

Questions/Answers 1MillionHours2Help

Why did you launch this program?

In September 2018, BNP Paribas signed an agreement on Fundamental Rights and Global Social Framework with its partners at UNI Global Union. This is the first agreement applicable to all Group employees. It promotes fundamental rights for employees and establishes a common social framework for the 200,000 employees of the BNP Paribas Group in 73 countries. This agreement is aligned with our 2020 Engagement Manifesto. It concretely expresses our membership in the international Global Deal initiative, which aims to make business performance consistent with the development of human rights.

As part of this agreement, the Group undertook to contribute to more sustainable and more equitable growth, in particular with the aim of reaching a total volume of 1 million paid solidarity hours at Group level in 2020.

What are the concrete objectives of the program?

Reaching a total volume of 1 million paid corporate volunteering hours in 2020, i.e. the equivalent of slightly more than a half-day per employee for all eligible staff, mainly addressing the 4 priorities of our company engagement policy:

1. Promoting the social inclusion of young people
2. Accelerating the energy transition and fostering the preservation of biodiversity
3. Supporting social entrepreneurship initiatives
4. Improving local communities where we are located

Every region has a free choice of whether to set a number of target hours for the year 2020

What types of actions?

To achieve this goal, the local legal definition of Corporate Volunteering will be used, if it already exists. The activities in regards of this campaign have to be during paid working hours and the focus will be on the following actions:

1. Corporate volunteering (Based on the employees' skills and expertise)
2. Pro bono (Mainly known for Legal or Advisory support to NGOs or Social Enterprises)
3. Other solidarity hours or actions (Any other type of charitable action provided by employees)

The initiatives may be organised on an individual or collective basis.

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How to participate?

Corporate Volunteering Teams, which already exist and are supported by CSR and HR teams, are working to develop exciting offers for employees which will in turn make an important contribution to society.

You can get in touch with your local HR / CSR / Communication teams to help you choose and organize your volunteering activity.

If you are already actively involved in volunteering individually, you can also check with your local contact whether your activity can be considered within the campaign depending upon your local policy

Who are SPOCs and their specific role?

The SPOC's are designated by the territory/country heads and their main role is to facilitate the communication and the coordination with the central Paris team. A strong coordination is a key success factor for the alignment of the objectives and the adequate involvement of the countries.

What are the Group's ambitions after that date?

The main purpose is to reach this target by the end of 2020. Following the renewal of the Fundamental Rights and Global Social Foundations, we will adjust the target and keep it our Group's recurrent engagement.

Does top management support this initiative? Will they participate in this initiative?

The sponsors of the program are Yves Martrenchar (Head of Group HR) and Antoine Sire (Head of Company Engagement).

Not only the sponsors but also ambassadors from LFC/G100/SMP community will be taking an active role in the campaign.

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I am an employee

How many hours per year can I volunteer?

There is no such obligation of targeted hour, but our suggestion is to give a half day per employee per year so that every BNP Paribas staff can be involved.

The territories/entities are free to put a higher target on their own. Each country and entity must contribute in a fair and effective way, according to the characteristics of the local market.

Can I work solidarity hours outside working time? If so, are they compensated?

In all the Group's entities and countries, and provided that:

- it does not create any disruption in the work organization and
- management is in agreement,

BNP Paribas will enable any employee to become personally involved in community service work during paid working hours (legal working hours) on a voluntary basis.

If the employee is involved in community service work out of paid working hours, the entity may compensate these hours as an annual leave as per the relevant entity's internal policy allows.

Is there a list of associations in which I can carry out a mission?

We kindly suggest you contact your local HR / CSR / Communication teams who are actively working on the topic to check out the list of associations and missions proposed.

Can I propose associations I know?

You can also make propositions of associations that you know but this has to be validated according to BNP Paribas internal/local procedures.

How are hours counted?

In order to facilitate the calculation of the hours spent, an internal tool might be selected or put in place, upon decision from Business lines or countries

For example, in France it is the annual leave management tool "Inca", excepted for BNP Paribas Real Estate. For other countries, please refer to your local SPOC for terms and conditions.

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Which employee can participate?

Legal definition of employee status differs from one country to another. Even if we do not put any restriction on the employee status, official consideration is the long term contracted BNP Paribas employees.

_____ *I am a manager* _____

How can I get involved? Who should I talk to about it?

We believe that there will be a large number of impact on human resources as well as on the business. The 1MillionHours2Help will allow:

- A potential increase in employee satisfaction from the volunteering policy
- A greater level of informal communications between employees by teamwork and collaboration

Your role as a manager is crucial to lead by example, to generate curiosity, enthusiasm and willingness to participate and talk about it as much as possible. Please therefore be our voluntary ambassadors!

Am I obliged to accept all requests from employees?

We recommend you to let your team members take part in the campaign. Nevertheless, it is on your team and local dynamic to decide where and when the employees can participate.

Am I assessed on the number of hours worked by my employees?

Currently, there is no such evaluation in place. At the same time, your local management is free to decide to put it as an evaluation criteria.