

Consult, engage and collaborate with the stakeholders concerned to achieve the company's goals.


5

GOVERNANCE & SETTING TARGETS

Implement our commitments through effective governance and the setting of targets for our most significant impacts.


6

TRANSPARENCY & ACCOUNTABILITY

Commit to transparency with regard to our contribution to the achievement of the company's positive impact goals.

RENEWAL OF ESR CERTIFICATION

In July 2020, the **National Institute for Sustainable Development** (INDR) renewed its ESR certification award (Socially Responsible Company) to BGL BNP Paribas.

This certification meets strict requirements and guarantees that the bank complies with its commitments in terms of economic, social, environmental and civic responsibility. In 2011, **BGL BNP Paribas was Luxembourg's 1st retail bank to be awarded this certification.**

BNP Paribas Securities Services has also had **ESR certification since September 2012.**



►► FIND OUT MORE HERE



STRINGENT MANAGEMENT OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISKS

As a bank, we finance numerous business sectors, some of which may pose **major environmental, social and governance (ESG) challenges**. This is the case in 9 sensitive sectors (such as defence, palm oil, nuclear or coal-based energy) for which we have defined, in conjunction with independent experts, policies imposed upon all business lines and countries where the Group operates. These policies have been made public and can be viewed on the [Group's website](#).

The BNP Paribas Group's CSR policies have been **considerably strengthened** since they were first published in 2010, and currently include:

- 9 sector-based policies and an exclusion and watch list
- the French law on the duty of care
- a list of excluded assets and activities

For example, in May 2020, the BNP Paribas Group announced **a strategy aimed at completely exiting from thermal coal** by 2030 in Europe and OECD countries, and by 2040 in the rest of the world. This strategy covers the entire value chain: **mining, dedicated infrastructures and electricity generation**.

2020 KEY FIGURES



> 550
BGL BNP Paribas
employees trained
in our CSR policies



> 90 transactions
reviewed by the
CSR department



229 businesses audited
as part of our ESG risk
management system

9 SENSITIVE SECTORS



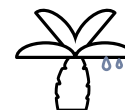
**NON-CONVENTIONAL
OIL & GAS**



AGRICULTURE



**TOBACCO
INDUSTRY**



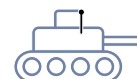
PALM OIL



**COAL-BASED ENERGY
PRODUCTION**



**MINING
INDUSTRY**



DEFENCE



**NUCLEAR
ENERGY**

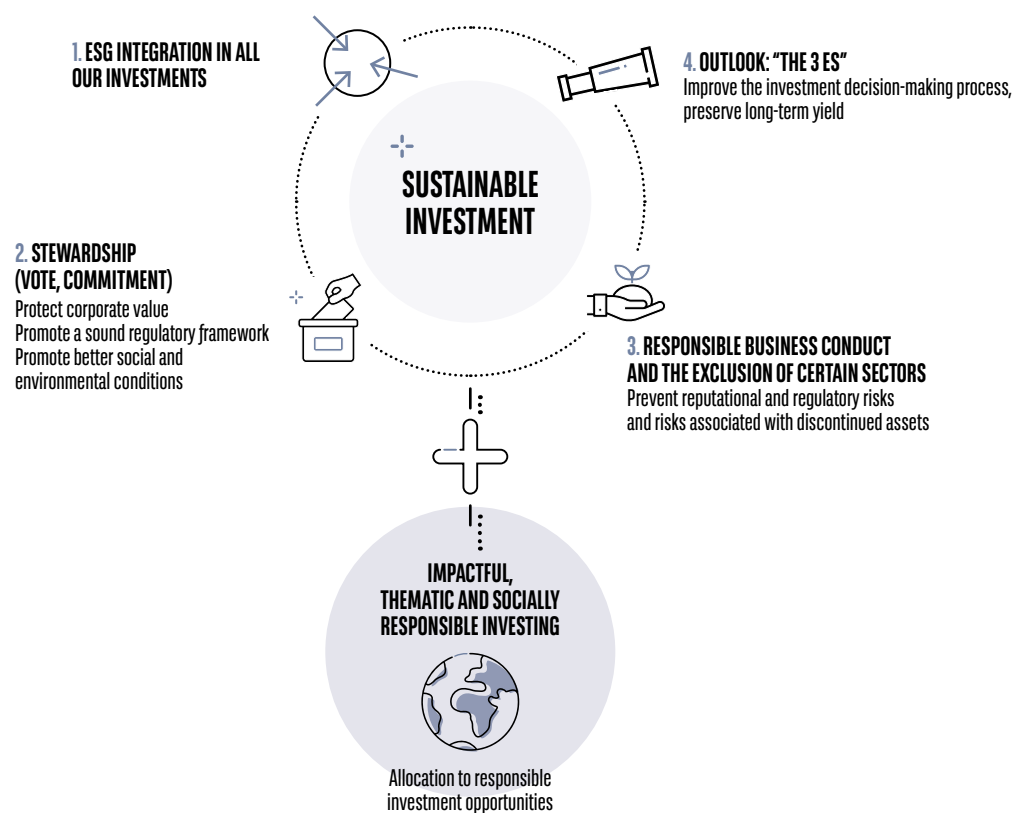


PULP

►► FIND OUT MORE HERE

POSITIVE IMPACT INVESTING

Socially responsible investments are increasingly popular among our clients. To respond to this growing demand, BGL BNP Paribas, in partnership with BNP Paribas Asset Management, offers **funds that meet the challenges of sustainable development**.



► FIND OUT MORE HERE

Examples of our thematic range:



TURNKEY SRI WEALTH OFFER

► [GENERALPART 1 WORLD SUSTAINABLE](#)



SEIZING OPPORTUNITIES RELATING TO WATER CHALLENGES

► [BNP PARIBAS AQUA](#)



INVESTING IN SOLUTIONS TO GLOBAL WARMING

► [BNP PARIBAS CLIMATE IMPACT](#)

FINANCE4GOOD, THE SOCIALLY RESPONSIBLE SAVINGS ACCOUNT



Developed as part of the Group's intrapreneurship programme - People'sLab4Good - the BNP Paribas Group's first socially responsible savings account, was launched in February 2020.

With **Finance4Good**, savers make their savings more meaningful and support the funding of projects and businesses with a social and/or environmental impact, such as energy transition or social inclusion projects.

Finance4Good is also a community of people who share the same values. Specific information on the BNP Paribas Group's commitments is sent every year to the clients.

► FIND OUT MORE HERE

MEASURES TO DEAL WITH THE PANDEMIC

BGL BNP Paribas introduced a system to **help and support every professional client or business that needed it**. Appropriate solutions were offered, in particular in terms of cash and credit management.



IN THIS DIFFICULT PERIOD OUR COUNTRY IS GOING THROUGH, BGL BNP PARIBAS WISHES TO WORK ALONGSIDE BUSINESSES WITH A VIEW TO HELPING THEM AND SUPPORTING THEM.

STANDING BY OUR CLIENTS AND PARTNERS AT CRITICAL MOMENTS IN THEIR LIVES IS THE AIM OF OUR MISSION.

Anne-Sophie Dufresne
Director of Corporate Banking
and member of the BGL BNP Paribas
Executive Committee

A MAJOR PARTNERSHIP WITH THE EUROPEAN UNION TO PROMOTE SUSTAINABLE FINANCE

BNP Paribas was awarded a historic contract to assist the European Union (EU) in its inaugural debt issuance programme in the form of social bonds to support the economy. This inaugural EUR 17 billion issuance forms part of the **SURE** programme (*Support to mitigate Unemployment Risks in an Emergency*), with a EUR 100 billion budget.

BNP Paribas Securities Services Luxembourg participated in this operation as service provider, issuing and paying agent, listing agent and common depositary.

By participating in this type of operation, BNP Paribas attests to the key role of the financial sector in supporting the economy, the company and its clients, in order to create a more sustainable future.



EVENTS

SUSTAINABLE FINANCE FORUM



Cardif Lux Vie sponsored the 3rd Sustainable Finance Forum, organised by Luxembourg For Finance.

This gathering brings together the European sustainable finance community: policy makers, experts, public players as well as institutional and private investors.

LUXEMBOURG SUSTAINABILITY FORUM

BNP Paribas Asset Management was one of the gold sponsors of the **IMS Luxembourg Sustainability Forum 2020**. This is a CSR highlight in Luxembourg, with discussions between professionals rising to the challenges currently faced by our company.



BNP PARIBAS ASSET MANAGEMENT HAS IDENTIFIED EQUALITY AND INCLUSIVE GROWTH AS ESSENTIAL PRECONDITIONS FOR A MORE SUSTAINABLE AND INCLUSIVE ECONOMIC SYSTEM.

[...] WE WORK ALONGSIDE TRADITIONAL BUSINESSES, WE INVEST IN SOCIAL ENTERPRISES AND WE ENCOURAGE INNOVATIVE FINANCING INSTRUMENTS SUCH AS SOCIAL BONDS.

Stéphane Brunet
CEO, BNP Paribas Asset Management

LUXFLAG SUSTAINABLE INVESTMENT WEEK

BNP Paribas Securities Services sponsored the LuxFLAG Sustainable Investment Week (LSIW20). This one-week event is exclusively **dedicated to responsible finance**, and organised by LuxFLAG, the Luxembourg Finance Labelling Agency.

LSIW20 took the form of a series of 21 separate events which covered a broad range of topics such as responsible finance, the integration of ESG criteria, impact investing or sustainable development goals.

The BNP Paribas Group was represented by:

- **Alexandra Basirov**, Global Head of Sustainable Finance, Financial Institutions Coverage
- **Laurent Libiszewski**, Global Head of Debt Products & Solutions, BNP Paribas Securities Services



FARAD FINANCE FORUM



The Farad Finance Forum brings together professionals from Luxembourg's financial market for a full day of conferences to give participants an insight into latest trends in the sector.

The 2020 Farad Finance Forum, which was held on 17 September, focused on **sustainable finance**, particularly on the **development of investment consistent with the UN's sustainable development goals**.

As a major player in sustainable finance, the BNP Paribas Group was represented at the event by:

- **Maha Keramane**, Head of Social Business & Microfinance Europe at BNP Paribas
- **François Lucchini**, Chief Investment Officer at Cardif Lux Vie, sponsor of the event

PRIZE FOR SUSTAINABLE ECONOMIC PROGRESS

For the past 30 years, BGL BNP Paribas has promoted scientific study and research via the **Alphonse Weicker Foundation**.

Since 2019, the Alphonse Weicker Foundation, in cooperation with INDR (National Institute for Sustainable Development and Corporate Social Responsibility) and UEL (Luxembourg Employers' Association), has awarded the **Prize for Sustainable Economic Progress** to a Luxembourg company that has demonstrated its contribution to sustainable development in exemplary fashion.

WAKO won the 1st Prize, worth EUR 10,000. WAKO is a door and window company established in Differdange in 1930. Based on the carbon footprint calculated at the end of 2020, WAKO focused their priorities on two complementary areas: reducing their CO2 emissions by 20% via actions defined in conjunction with all 200 employees during a team building exercise, and offsetting the balance via a financial contribution to the planting of 250,000 trees in Madagascar. In addition, WAKO invited all their clients and suppliers to join in their approach on a voluntary basis.

The 2nd Prize, worth EUR 2,500, was awarded by BGL BNP Paribas to the Encevo Group. Encevo is a key player in the field of sustainable energy in Luxembourg and the Greater Region. Committed to guaranteeing secure access to a competitive supply of energy, Encevo actively contributes to facilitating the transition to a sustainable energy sector by deploying innovative solutions as well as partnerships with local communities. The CSR approach, revisited in 2019, forms an integral part of the group's strategy to address climate change issues and be a leading player in the energy transition process.





OUR
SOCIAL
RESPONSIBILITY

PROMOTION OF DIVERSITY AND INCLUSION

DIVERSITY, A DRIVING FORCE FOR THE COMPANY

At the heart of our values, **open-mindedness guides our action in the promotion of diversity and inclusion**. Our ambition is to **ensure a friendly atmosphere within the teams and encourage personal development** while guaranteeing respect for differences.

ORANGE WEEK

BGL BNP Paribas responded to the appeal from the **Ministry of Gender Equality in November 2020**, by lighting up its building in orange.

This awareness week is represented all over the world by the colour orange and aims at **combating violence against women and girls**.



EQUAL OPPORTUNITIES FOR WOMEN AND MEN

The entities making up the BNP Paribas Group in Luxembourg have signed the Diversity Charter, and demonstrate their strong commitment to gender equality.



100 managers of the BNP Paribas Group, including **Béatrice Belorgey**, Chair of the BGL BNP Paribas Executive Committee, signed the **#JamaisSansElles (Never Without Her)** Charter. By doing so, they undertake to promote gender diversity across society and the company.



►► FIND OUT MORE HERE

MIXCITY LUXEMBOURG



Mixcity is an internal professional network of male and female employees of the BNP Paribas Group in Luxembourg working towards gender diversity and equal opportunities for women and men.

MIXCITY EVENTS IN 2020



1 MixLunch

Interactive meeting with executives and other senior managers of our Group, to share career advice.



4 parent workshops

A training course entitled **Parent Passport** was made available to employees who are members of the Mixcity association, covering the following topics:

- the contribution of neuroscience to education
- how to deal with my child's emotional storms?
- educating without getting angry and establishing a framework



1 digital meeting with the members in the summer of 2020

The members of Mixcity were invited to **keep in touch with the network** and given the opportunity to exchange views.



1 private screening of the film Woman

Having won an award at the Venice Film Festival, **Woman**, directed by **Anastasia Mikova & Yann Arthus-Bertrand**, was released in March 2020.

This film enables the **voices of 2000 women from 50 countries** be heard. With its impassioned testimonies, **Woman** highlights these women's **determination to overcome the obstacles and stereotypes** they are still confronted with.

A special screening of the film was organised for the members of the Mixcity network on 09 March 2020.



GOOD PLACE TO WORK

The BNP Paribas Group in Luxembourg cares about its employees and strives to retain and maintain long-standing relationships with them. Its social responsibility is reflected in its ability to provide them with a safe environment, which keeps them healthy and ensures a good work/life balance while facilitating collaborative work.

WORK/LIFE BALANCE

We give our employees a high degree of flexibility in the organisation of their working time.

909 part-time employees i.e. **24%** of employees

Furthermore, many services such as **concierge services, fitness facilities, company restaurants, a crèche, play and relaxation areas** are made available to male and female employees so that they can find a perfect work/life balance.

PARENTAL LEAVE TAKEN IN 2020*

Part-time parental leave

♀ **31** ♂ **57**

Full-time parental leave

♀ **29** ♂ **9**

* Total workforce for BNP Paribas in Luxembourg, excluding Arval and BNP Paribas Real Estate Luxembourg.

THE HEALTH AND WELL-BEING OF OUR EMPLOYEES COME FIRST

Throughout 2020, the major concern for Management and the human resources department was to **protect their employees**. A dedicated team was appointed to answer employees' questions on matters relating to the crisis.

Aware that the current situation affects the professional as well as personal life of their staff members, **BGL BNP Paribas made their employees' well-being their focal concern**.

During the health crisis, BGL BNP Paribas **strengthened its communication plan to maintain links with its employees**. The bank regularly organised fully digital conferences, broadcast live to answer employees' questions, and frequently sent out information on the protective and social distancing measures to be complied with.

Employee commitment was assessed by surveys, in a new format used in April, aimed at gauging their perception of how the bank dealt with the crisis and their personal situation, to provide them with better support. This type of survey was repeated in the early summer.

EMPLOYEES' VIEW:

(figures for BGL BNP Paribas, based on an internal survey in April 2020)

93%

of employees

feel appropriate steps were taken to ensure the health and safety of employees during the crisis.

92%

of employees

feel appropriate steps were taken to ensure business continuity and client service during the crisis.

92%

of employees

feel the bank acted in a responsible and inclusive manner (socially and economically) during the crisis.

TOP EMPLOYER 2020

In 2020, after an audit conducted by an independent body, BGL BNP Paribas was awarded, for the **fifth consecutive year**, the **Top Employer** certification. Issued by the Top Employer Institute, this award recognises the bank's ongoing efforts to upgrade its HR practices with a view to ensuring **second-to-none conditions for its employees**.

For the **7th consecutive year**, the BNP Paribas Group retained its **Top Employer Europe** label, with the certification of 8 countries: Belgium, France, Germany, Italy, Luxembourg, Poland, Turkey and Ukraine.



ARVAL LUXEMBOURG AWARDED THE BEST WORKPLACE CERTIFICATION FOR 2020

Arval Luxembourg retained their Best Workplace certification in 2020 in **acknowledgement of the high-quality working conditions offered to its employees**.

This award is based not only on an audit report covering HR practices and corporate culture, but also **and above all on an anonymous questionnaire completed by the employees**.



IN THIS UNIQUELY CHALLENGING PERIOD, SUPPORTING OUR CLIENTS AND ENSURING THE SAFETY AND WELL-BEING OF OUR EMPLOYEES HAVE ALWAYS BEEN OUR UTMOST PRIORITIES. OUR ACTIONS HAVE SHOWN THAT BEING A TOP EMPLOYER WAS MUCH MORE THAN JUST A TITLE. THE COMMITMENT AND CONFIDENCE OUR EMPLOYEES HAVE PLACED IN US IN RETURN ARE THE BEST REWARD WE COULD HOPE FOR.

Louis de Looz-Corswarem

Member of the BGL BNP Paribas Executive Committee
Human Resources Manager, BNP Paribas Group in Luxembourg

EMPLOYEE TESTIMONIES

By giving a voice to the employees of the BNP Paribas Group in Luxembourg, **the bank confirms its social responsibility towards its staff members**. We are determined to **ensure the responsible management of our human resources and a work environment where everyone feels respected**.

As with any culture, the corporate culture of the BNP Paribas Group in Luxembourg is multi-faceted. It consists of the uniqueness of each employee, their commitment to clients and society at large.

By giving a voice to some of them, the BNP Paribas Group in Luxembourg wanted **to showcase the diversity of its employees**. This diversity is a strength which must be cultivated.



WITH THEIR INDIVIDUAL STORIES, THEIR CAREER AND UNIQUE PERSONALITY, THEIR COMMITMENT BUT ALSO THEIR DIFFICULTIES, THE EMPLOYEES OF THE BNP PARIBAS GROUP REFLECT THE DIVERSITY OF THE SOCIETY IN WHICH WE OPERATE. WE EMBRACE AND ENCOURAGE THIS DIVERSITY.

Louis de Looz-Corswarem

Human Resources Manager, BNP Paribas Group in Luxembourg

ANNE WENANDY

Disabled worker



THE TERM INCLUSION TAKES ON ITS FULL MEANING IN EVERYDAY LIFE.

ROBERT JACQUES

Disabled worker



MY DISABILITY HAS NEVER STOPPED ME FROM DOING WHAT I WANT IN LIFE.

CHARLINE MATHIAS

High-performance athlete



MY MANAGERS HAVE WORKED VERY HARD TO ENSURE I COULD COMBINE MY WORKING LIFE WITH MY SPORTING ACTIVITY.

PHILIPPE BACH

Works alongside student refugees



HUMAN BEINGS SHOULD ALSO BE THE FOCAL POINT.

▶▶ [READ THE TESTIMONIES HERE](#)

RESPONSIBLE MANAGEMENT OF EMPLOYMENT

In a drastically changing environment, the BNP Paribas Group in Luxembourg continues to give high priority to responsible management of employment. To meet its new skills requirements and develop the employability of its employees, the Group relies on two approaches: **continuous training** and **internal mobility**.

When it comes to internal mobility, the Group wishes to **guarantee the free movement of people and skills within the organisation**, while striving to provide its employees with motivating and varied career advancement opportunities. Based on employees' stated skills and wishes, "About Me", a career management portal, sends them **personalised job suggestions**.

A cross-departmental team intended to **provide employees with career guidance** took charge of approximately one hundred employees to guarantee their employability during a major transformation for the bank.

The **2020 Mobility Days** consisted of organising digital activities and conferences for a week, to **inform and help employees with their internal mobility projects**, by:

- **sharing the stories of employees** who had moved jobs
- **asking business line /function managers** to clarify their mobility needs (marketing the offer)
- **broadly communicating and training** about the issue relating to the completeness of the *About Me* profile and PDP (Personal Development Plan)

The Group also continues to invest in training and is keen to **develop a continuous learning culture**.

TRAINING AND AWARENESS RAISING

Mindful of changes in its business lines and the employability of its employees, the BNP Paribas Group in Luxembourg provided:



40,000
training hours

The health crisis significantly reduced the training time performed by employees.

Because of the crisis, **training turned a major corner** in 2020:

- **accelerated digitisation** of training programmes for employees. The Bank acquired a tool allowing employees to attend on-line training courses.
- **subscription to a 100% digital offer**, *content at any time*, which allows employees to train at will via short *e-learning modules*.



A MAJOR CONFERENCE ON SUSTAINABLE DEVELOPMENT

One of the speakers at the executive and managers meeting of 26 November 2020, dedicated to the theme of **Sustainable Development**, was **Philippe Joubert**, founder and CEO of Earth on Board.

His address, entitled **Business as Usual is Dead**, followed by a round table bringing together **five managers of entities of BNP Paribas in Luxembourg** on the topics of cross-selling and sustainable development, were attended by **more than 390 participants**.



LAUNCH OF THE 1MILLIONHOURS2HELP PROGRAMME

This programme, launched in Luxembourg in December 2020, **allows all BNP Paribas Group employees to contribute, during working hours, to associations' effort to build a more sustainable and inclusive world.**

Volunteering can take the form of **individual or collective community projects**.

The unique feature of this programme is that it enables participating employees to do a project during their working hours, thus benefiting from an allocation of half a day of community hours per year.

Social enterprises or associations in Luxembourg and the Greater Region can contact the CSR department (csr@bgl.lu) to suggest volunteer projects.





OUR
CIVIC
RESPONSIBILITY

COMMUNITY ACTIONS DURING THE HEALTH CRISIS

The measures we put in place had a three-fold objective: protecting our employees, ensuring business continuity to support our clients and the country's economy, and helping the most vulnerable people.

DONATIONS OF MASKS



5,000
FFP2 masks

30,000
surgical masks

given to the Ministry
of Health at the
beginning of the crisis.



ASSISTANCE TO OUR NEIGHBOURS AT THE ROBERT SCHUMAN HOSPITAL

From 19 March and for several weeks:



200

sandwiches were distributed
to hospital staff every day



200

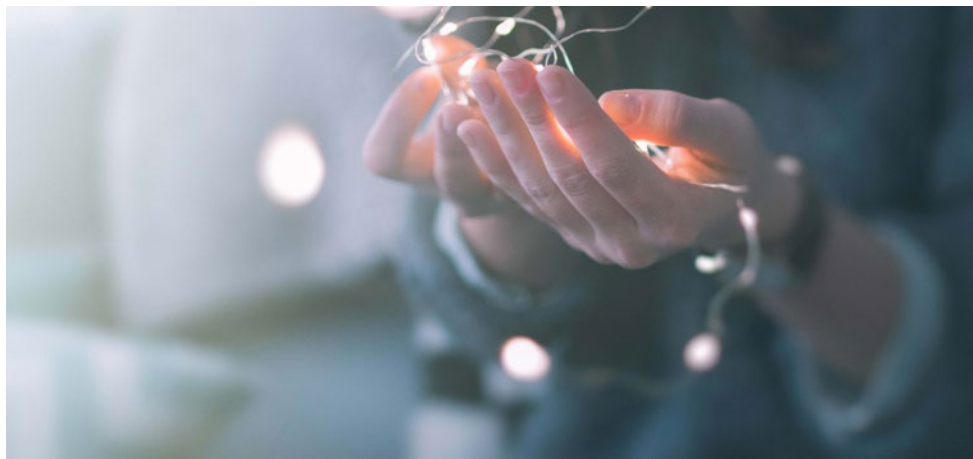
**disposable sets of gowns,
shoe covers, gloves,
hairnets** were donated



26

outdoor parking spaces
at the Kirchberg branch were
made available

DONATIONS



BNP PARIBAS GROUP'S SUPPORT PLAN

As part of the emergency support plan initiated by the BNP Paribas Group in more than 30 countries where it operates, **an overall donation of EUR 100,000** was made to the Robert Schuman Hospital Foundation, Caritas Luxembourg and Stämm vun der Strooss, to support hospital staff and vulnerable populations.

EUR 40,000 for the Robert Schuman Hospital Foundation

EUR 40,000 for Caritas

EUR 20,000 for Stämm vun der Strooss

EUR 25,000 DONATION FROM BNP PARIBAS SECURITIES SERVICES

BNP Paribas Securities Services donated **EUR 25,000** to Robert Schuman Hospital, Médecins du Monde and the COVID-19 Foundation.

EMPLOYEE DONATIONS

BGL BNP Paribas **doubled every donation made by its employees** to associations of the Greater Region operating in the fields of healthcare, assistance to vulnerable people and medical research.

In total,
EUR 45,136
was donated to various
associations

DONATION TO THE CARITAS LUXEMBOURG ASSOCIATION

BGL BNP Paribas launched the **Solidarité Coronavirus** action to help people experiencing financial difficulties brought about by the corona virus crisis and unable to pay bills or assume their everyday responsibilities.

For every payment transaction made with a BGL BNP Paribas credit card, the bank put 10 cents into a pot.

The funds raised were used to support **Caritas Luxembourg's Corona-Helpline**.

EUR 30,000
paid to Caritas
Luxembourg

▶▶ [FIND OUT MORE HERE](#)

COVERAGE OF OUR CLIENTS' HOUSING EXPENSES

The health crisis has affected us all. For some, it has brought about substantial financial difficulties. Aware of this situation, BGL BNP Paribas decided to launch a solidarity action.

For every payment transaction made with a BGL BNP Paribas credit card, **10 cents** went into a pot intended to cover the housing expenses of people experiencing financial difficulties.



> 100

clients received assistance to finance their housing expenses



OUR THANKS GO TO BGL BNP PARIBAS AND ALL PARTICIPATING CLIENTS FOR THIS SOLIDARITY ACTION. ANY AID IS WELCOME AT THIS TIME OF CRISIS.

Client at the Esch-Belval branch

A FINE HUMANITARIAN GESTURE. HAVING BEEN A CLIENT FOR 33 YEARS, I WISH TO HEARTILY THANK THE BGL BNP PARIBAS BANK FOR ALWAYS BEING THERE FOR US, ESPECIALLY IN TIMES OF TROUBLE.

Client at the Howald branch

ZEMOOLS AN DER KRIS ASS D'BGL BNP PARIBAS DE CLIENTEN ENTGÉINT KOMM AN HUET SE NET AM STACH GELOOSS.

Client at the Wiltz branch

VILLMOOLS MERCI, ECH SI SPRACHLOS.

Client at the Mersch branch

SUPPORT FOR CIVIL SOCIETY

HELP2HELP

The objective of the Help2Help programme, which celebrated its 10th anniversary in 2020, is to **support projects** led by active and retired employees of the BNP Paribas Group in Luxembourg, who do voluntary work for community associations. These projects undertaken at **local or international level** cover a variety of domains, such as education, healthcare, the environment or humanitarian aid.



In 2020,

26

projects
financed up to

EUR 64,500

> 100

associations supported since
the launch of the programme
for a total of nearly

EUR 760,000



▶▶ [VIEW THE TESTIMONIES HERE](#)

PRO BONO

The Pro Bono Luxembourg committee comprises **3 standing members and 2 *ad hoc* members**:

- 2 lawyers from BNP Paribas Asset Management
- 1 lawyer from BGL BNP Paribas
- 2 lawyers from BNP Paribas Securities Services



Franck Chekroun, Auguste Mutombo and Guillaume Debaue, Pro Bono volunteers

PRO BONO ACTIVITIES:



Participation in the **mentoring programme** intended for the students of the University of Luxembourg granted **refugee status in Luxembourg**.



Presentation to microlux entrepreneurs: Commercial leases during the health crisis to benefit micro-entrepreneurs.



Participation in the ***Know Your Rights DLA Piper*** programme on the rights of women and the LGBTQ+ community.

DREAM-UP BY BNP PARIBAS FOUNDATION



**EUR
20,000**

paid to the Abbey of
Neumünster Cultural
Exchange Centre

The objective is to provide children (aged 6 to 12, seeking international protection, and coming from children's homes funded by the State or the general public) with carefree events but also personal development tools by practising the arts of the circus.



HOPE – GIVE ME ONE, GET A SMILE

Hope is **the employees' association** of the BNP Paribas Group in Luxembourg.

Thanks to contributions by employees who donated at least EUR 1 per month, **EUR 13,500** were donated to the Robert Schuman Hospital Foundation in April 2020.

Hope sold **150 jars of honey** to employees of the **BNP Paribas Group in Luxembourg**. This honey comes from the beehives in the gardens of the BGL BNP Paribas head office. This helped raise **EUR 1,050** which will go towards community projects in 2021.



Shared Christmas: Hope organised a Gift Box operation to support the **Une main pour un Espoir** (Hand of Hope) association. Employees were invited to fill a shoebox with warm items (socks, gloves, hats, foot warmers, etc.), treats (chocolates, cakes, tea, sweets, foie gras, etc.), entertaining items (pack of cards, books, magazines, toys, cuddly toys in good condition etc.), accessories (new hygiene or beauty products, etc.), and enjoyment items (a kind note, children's drawing, etc.).

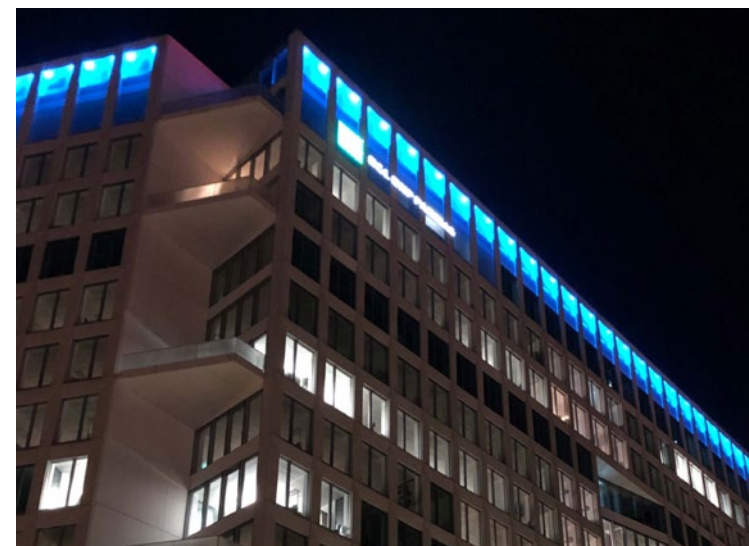
This meant **147 boxes** were distributed to those who are most deprived.



WORLD CHILDREN'S DAY WITH UNICEF: #GOBLUE ACTION

Buildings, public spaces and monuments are lit up in blue to raise public awareness of the most pressing challenges faced by children around the world.

To show support for children's rights, BGL BNP Paribas was lit up in blue for World children's day on 20 November 2020.



COLLECTIONS

A **toy and hygiene product collection** was organised from 18 to 27 November 2020.

8 large, well-stocked boxes, as well as a large collection of children's books, were donated to the associations who participated in the action: **The Restos du Cœur in France and SOS Children's Villages Luxembourg**. A box full of hygiene products was donated to **Stëmm vun der Strooss**, a Luxembourg association supporting the social and professional integration of disadvantaged people.



DONATIONS

Gift of
 **EUR 8,000**
 donated to Stëmm vun der Strooss

In June 2020, **BNP Paribas Asset Management** and **BGL BNP Paribas** launched a fundraising campaign for those affected by Covid-19 in Europe. Together, they undertook to pay EUR 0.50 for every EUR 1,000 invested in **BNP Paribas Healthcare Innovators**, **BNP Paribas Disruptive Technology** and **Generalpart 1 World Sustainable** funds.

This donation will help fund a **new professional rehabilitation programme** providing employment for 90 people (compared with 50 previously), and distribute 100 to 500 tonnes of food.



In the picture (left to right):

Dominique Godin, a.s.b.l. Stëmm vun der Strooss – Alexandra Oxacelay, asbl Stëmm vun der Strooss – Stéphane Brunet, BNP Paribas Asset Management – Béatrice Belorgey, BGL BNP Paribas – Nathalie Blanchet, BNP Paribas Asset Management

EUR 1,000 DONATED TO THE NATIONAL ASSOCIATION OF ROAD ACCIDENT VICTIMS

Arval Luxembourg donated



EUR 1,000
to the National Association
of Road Accident Victims

A non-profit making association that is committed to improving the living conditions and the protection of the interests of people affected by a traffic accident and their families.



DONATION OF EMPLOYEES' GIFT VOUCHERS

BNP Paribas Securities Services employees had the option of donating their end-of-year gift vouchers to various local associations. The donation was doubled by BNP Paribas Securities Services.

A total of

EUR 19,350

EUR 7,100

for the Red Cross

EUR 7,100

for Hope

EUR 5,150

for JEDI Togo

BNP PARIBAS REAL ESTATE



This year, BNP Paribas Real Estate Luxembourg committed to **supporting paediatric cancer research**.

6 employees took part in the inclusive Lëtzt Go Gold race organised by the Kriibskrank Kanner foundation, thereby raising **EUR 2,500**.

EMERGENCY & DEVELOPMENT FUND

Launched in December 2012 by BNP Paribas, the **Emergency & Development Fund** is an innovative approach to **collecting donations, to enable a swift and effective response to a humanitarian or environmental disaster**. Since its creation, it has been able to give more than EUR 4 million to its NGO partners CARE, the French Red Cross, Médecins Sans Frontières and IFAW.

The employees of BNP Paribas in Luxembourg participated in this joint effort in 2020 by **supporting 3 campaigns**:

- wildfires in Australia ►►
- covid-19 crisis ►►
- explosion in Lebanon ►►

►► **FIND OUT MORE HERE**

ASSISTANCE FOR STUDENT REFUGEES

The OneStepForward project was initiated as part of People'sLab4Good, an intrapreneurship programme of BNP Paribas Group. OneStepForward facilitates the integration of students refugees through training support and mentoring provided by volunteers from the BNP Paribas Group in Luxembourg.

2020 ACTIVITIES



15 students (*mentored*)



10 employees (*acted as mentors*)



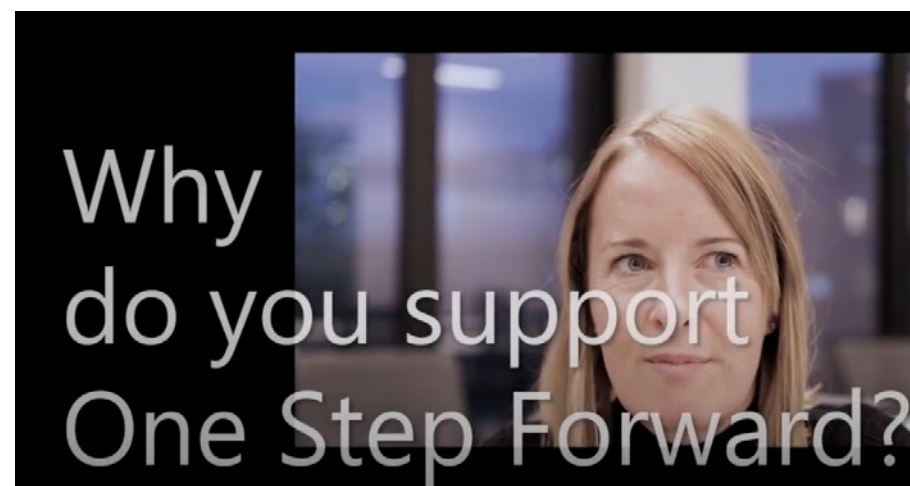
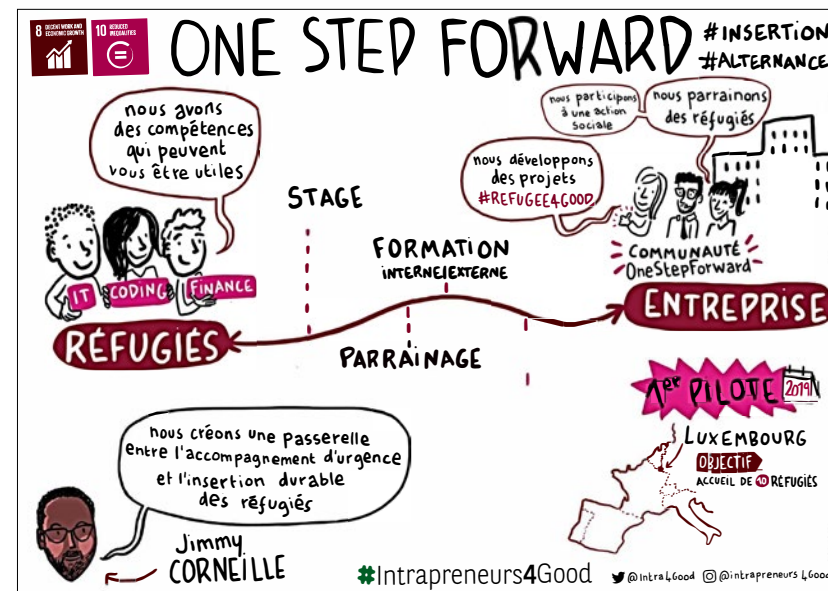
+90 hours of individual mentoring sessions provided by *mentors*



10 on-line training hours per student



20 hours of coaching per student, provided by an independent coach



▶▶ [VIEW THE VIDEO HERE](#)

MICROFINANCE AND SOCIAL ENTREPRENEURSHIP



MICROLUX

Microlux is Luxembourg's first microfinance institution, with BGL BNP Paribas as one of its founding members.

A guarantee agreement for the reimbursement of a portion of unpaid microcredits was signed with the European Investment Fund (EIF).



Support for entrepreneurial projects
not eligible for traditional bank loans



Support for project leaders
via a coaching programme provided by its network of volunteers



33
microcredit facilities granted in 2020



129
microcredit facilities granted since the launch



EUR 13,800
average amount of microcredit facilities



103
businesses established



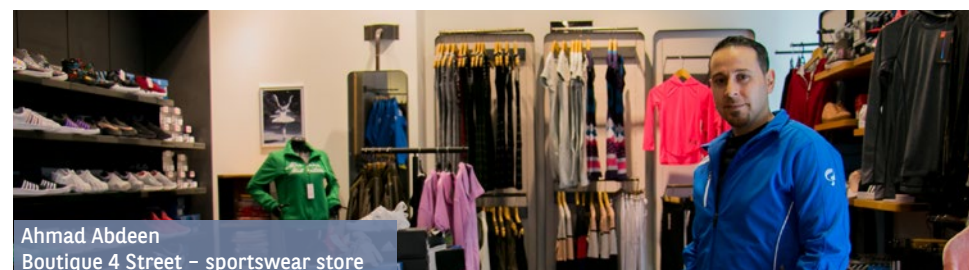
156
jobs created



EUR 446,400
spent in 2020

►► [FIND OUT MORE HERE](#)

EXAMPLES OF PROJECTS SUPPORTED BY MICROLUX IN 2020



A YEAR MARKED BY THE HEALTH CRISIS

Helping clients deal with the difficulties brought about by the health restrictions:

- entrepreneur support measures (for existing clients) ►►
- increasing capital from shareholders, including BGL BNP Paribas ►►
- participation in the **Grameen Creative Lab** : founded by Nobel Peace Prize laureate Muhammad Yunus and his advisor Hans Reitz, the purpose of the Grameen Creative Lab is to promote, incubate and help organisations to set up social businesses, and help meet the most pressing needs of society.

SUPPORT FOR SOCIAL ENTERPRISES

In Luxembourg and abroad, social and inclusive enterprises are a major tool for the **development of innovative solutions to social problems**.

BGL BNP Paribas' Act for Impact scheme provides **specific banking support** thanks to a team of experts trained in the specific features of social enterprises and social innovation, combined with the expertise of the BNP Paribas Group's employees.

▶▶ FIND OUT MORE HERE



54

social enterprises
were supported by
BGL BNP Paribas



EUR 80

million in
loans granted

HUNNEGKESCHT

Hugo Zeler, **founder of Hunnegkëscht**, is one of the **social entrepreneurs supported by BGL BNP Paribas**.

In addition to the Act for Impact scheme, three beehives were installed and flowers were planted over more than 300m² in the gardens of the BGL BNP Paribas head office in Kirchberg.

▶▶ FIND OUT MORE HERE



SOCIAL HACKATHON - IDEAS TO BENEFIT OUR PARTNERS

BNP Paribas organises an annual *Social Enterprise Hackathon* with the participation of BNP Paribas employees from all over the world, who contribute tangible solutions to the challenges faced by social enterprise partners in the Hackathon.

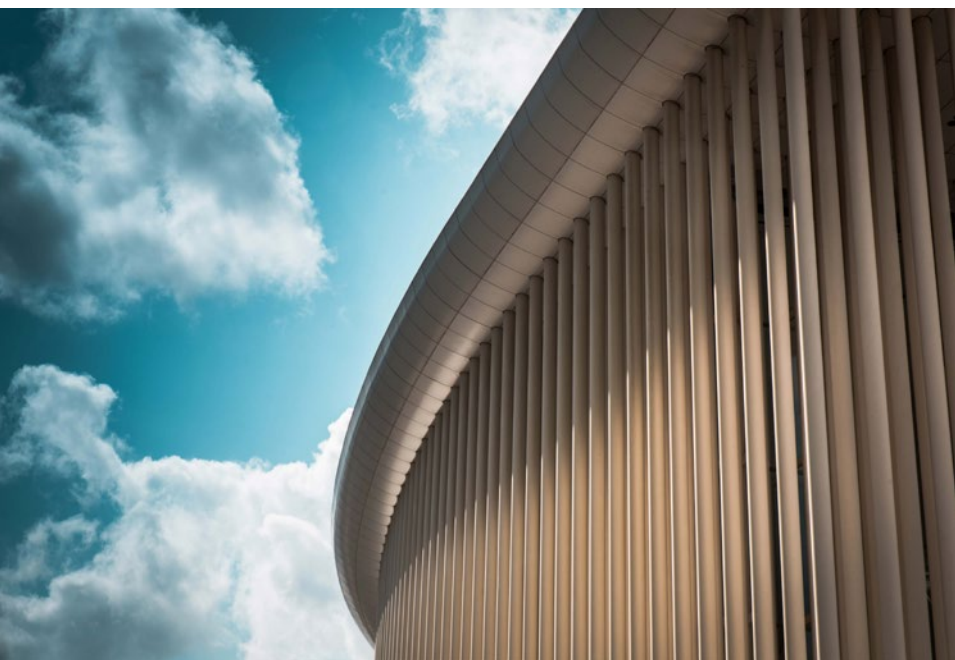
In 2020, **three partner social enterprises from Luxembourg took part in the event**:

- **Sovi Solutions**, whose purpose is to make the life of people with special needs easier.
- **Singa Luxembourg**, whose aim is to create bonds between refugees and migrants through entrepreneurship and digital technologies, while strengthening social cohesion.
- **Exalti**, a platform connecting volunteers and associations.

SPONSORSHIP

Culture features strongly in BGL BNP Paribas' commitment. This ambition is reflected in partnerships with internationally renowned cultural operators in the field of music with the **Philharmonic**, or film where BGL BNP Paribas sponsors the **Luxembourg City Film Festival**.

By building partnerships with local initiatives and stakeholders, BGL BNP Paribas has been committed to participating in Luxembourg's cultural and sporting life since it was founded.



BGL BNP PARIBAS REAFFIRMS ITS SUPPORT FOR LUXEMBOURG FOOTBALL

Even if the current health crisis is taking a heavy toll on the organisation of sporting events, **BGL BNP Paribas and the Luxembourg Football Federation (FLF)** have put a strong signal in favour of sport in Luxembourg by extending their partnership for the next three seasons.

►► FIND OUT MORE HERE

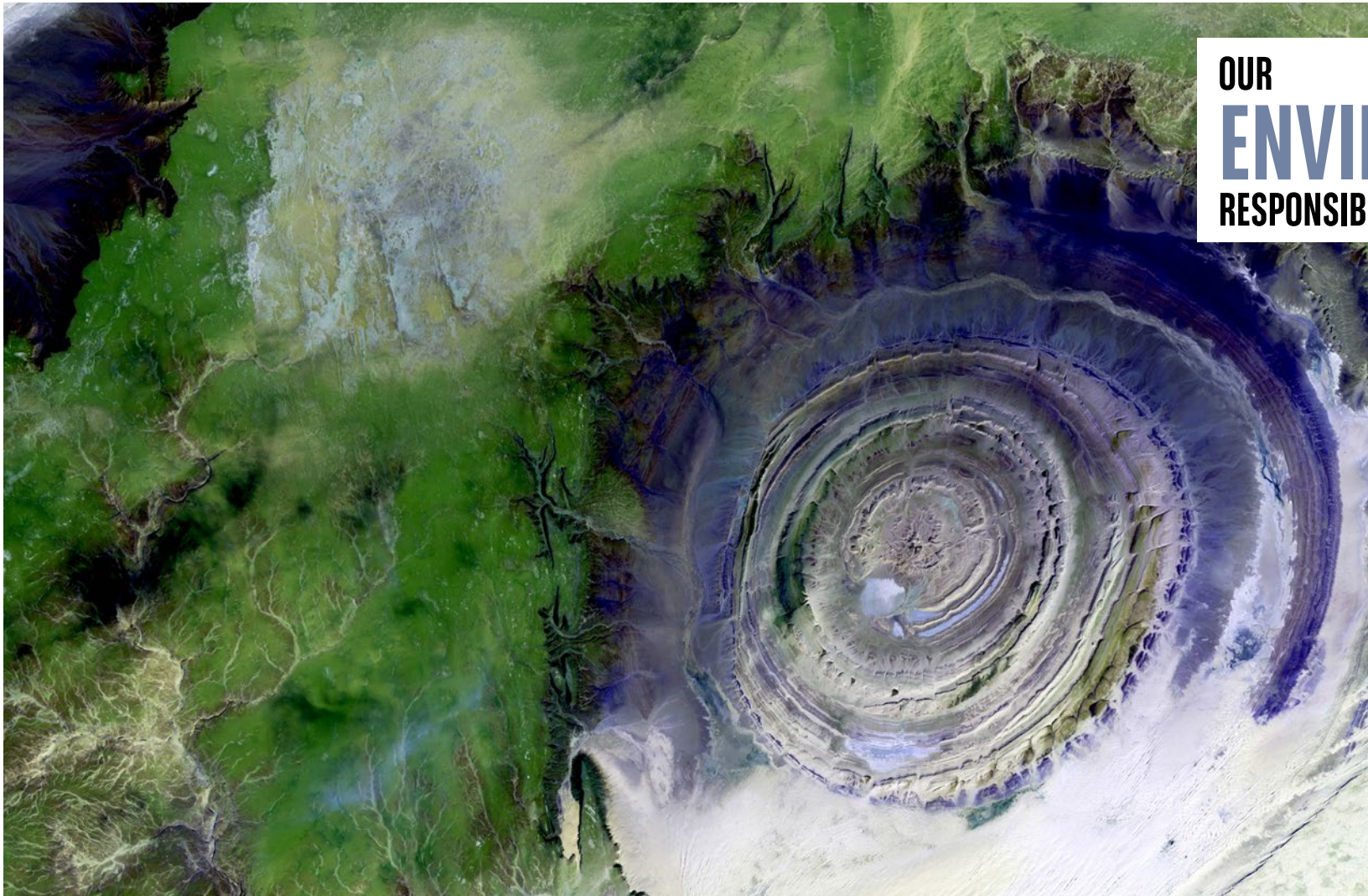


Christian Hess, FLF – Paul Philipp, FLF – Thierry Schuman, BGL BNP Paribas – Béatrice Belorgey, BGL BNP Paribas



WE ARE DELIGHTED TO ENJOY THE CONTINUED SUPPORT OF BGL BNP PARIBAS. THIS PARTNERSHIP ALLOWS US NOT ONLY TO TAKE LUXEMBOURG FOOTBALL TO AN INCREASINGLY HIGH LEVEL, BUT ALSO TO OPEN UP NEW CAREERS FOR YOUNG PEOPLE.

Paul Philipp
Head of the FLF



OUR
ENVIRONMENTAL
RESPONSIBILITY

SUPPORT OUR CLIENTS' ENERGY TRANSITION

BNP Paribas strives to direct financing and investment flows towards activities that promote energy transition, and decided to opt out of fossil fuel (coal mining and financing of coal-fired power plants, non-conventional oil and gas including shale gas, etc.) by helping our clients implement best practice in these sectors.

We provide our clients with products and services which allow them to make a tangible contribution to this change and we also make every effort to reduce our direct impact.

BNP Paribas has been carbon neutral since 2017 within its operational scope.

►► FIND OUT MORE HERE

GREEN DESK

BGL BNP Paribas' Green Desk in the Corporate Banking Division is composed of experts in the fields of renewable energy, energy efficiency and the circular economy.

 **> 40**
businesses
supported



AREAS OF ACTIVITY SUPPORTED BY THE GREEN DESK IN 2020



23%
wind



35%
hydroelectric



7%
biomass



9%
solar energy



4%
biogas



22%
hybrid renewable
energy projects

COMMITTED TO ENVIRONMENTAL PROTECTION

BGL BNP PARIBAS PARTICIPATES IN EUROPE'S FIRST SOVEREIGN SUSTAINABILITY BOND

In September 2020, the State Treasury successfully issued **the Luxembourg State's first sovereign sustainability bond**.

Issued in accordance with the standard framework for sustainable bonds, this EUR 1.5 billion bond will help finance or refinance social and environmental projects.

Alongside a few other Luxembourg-based banks, **BGL BNP Paribas is participating in this initiative** the purpose of which is to achieve the country's goals under the Paris Agreement on climate change and to **meet the United Nations' 17 sustainable development goals**.

▶▶ FIND OUT MORE HERE



BNP PARIBAS REAL ESTATE LAUNCHES EUROPE'S FIRST INSTITUTIONAL PROPERTY FUND IN KEEPING WITH THE PARIS AGREEMENT ON CLIMATE CHANGE

BNP Paribas Real Estate launched the EIPF pan-European fund (**European Impact Property Fund**), which will focus on **reducing greenhouse gas emissions**, in accordance with the 2015 Paris agreement.

The fund aims at **reducing greenhouse gas emissions by 40%** over its entire European portfolio within 10 years.



BEEHIVES IN THE GARDENS OF THE BANK

In 2019, BGL BNP Paribas set up 3 **beehives** in its gardens.

In 2020, we decided to continue our commitment to biodiversity. All the more so as our little friends seem to enjoy their new environment: **a flower garden was specifically designed for them.**

The bees were able to produce **two certificated organic honey crops.**

10,000 TREES PLANTED BY ARVAL



Arval Luxembourg has a fleet of more than 10,000 vehicles, which is a great success for the entire team.

To celebrate this success and symbolise this milestone, **10,000 trees are being planted (2020-2021 season) in collaboration with Reforest'Action**, an enterprise dedicated to preserving and strengthening forests across the world.

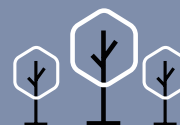
3,200 TREES PLANTED BY BGL BNP PARIBAS

BGL BNP Paribas Banque Privée and BNP Paribas Wealth Management helped plant **3,200** spruces over 3.8 hectares in the **Boevange and Marnach** forests in the north of the country.

In 2020, Retail Banking launched the sale of a new structured product, Athena: for every EUR 1,000 invested, **1 tree will be planted in Luxembourg**.

2,500 TREES PLANTED BY CARDIF LUX VIE

1 tree is planted in Luxembourg, by Reforest'Action for every insurance contract taken out on the local market.



2,500
trees have already
been planted



The objective by the end
of 2021 is to reach
6,000

REDUCING OUR ENVIRONMENTAL FOOTPRINT

ZERO PLASTIC OBJECTIVE

By signing the **Zero Single-Use Plastic** manifesto launched by IMS in 2019, all BNP Paribas entities in Luxembourg have committed to **eliminating single-use plastic**.

In 2019, annual consumption dropped from 200,000 coffee stirrers, 90,000 plastic plates and cutlery, 80,000 straws and 660,000 cups to...0!

In December 2019, the bank started distributing hundreds of glass bottles for employees to fill at the water cooler stations.

In early 2020, **the distribution of plastic bottle was eliminated**.

While the current health crisis has forced us to temporarily put a number of actions on hold, **we continue to believe in this approach and are still committed to completely eliminating single-use plastic as soon as the health situation permits**.

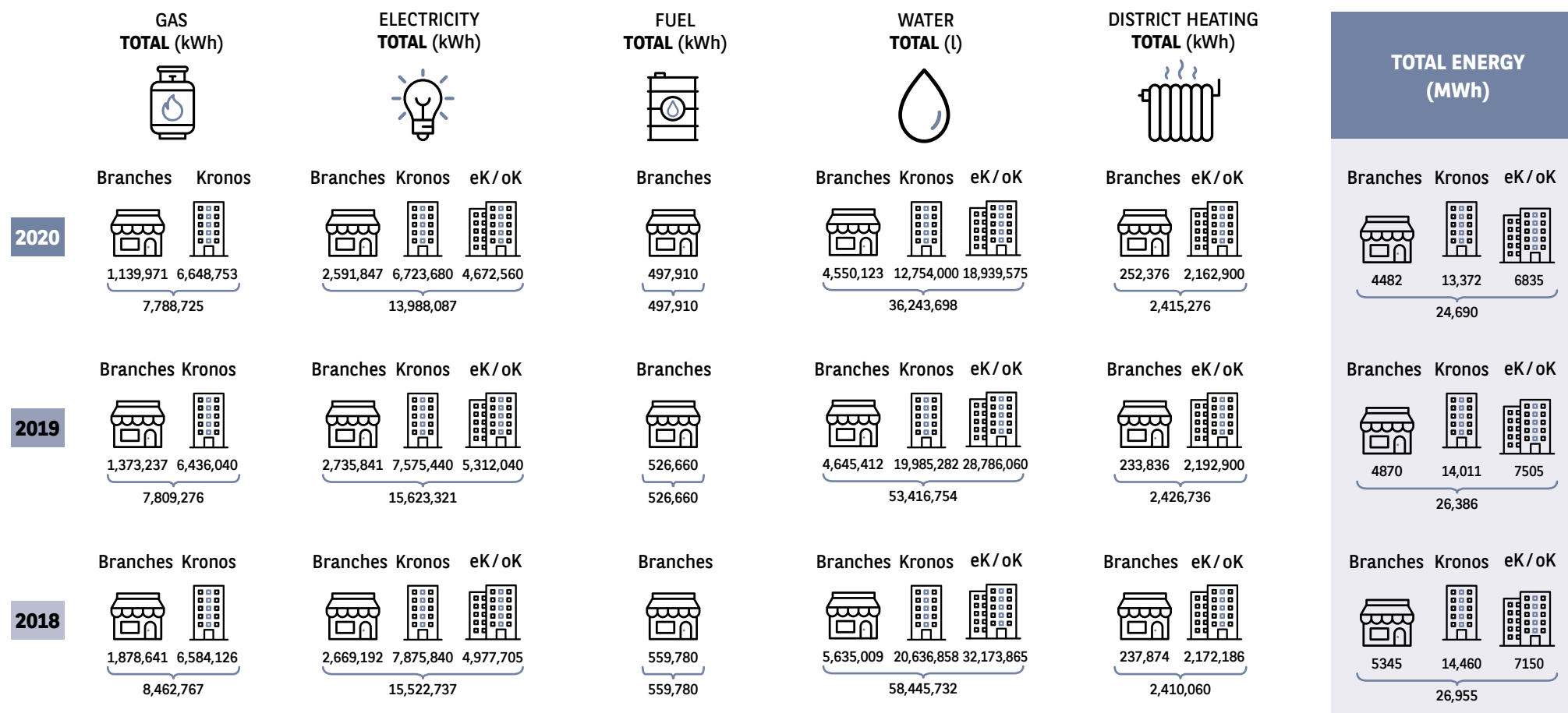


►► [FIND OUT MORE HERE](#)

OUR ENERGY CONSUMPTION

We make every effort to **reduce our direct CO₂ emissions** and pursue **a proactive energy efficiency policy in our buildings**. Particular attention is paid to **environmentally responsible technologies**, to **a minimal consumption of energy** and **natural resources** and to the **health, comfort and well-being of users**.

In the analysis of 2020 data, one must take into account the fact that the health crisis had a **considerable impact** on our energy consumption.



Scope: network of branches and the Kirchberg Campus, which consists of the Kronos, oKsigen and eKinox buildings.
Kronos is BGL BNP Paribas' historic building, while eKinox (eK) and oKsigen (oK) are the 2 new buildings erected in 2016.

ENERGY PRODUCTION AND OPTIMISATION OF NATURAL RESOURCES



TRIPLE

European environmental certification for the eKinox and oKsigen buildings of BNP Paribas in Luxembourg



"Exceptional" rating



"Excellent" rating



"Gold" rating



ELECTRICITY

2,150,400 kWh

electricity generated by our gas engines for 1 year, equivalent to the annual electricity consumption of a village with a population of 1,350.



WATER

8,100 m³

of rainwater collected from the Group's buildings in Kirchberg in 2020, equivalent to the annual water consumption of 68 households.



WASTE

100%

recycling proportion of our organic waste in the CBKII.
This waste is crushed and liquefied and amounts to +/- 70 tonnes per year.



COLD PRODUCTION

1,944,600 kWh

energy recovered as cooling power in the Group's buildings in Kirchberg in 2020; equivalent to +/- 3000 domestic refrigerators.



PHOTOVOLTAIC PANELS

7,000 kWh

theoretical annual electricity generated by the CBKII's photovoltaic panels, i.e. the energy needed to run the building's escalators.

BNP PARIBAS GROUP IN LUXEMBOURG



ROBERT VAN KERKHOFF

Managing Director,
BNP Paribas Securities Services
Luxembourg, Ireland and the Channel Islands



BECOMING THE LEADING PROVIDER OF POSITIVE IMPACT ASSET SERVICING SOLUTIONS

Our clients all over the world are showing a growing interest in sustainable finance and responsible investment vehicles. We want to make sure that our corporate commitment policy forms an integral part of the long-term BNP Paribas Securities Services strategy.

BNP Paribas Securities Services has demonstrated it has a significantly positive impact on society, thanks to the initiatives launched with the twofold purpose of social and environmental commitment to our clients, our employees and local authorities.



MAKING LIFE INSURANCE AFFORDABLE IS A PRIORITY FOR CARDIF LUX VIE

Having a positive impact means acting in the interests of society, our clients and the environment. Our responsibility as an insurer has led us to rethink our model. Our objective is to embed this responsible approach into our DNA.

The way we manage the assets held in our General Fund complies with environmental, social and governance criteria (ESG). We apply dual ESG and carbon filters. This approach allows us to focus on investing in companies with the best ratings based on these criteria as well as their efforts towards energy transition. Since 2014, Cardif Lux Vie has contributed to the fight against global warming by no longer investing in funds relating to fossil fuel extraction projects.

The stock of outstanding green bonds of the General Fund passed the EUR 300 million mark in 2020. This figure has tripled since 2018.



CHRISTIAN GIBOT

Managing Director,
Cardif Lux Vie



INVESTING IS PREPARING FOR A BRIGHTER FUTURE



By working hand in hand with our clients, we can, in addition to financial performance, contribute to bringing about a better world. This is why BNP Paribas Asset Management has decided to invest responsibly.

This means that sustainable practices are at the heart of our management activities. BNP Paribas Asset Management wants to drive change for its clients and their beneficiaries, but also for society as a whole.

STÉPHANE BRUNET

Managing Director,
BNP Paribas Asset Management Luxembourg

PAUL WOLLNY

Certified Director
GreenStars BNP Paribas



GreenStars BNP Paribas assists numerous business lines of the BNP Paribas Group with the insurance and reinsurance of their bank loans and, as such, is actively involved in the implementation of the Group's objectives in terms of funding that requires the consideration of environmental, social and governance criteria.

GreenStars BNP Paribas has long benefited from the rigorous standards of their insured client, BNP Paribas. In 2020, GreenStars BNP Paribas decided to comply with even stricter criteria, which now apply to the entire bond portfolio of more than \$100 million (EUR 82 million) managed on their behalf by BNP Paribas Asset Management. This policy reflects the UN's PRI (Principles for Responsible Investment) and, more generally, the rules that underpin the BNP Paribas Group's commitment to social responsibility and sustainable development.

As an investor, this was an opportunity as well as a responsibility for GreenStars, who intends to actively implement tangible actions consistent with its commitment to defending universal values and building a sustainable future.



PROVIDING RESPONSIBLE INSURANCE AND REINSURANCE SOLUTIONS

GERRY WAGNER

Managing Director
Arval Luxembourg
until 31 December 2020



DEVELOPING ETHICAL CORPORATE VEHICLE LEASING SOLUTIONS

More than ever, climate change has put the car at the heart of a critical debate. Arval endeavours to become part of the solution and actively steer our clients towards energy transition and sustainable mobility solutions.

In our approach, social and environmental factors are taken into account in the same way as financial, technical or operational factors. This is Arval's philosophy.

In return, suppliers must comply with the United Nations Global Compact to which the BNP Paribas Group has subscribed, control their environmental impact, respect human rights and labour laws, act ethically and commit to continuous improvement approach.



VÉRONIQUE BOURGOIS

Managing Director
Arval Luxembourg
from 1st January 2021



**TAKING INTO ACCOUNT
THE ENVIRONMENTAL
AND SOCIAL CONSEQUENCES
OF OUR BUSINESS**

At the heart of the BNP Paribas Group's strategy is a firm determination to contribute to building a more sustainable, better shared future. This is the general thrust of the Corporate commitment approach, which notably contributes to achieving the United Nations' 17 sustainable development goals.

BNP Paribas Leasing Solutions shares this belief and supports this approach.

VINCENT HAINAUT

Managing Director,
BNP Paribas Lease Group Luxembourg



LAURENT TERNISIEN

Managing Director,
BNP Paribas Real Estate Investment Management



**IMPROVING THE
SUSTAINABLE DEVELOPMENT
CHARACTERISTICS OF YOUR
PROPERTY PORTFOLIO**

We give you expert advice on issues combining sustainable development with business property.

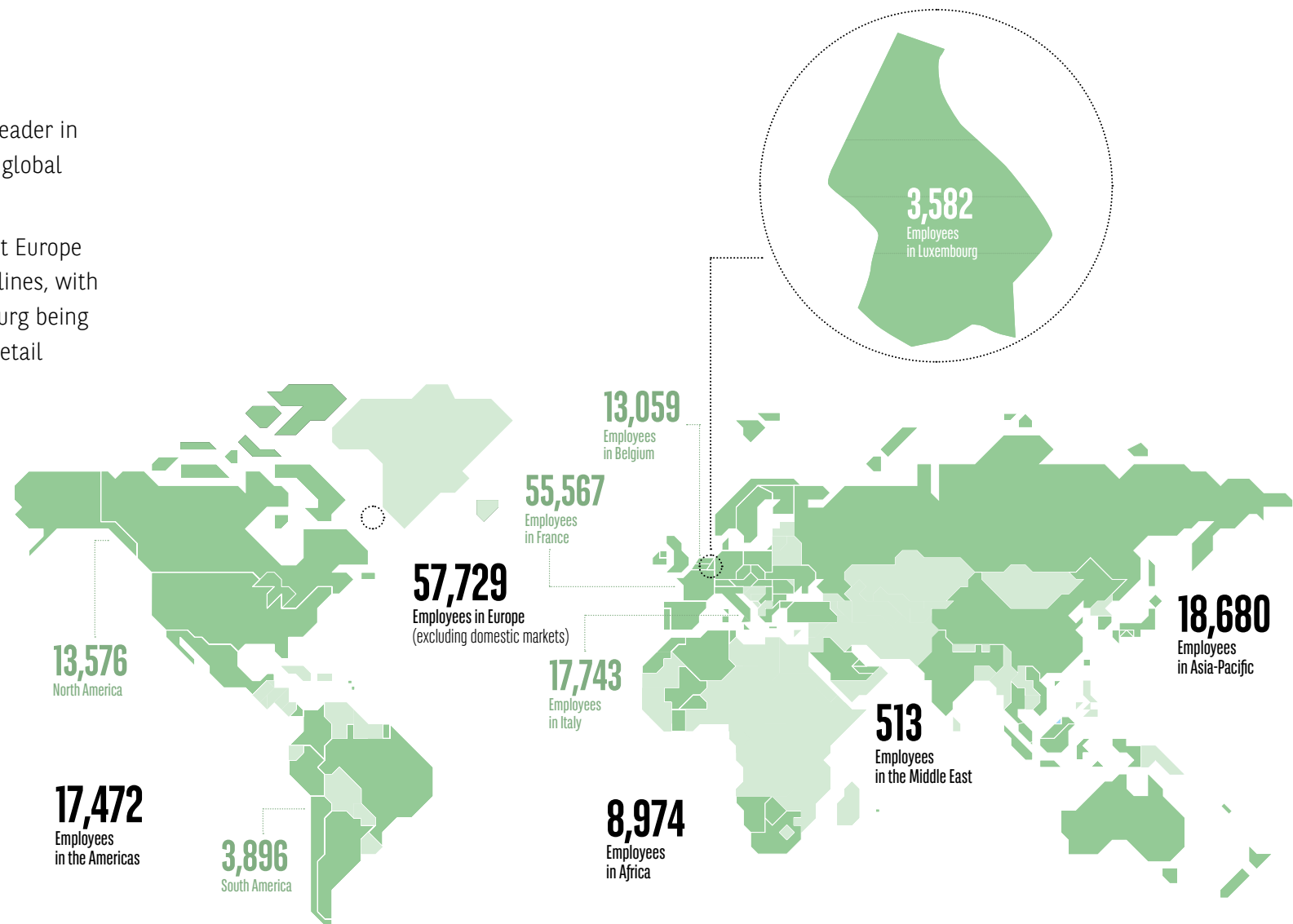
We help you achieve your sustainable development targets while reducing your property-related expenses and optimising the use of your capital.



A GLOBAL GROUP

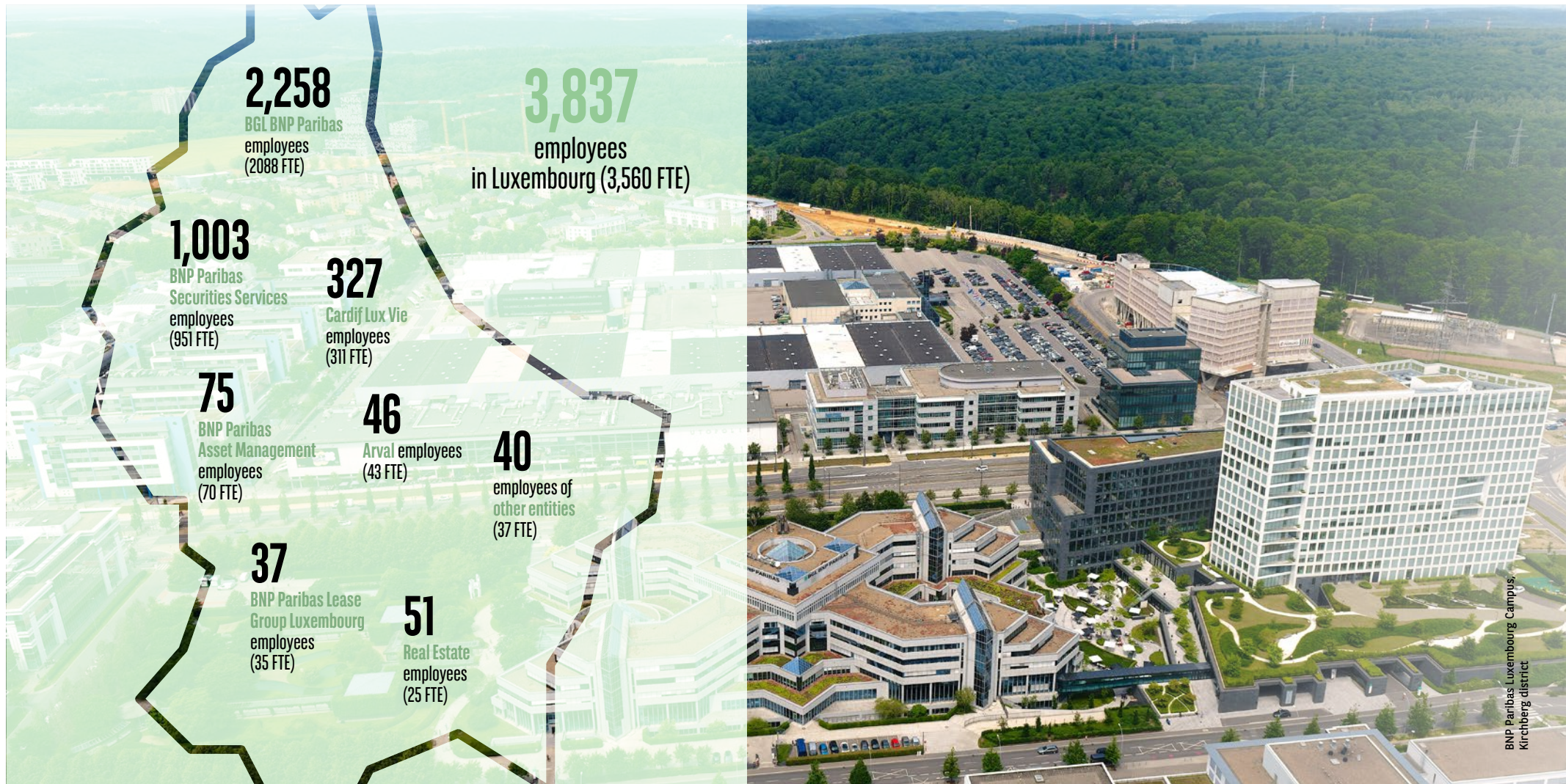
BNP Paribas is a European market leader in banking and financial services on a global scale.

The Group is established throughout Europe via the whole range of its business lines, with France, Italy, Belgium and Luxembourg being the four domestic markets for the Retail Banking business.



Source: BNP Paribas FTE (Full Time Equivalent) figures as of 31 December 2020.
Staff numbers are accounted for pro-rata to their working hours. These figures include permanent and fixed-term contracts (excluding trainees, apprentices, participants in the VIE programme, external service providers, temporary and seasonal workers). Employees on unpaid leave are not taken into account in these figures.

DISTRIBUTION OF EMPLOYEES IN LUXEMBOURG



Note: Full Time Equivalent (FTE): staff numbers are accounted for pro-rata to their working hours. These figures include permanent and fixed-term contracts (excluding trainees, apprentices, participants in the VIE programme, external service providers, temporary and seasonal workers). Employees on unpaid leave are not taken into account in these figures.

BUSINESS AREAS OF THE BNP PARIBAS GROUP IN LUXEMBOURG

The BNP Paribas Group in Luxembourg is an international financial services provider. It offers products and services and conducts its business primarily in the Grand Duchy of Luxembourg and the Greater Region.

MEETING THE NEEDS OF INDIVIDUAL CONSUMERS AND BUSINESSES

BUSINESS LINES

- **Retail & Corporate Banking in Luxembourg:** this division of BGL BNP Paribas encompasses the branch network, Private Banking in Luxembourg, as well as Corporate Banking. It provides individual and professional clients with financial services via its physical distribution networks as well as via digital remote access.
- **International Leasing:** this division includes the leasing activities of BNP Paribas Group held by Luxembourg holding company BNP Paribas Leasing Solutions S.A. This consists essentially of international leasing services. BNP Paribas Leasing Solutions provides businesses and professionals, via a number of channels – direct sales, requirements, partnerships and banking networks – with a range of leasing solutions, from equipment financing to the outsourced management of IT equipment as well as commercial and industrial vehicles.



- **Auto leasing:** this division, through the Arval company, provides businesses and individuals with leasing services, offering solutions aimed at simplifying and optimising the services linked to its clients' travel by car. Arval implements its range of services using a three-pronged approach: *Expertise – Care – Simplicity*. On 31 December 2020, Arval's fleet included more than 10,600 vehicles.

A COMPREHENSIVE OFFERING FOR INVESTORS

This area of business merges the activities linked to the acquisition, management, added value, protection and administration of savings and wealth, guaranteeing the performance and safety of clients' investments and wealth.

BUSINESS LINES

■ Private Banking:

BNP Paribas Wealth Management provides bespoke wealth and financial management solutions as well as a range of high-end services: investment advice, discretionary management, wealth engineering and financial planning, financing, and various areas of expertise relating to the diversification of assets.

■ Asset management:

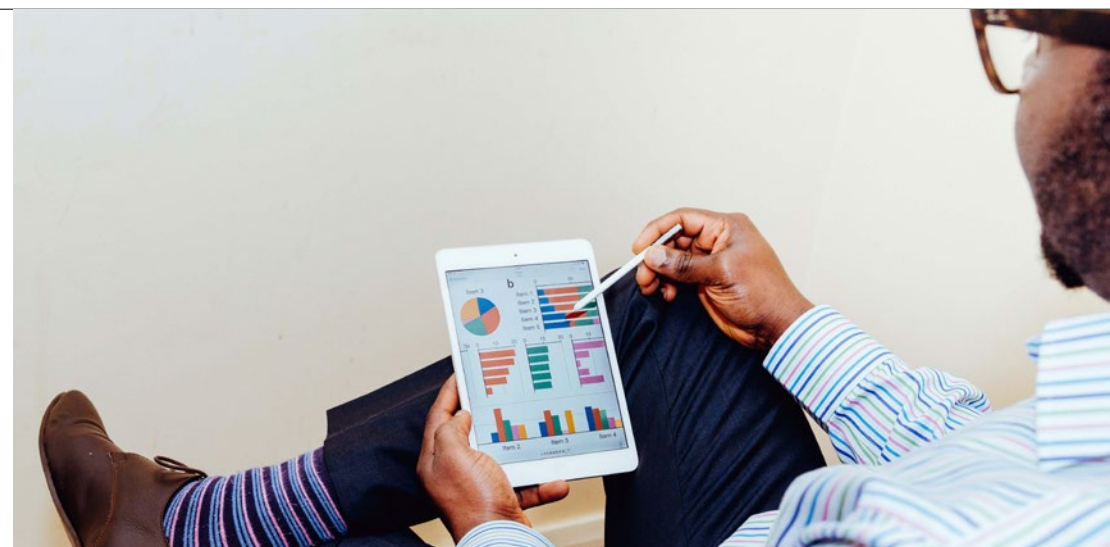
BNP Paribas Asset Management offers a complete range of financial management services to institutional clients and distributors across the world.

■ Insurance:

Cardif Lux Vie offers a wide range of life insurance solutions (savings, pension and protection) for individuals and professionals of bancassurance and brokerage networks in Luxembourg and the Greater Region. The Company provides international high net worth clients with customised offerings distributed via an extensive network of prestigious partners.

■ Property services:

BNP Paribas Real Estate provides solutions with support at every stage of a real estate project, in the form of a multi-expertise offer involving 6 real estate business lines: property management, expertise, advice, transaction, promotion, investment management.



A HIGH-PERFORMANCE OFFERING FOR INSTITUTIONAL CLIENTS

The Corporate and Institutional Banking Luxembourg business line provides the bank's clients, essentially businesses and institutional investors, with capital and funding market products and services in Luxembourg.

BUSINESS LINES

- **BNP Paribas Securities Services** offers well-established and recognised expertise and an unequalled level of knowledge in fund administration and custody, international bond issues and the corresponding engineering.
- **GreenStars BNP Paribas** offers insurance solutions for managing the credit exposure and counter party risk of BNP Paribas group as part of its activities.
- **Institutional Banking** business consists of meeting the needs of institutional clients as regards everyday account operation, through a broad range of dedicated products and services.
- **Financing Solutions** business focusses on the financing of tangible assets.

A photograph of a waterfall in a forest. The waterfall is composed of several small cascades over dark, moss-covered rocks. The water is white and frothy as it falls. The surrounding forest is dense with green trees and foliage. A wooden fence is visible in the background on the left side.

ORGANISATION, GOVERNANCE AND STRATEGY

ORGANISATION AND GOVERNANCE

Good governance is a prerequisite to ensure the success of a social and corporate responsibility (CSR) approach. It promotes a long-term strategy and ensures the approach is adopted across the organisation.

►► FIND OUT MORE HERE

A POLICY SUPPORTED AT THE HIGHEST LEVEL

Initiated and supported by the Group's Senior Management, deployed in all countries where the Group operates, the CSR policy is of strategic importance to BNP Paribas. It is reflected in the desire, at the highest echelons of the company, to combine performance with responsibility, ethics and transparency.



CSR MUST BE FULLY INTEGRATED INTO THE COMPANY'S STRATEGY SO AS TO RESULT IN STRONG COLLECTIVE COMMITMENTS.

Yves Nosbusch

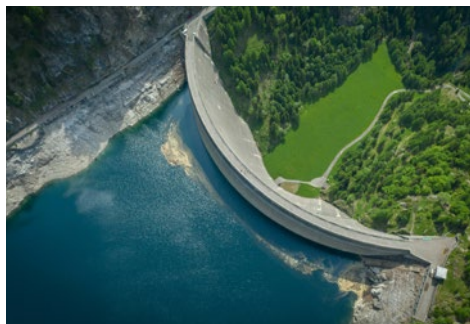
Member of the BGL BNP Paribas
Executive Committee
Head of Communications,
CSR & Strategy



KEY DATES

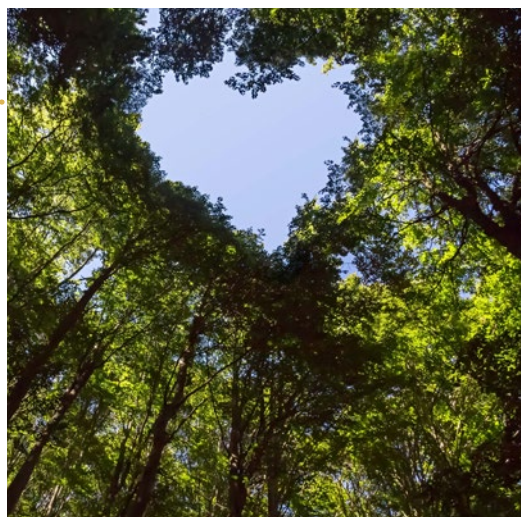
2001 

BNP Paribas creates a **department responsible for sustainable development**.



2010

Creation of a CSR department in Luxembourg.



2012 

The BNP Paribas CSR department starts reporting to the Group's Senior Management.

2015 

Publication of the BNP Paribas **Missions and Visions** statement.



 **2016**

Publication of the **BNP Paribas Code of Conduct**.



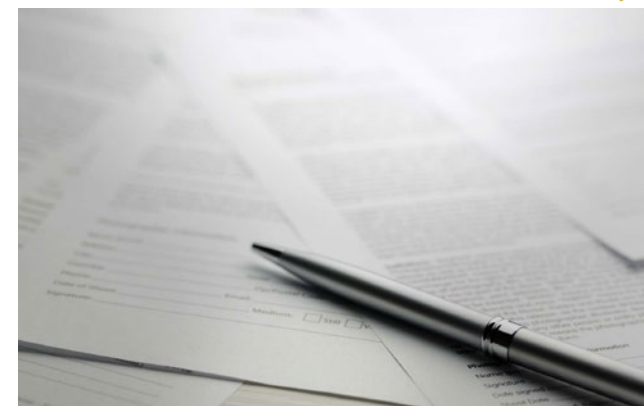
**2017**

BNP Paribas creates a **Company Engagement department**, represented on the Group's Executive Committee, in charge of:

- **Strengthening CSR and diversity practices** and aligning all the influence the company has to address major societal challenges.
- Defining commitments in terms of **economic development, the environment and energy transition, social inclusion** and optimisation **of land use, diversity and promotion of human rights**.

2018

Publication of the [Engagement Manifesto](#).

**2020**

Publication of the BNP Paribas [Company purpose](#).

BNP PARIBAS' PURPOSE AND HOW SOCIAL AND ENVIRONMENTAL IMPACTS ARE TAKEN INTO ACCOUNT*

* Summarising the following documents created with the input of hundreds of employees: Our Vision and Mission (2015), Code of Conduct (2016) and Engagement Manifesto (2018).

'WE ARE AT THE SERVICE OF OUR CLIENTS AND THE WORLD WE LIVE IN.'

The BNP Paribas Group was formed by banks that have been deeply embedded in the European and global economies over the last 200 years. They have adapted to the challenges of their times and helped clients and other stakeholders during moments of great change.

BNP Paribas' mission is to contribute to responsible and sustainable growth by financing the economy and advising clients according to the highest ethical standards.

We offer secure, sound and innovative financial solutions to individuals, professional clients, corporates and institutional investors while striving to address the fundamental challenges of today with regard to the environment, local development and social inclusion.

We are engaged with our clients to create a better future.

WE ARE MOBILISING RESOURCES THAT HAVE A POSITIVE IMPACT.

At BNP Paribas, we want to be a long-term partner for our clients. We want to support their projects, manage their investments and savings, and through insurance protect people, their goods and property.

Our employees aim to deliver services that have purpose and relevance for clients and the world around them. They do this most clearly through their daily mission in the company but also through corporate volunteering.

We are working with stakeholders and have adopted social and environmental goals aligned with global standards such as the UN Sustainable Development Goals and those of the financial community such as the Principles for Responsible Banking and the Principles for Responsible Investment.

We ensure that ethics and our commitment to economic, social, civic and environmental responsibility are integrated into our business operations. This commitment is reflected in our organisation and the procedures and policies governing our activities.

We innovate in order to be a leader in sustainable finance.

We take action to support causes by bringing together financial solutions, stakeholder partnerships, employer and procurement initiatives, support for solidarity-based projects, philanthropy, volunteering and intrapreneurship programmes.

We are developing the tools to measure our environmental and social impact and we are focusing on actions that involve all employees.

BNP Paribas. The bank for a changing world.'

►► FIND OUT MORE HERE

OUR PUBLIC POSITIONS



BNP Paribas' CSR approach takes the form of publicly stated positions in a variety of sensitive areas. These positions may result from the implementation of external practices specific to the banking sector or the formalisation of voluntary commitments specific to BNP Paribas.



VOLUNTARY COMMITMENTS IN KEY CSR AREAS

- Commitment to the Environment
- BNP Paribas declaration on Human Rights
- Anti-corruption policy
- Charter for responsible representation in dealings with public authorities
- CSR Charter for BNP Paribas suppliers
- Financing and investment policies in various sensitive sectors
- Exclusion list for certain assets: public declaration
- Modern Slavery and Human Trafficking Statement
- Governance that favours a long-term strategy for the BNP Paribas Group
- BNP Paribas and ocean stewardship



THE GROUP ALSO CARRIES OUT ITS ACTIVITIES IN COMPLIANCE WITH UNIVERSAL PRINCIPLES AND RIGHTS, AS A CONTRIBUTOR TO OR ACTIVE MEMBER OF:

- Global Compact
- Women Empowerment Principles
- UNEP Finance Initiative



ACTIVE INVOLVEMENT IN THE FLAGSHIP INITIATIVES OF THE FINANCIAL SECTOR

- Equator Principles
- Principles for Responsible Investment
- Institutional Investors Group on Climate Change
- Soft Commodities Compact of the Banking Environment Initiative



EXTERNAL COMMITMENTS TO ENERGY TRANSITION

- Montreal Pledge
- Portfolio Decarbonization Coalition
- French Business Climate Pledge Paris Pledge for Action
- Principles for Mainstreaming Climate Action within Financial Institutions
- EBRD / UNEP FI Financial Institutions' Declaration of Intent on Energy Efficiency

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A large, textured tree trunk, possibly a cork oak, is the central focus. It has a rough, brown bark with patches of green moss. Several green leaves are attached to the trunk. The background is a soft, out-of-focus green, suggesting a forest or garden. A blue sky is visible in the upper left corner. The overall image conveys a sense of nature and growth.

NON-FINANCIAL RATINGS

NON-FINANCIAL RATINGS

Non-financial analysis consists of assessing the environmental, social and governance (ESG) policies of businesses, states or other types of issuers of securities, and establishing a rating, based on this analysis, with a view to comparing the ESG practices of the different issuers, listed or unlisted.

BNP PARIBAS' LATEST SCORES

AGENCY	RATING (year of latest rating)	INCLUSION IN RELATED INDEXES
Carbon Disclosure Project	A - (2019)	
FTSE Russell	5/5 (2019)	FTSE4Good Global Index Series
RobecoSAM	79/100 (2019)	DJSI World - DJSI Europe
ISS Corporate Rating (formerly Oekom)	C + (2019)	Prime ("best-in-class" status)
MSCI	A (2019)	
Sustainalytics	77/100 (2019)	United Nations Global compact 100 and STOXX Global ESG Leaders
Vigeo Eiris	70/100 (2019) Highest-ranked European bank Company-solicited rating: A+	Euronext-Vigeo Eiris World 120, Eurozone 120, Europe 120 and France 20

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