INFORMATION ABOUT THE INTEGRATION OF SUSTAINABILITY RISKS INTO REMUNERATION POLICIES OF BGL BNP PARIBAS

January 27, 2023

Pursuant to Regulation (EU) 2019/2088 (SFDR), article 5, which applies from 10 March 2021, BGL BNP Paribas makes available to you information about the integration of sustainability risks into remuneration policies

BGL BNP Paribas' societal commitment involves promoting sustainability and limiting sustainability risks.

To promote employee involvement in its subjects, BGL BNP Paribas has for several years integrated sustainability risks into its compensation policies, in line with the BNP Paribas Groups policies, which integrates sustainability risks in particular through CSR indicators representative of the four pillars of the Group's policy and impacting in part the annual variable compensation of Group managers or the long-term compensation of key employees.

Moreover, the BNP Paribas Group's remuneration principles requires that the variable compensation applied by BGL BNP Paribas does not lead to take excessive sustainability risks through the investments and investment advice given to its clients on financial products governed by the European SFDR regulation.

These elements must be taken into account for the persons concerned in the annual performance appraisal process.

At the same time, BGL BNP Paribas' compensation policy aims to promote professional behaviour in line with the principles set out in the BNP Paribas Group's Code of Conduct, any breach of these principles being taken into account in the assessment of individual performance for all employees, and in particular for its regulated populations.

This Code sets out the Group's rules and requirements to support its aspirations to contribute to responsible and sustainable global development and to have a positive impact on society at large.

This involvement rests on three pillars: (i) promoting respect for human rights, (ii) protecting the environment and combating climate change, and (iii) acting responsibly in public representation.