

BNP PARIBAS, COMMITTED TO GREATER EQUALITY BETWEEN WOMEN AND MEN YEAR ROUND

Parity within BNP Paribas, significant progress and clear objectives

WOMEN IN 2022...

50%
in the world

52%
within
BNP Paribas

COMEX

33%
(vs 6% in 2015)

G100

37%
(vs 20% in 2015)

SMP
(Senior Management Position)

35%
(vs 26% in 2015)

2025 target:
40%

Talents Programme

Top: 46%
Advanced: 48%
Emerging: 52%

2025 target: 50%

Recognised commitments:

85% of Group employees feel they are treated in a fair, equitable and ungendered manner. (source : PULSE 2021)

Supporting women in their career

15.8 skills declared by women vs 17.7 declared by men on the Group's About Me tool
Don't be afraid to showcase your skills!

Lever to promote skills, develop career paths and affirm expertise.

80+
Professional networks:
networking, professional development
...

Training paths:
upskilling & reskilling

Events to boost your professional development:
Careers Days

To contribute to the visibility of its employees, the Group signed the Charter #JamaisSansElles in 2019.

jamais
sans
elles

1,200+ signatories including 700+ within BNP Paribas (73% men)

1st financial institution in the banking sector to sign this charter.

Focus: gender diversity in IT jobs

31% of women in the BNP Paribas IT line in 2022...

10+ POINTS

relative to the global average

A path dedicated to digital jobs:
DDA
DIGITAL DATA & AGILE ACADEMY
41% women
(vs 26% in 2018)

A Group programme:
WOMEN IN IT
to raise awareness, train and recruit

FOR GREATER MIXITY

€ 1.1 million in donations to 9 associations over 3 years

An active community:
WOMEN + GIRLS IN TECH

Member of the coalition "Technologies and innovation for gender equality" (2021-2026):
GENERATION EQUALITY

Better prevention against gender-based violence

Member of the coalition "Gender based Violence" (2021-2026)
GENERATION EQUALITY

BNP Paribas member of the Comex ONE IN THREE Women
COMPANIES UNITED TO END VIOLENCE AGAINST WOMEN
to fight domestic violence and its impact at work.

Active member of the collective initiative #StOpE
to fight against ordinary sexism in companies.

2 e-learnings to raise awareness. Available on MyDev.

Strong commitment to women entrepreneurs

Support models adapted to the needs of our customers and partners: mentoring, sponsoring, training, financial and sales support, etc.

Among the most well known:

Connect Hers
by BNP PARIBAS

€3 billion allocated

FRENCH WOMEN ENTREPRENEURS 40

by BNP PARIBAS & WOMEN'S FORUM FOR THE ECONOMY & SOCIETY



BNP PARIBAS

The bank for a changing world