

CSR REPORT 2023

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CSR REPOT 2023

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**BNP PARIBAS
REAL ESTATE**

**Real Estate for
a changing world**

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EDITORIAL

Driven by a culture of responsibility and integrity based on best practices, BNP Paribas Real Estate's ambition is to ensure the long-term development of the company, while ensuring its positive impact on society. To create long-term value shared with our customers, partners and all our stakeholders, our CSR policy is a strategic issue. It is reflected in a desire at the highest level of our governance to combine performance, responsibility, ethics and transparency.



Thierry Laroue-Pont
CEO BNP Paribas Real Estate

The way we live and work is changing. The city must adapt to these changes by involving all its stakeholders, whether it is designing offices and housing, participating in the economic and social life of the territories where we operate, developing the skills of our employees, or supporting disability and encouraging diversity.

As such, CSR is a factor of innovation and economic performance for our customers and ourselves.

This civic vision, combined with the creation of sustainable added value, built with our customers, partners, and all our stakeholders, contributes to maintaining our position as a major player in real estate in Europe.



Catherine Papillon
International Director of Sustainable Development/CSR

PROFILE

- EUROPEAN LEADER IN REAL ESTATE SERVICES
- PRESENT IN 24 COUNTRIES
- TEAMS OF EXPERTS AT YOUR SERVICE
- A SUBSIDIARY 100% OWNED BY BNP PARIBAS

European leader in responsible real estate services and creators of shared value

BNP Paribas Real Estate, the real estate subsidiary of the BNP Paribas Group, offers a complete range of tailor-made real estate solutions, necessary for the valuation of real estate assets, at each stage of their life cycle. The result of expertise and know-how that has been recognised for more than 50 years, BNP Paribas Real Estate offers a multidisciplinary offer.

BNP Paribas Real Estate covers the entire life cycle of a property: Promotion, Transaction, Advisory, Valuation, Property Management and Investment Management.

With 4,500 employees, BNP Paribas Real Estate provides local support to owners, tenants, investors and local authorities in 24 countries (through its offices and its network of alliances) in Europe, the Middle East and Asia.

In commercial real estate, BNP Paribas Real Estate is present in 24 countries, with:

- its direct locations in eleven European countries, a continent where the company is one of the leaders and where its main markets are France, Germany and the United Kingdom. It is also present in Belgium, Spain, Ireland, Italy, Luxembourg, the Netherlands, Poland and Portugal;
- its platforms in Hong Kong (SAR China), Dubai and Singapore to support local investors in their real estate strategies in Europe;
- its network of Business Alliances with local partners in the following countries (Austria, Greece, Hungary, Jersey, Northern Ireland, Portugal, Czech Republic, Romania, Slovakia, Switzerland and the United States).

In terms of development, BNP Paribas Real Estate is mainly present in the Île-de-France region and in several major regional cities such as Bordeaux, Lyon, Marseille, and Nice. Internationally, the company is present in promotions, in Germany, the United Kingdom and the Iberian Peninsula.

BNP Paribas Real Estate is part of the BNP Paribas Group, the leading bank in the Eurozone and a leading international banking player. Together, they share a common vision: to be a leading player at European level with international representation. This common DNA also calls for innovative and high value-added service offers that place the customer at the heart of our action.

BNP Paribas Real Estate is more specifically committed to offering a fulfilling and caring working environment to its employees while contributing to the development of a more inclusive city and a more sustainable world.

24
implantations

691
M€ de revenus

4 500
collaborateurs*

*BNP Paribas Real Estate has 4514 employees (FTEs), 88% of whom are concentrated in 4 countries: 751 in Germany, 111 in Spain, 1315 in the United Kingdom, 1803 in France (including 1500 at the headquarters in Boulogne-Billancourt).

Belonging to the BNP Paribas Group

A strong partner

The BNP Paribas Group's organisation is based on 3 operating divisions: Commercial, Personal Banking & Services (CPBS), Investment & Protection Services (IPS) and Corporate & Institutional Banking (CIB).

BNP Paribas' operational divisions are organized to intensify cooperation between the business lines and thus meet the evolving expectations of our clients, employees, investors and all our stakeholders. A global and joint approach allows us to enrich the expertise offered to our clients in order to support them on a continuous basis over the long term, in all their projects. We will continue to offer them the best technology, personalized local support as part of a long-term relationship of trust, and sustainable and incentive solutions.

The professions

BNP Paribas Real Estate is part of the Investment & Protection Services (IPS) division, which brings together four specialised businesses offering a wide range of savings, investment and protection solutions: BNP Paribas Cardif, BNP Paribas Asset Management, BNP Paribas Wealth Management, and BNP Paribas Real Estate.

These businesses design innovative and sustainable financial products for individual, professional, corporate and institutional clients, to support them in all their projects, and in their desire to have a positive impact. By integrating environmental, social and governance criteria into all its operational processes, IPS contributes to positioning the Group among the world leaders in sustainable finance.

Belonging to the BNP Paribas Group is a guarantee of stability for BNP Paribas Real Estate. For our customers, it is the assurance of working with a trusted and stable company over the long term.

The pan-European and international dimension combined with a detailed knowledge of local markets, coordination between the business lines, and the presence of long-recognized expertise make it possible to offer clients a range of complementary services that are perfectly adapted to their needs, in strict compliance with ethical rules that always place the client's interest first.

Entities

The BNP PARIBAS REAL ESTATE Group includes the following companies in 2023:

1. BNP PARIBAS REAL ESTATE
2. BNP PARIBAS REIM FRANCE
3. BNP PARIBAS IMMOBILIER DEVELOPMENT
4. BNP PARIBAS REPM
5. PARTNER'S & SERVICES
6. BNP PARIBAS REAL ESTATE TRANSACTION France
7. BNP RE CONSULT FRANCE
8. BNP PARIBAS REAL ESTATE VALUATION FRANCE
9. BNP PARIBAS REAL ESTATE CONSEIL HABITATION & HOSPITALITY.

Our Story

2000

Merger between the two groups BNP and Paribas

2001

In order to provide quality of service to our clients, BNP Paribas brings together the real estate activities of each entity within a single entity: BNP Paribas Immobilier

2004

Development and internationalization of Transaction, Advisory and Expertise activities through the acquisition of Atis Real (Germany, Spain, France, United Kingdom)

2005-2006

Development of activities in Europe with a first establishment in Italy, then in Ireland

2009

BNP Paribas Immobilier becomes BNP Paribas Real Estate to establish the company's international visibility

2010

BNP Paribas acquires Fortis Real Estate and expands into Luxembourg, Belgium, Spain and Poland

2012-2013

Development in the Netherlands and opening of platforms in the Middle East and Asia

2017

BNP Paribas Real Estate acquires the UK's Strutt & Parker, the UK's second-largest player in the rural sector and the third-largest in the residential market

2019

Acquisition of Traker, a supply chain management consulting firm

2020

BNP Paribas Real becomes a partner of Fifth Wall

Our activities

Our presence in all the major real estate businesses gives us a panoramic view of the sector for the benefit of our clients. Thanks to our 6 areas of activity - Promotion, Advisory, Transaction, Property Management, Expertise, Investment Management - we are able to support our individual and professional clients on all their real estate projects. This 360° approach covers all the assets in the sector: offices, warehouses, service residences, shops, hotels, new and old housing, business parks, etc.

MISSION

Committing to more responsible real estate

BNP Paribas Real Estate aims to ensure that its actions are long-term and is committed to the positive transformation of the regions. This commitment is also reflected in the management of environmental risks, compliance compliance, the security of our customers' data, the promotion of diversity and inclusion and the fight against all forms of discrimination.

OUR PUBLIC COMMITMENTS

In its GROUP agreement, the BNP PARIBAS Group recognises and reaffirms its commitment to comply with a number of principles and standards that underpin the way it conducts its activities.

As a subsidiary of the BNP Paribas Group, we support:

United Nations Sustainable Development Goals

In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs), a global call to commit to a fairer future for people and the planet. To define its actual or potential contribution to this challenge, BNP Paribas Real Estate analysed the link between the SDGs and its CSR commitments defined in its CSR policy "Inspire Real Estate 2025".

The company also relied on a real estate benchmark and recommendations from the World Green Building Council on the contribution of green buildings to the SDGs. Value creation is measured by the conversion or transformation of resources (initial value stocks) into results (values generated) and its positive impacts for civil society (SDGs).

BNP Paribas Real Estate's CSR strategy fully contributes to the achievement of the SDGs. An in-depth study highlighted the strategic SDGs that are integrated into the current and future offer and the relevant SDGs that are integrated into the "Inspire Real Estate" strategy.

United Nations Global Compact

In 2003, the BNP Paribas Group joined the GLOBAL COMPACT and is still an official member to this day. The last annual On Progress Communication was dated 15/07/2024.

<https://unglobalcompact.org/what-is-gc/participants/1375>

OECD Guidelines

for multinational enterprises

Human Rights Standards

internationally accepted as defined in the International Bill of Human Rights

Basic labour conventions

defined by the International Labour Organization (ILO) on fundamental principles and rights at work

Financial Sector Initiatives

As a financial institution that has adopted the Equator Principles, the BNP Paribas Group has joined several United Nations financial sector initiatives (Blue Finance, Net Zero Banking Alliance, Principles for Responsible Banking).

Alignment of activities with the Paris Agreements and accession to the NZBA Ecuador.

UN-PRI Principles for Responsible Investment

Since March 2010, the BNP Paribas Group has joined the United Nations Finance Initiative, which brings together a vast network of banks, insurers and investors that catalyzes action across the financial system to create more sustainable global economies. Through this membership, the BNP Paribas Group supports the following initiatives: Blue Finance, Net Zero Banking Alliance, Principles for Responsible Banking.

Equator Principles

As a financial institution that has adopted the Equator Principles, the BNP Paribas Group is committed to financing only projects that comply with the environmental and social (E&S) conditions that result from the application of the Equator Principles.

An active contribution to BNP Paribas Real Estate's real estate ecosystem

We are involved in organizations:

- French Association of Real Estate Valuation Companies (FEI)
- Asso Immobiliare is the National Association of the Real Estate Industry
- Association Bâtiment BBCE bas carbone British Property Federation
- International Council on Biodiversity and Real Estate CircoLab
- Consiglio Nazionale dei Centri Commerciali German Sustainable Building Council Fédération Promoteurs Immobiliers
- The alliance of professionals for a sustainable living environment
- French Institute for Building Performance Sustainable Building Plan
- The Royal Institution of Chartered Surveyors Royal Town Planning Institute
- Smart Buildings Alliance for Smart Cities
- Alliance HQE France GBC
- CIBI Association (International Biodiversity and Real Estate Club)
- Association Circolab
- AFILOG Association
- Association ADI

Etc...

GOVERNANCE OF BNP PARIBAS REAL ESTATE

CSR management

Created in 2016, this department, attached to the General Management, is led by Catherine Papillon and consists of a team of 3 people. His role is transversal and involves all the company's trades and activities.

A unique feature of our company, this department also relies on a network of 47 representatives from our countries and business lines: the CSR Leaders, spread over more than 10 countries.

Missions and responsibilities

- Define BNP Paribas Real Estate's CSR policy and ensure its deployment across all our businesses, functions and territories.
- Measure the performance of this strategy and ensure reporting.
- Support teams in integrating CSR issues into their activities. Raise awareness and train them on these subjects.
- Monitor developments in sustainable development and CSR.
- Promoting our initiatives internally and externally

- Represent the company in the various bodies of the real estate ecosystem.
- To manage the company's sponsorship actions related to architecture, the training of future professionals in our professions and the construction of sustainable cities.

The management team dedicated to reducing GHG emissions consists of the Executive Committee and the CEO, CRO, CFO and CSO. 15% of the variable remuneration of the CEO and COO of the BNP Paribas Group is linked to the achievement of CSR objectives.

IMPACTS, RISKS AND OPPORTUNITIES

Preventive risk management

Risk Management

In a context of increasing complexity of regulatory requirements and a strengthening of controls, the BNP Paribas Group has centralised the risk function. In November 2015, BNP Paribas Real Estate's Risk Department, "RISK RE", was created and covers the company's 6 business lines and 13 countries. Totally independent of the business lines, it is organised around four dedicated teams:

- Real Estate Development (office and residential real estate in France and abroad): support the development of the business within the tax, regulatory and legislative framework in force, in line with the BNP Paribas Group's risk policy and compliance with financial performance criteria
- Investment Management activity: support the development of the business during the launch of new investment funds, during the selection and allocation of assets, and analyse the risks for the various real estate funds under management in conjunction with local AIFM risk managers
- Operational Risk covering the 6 business lines: analysing and challenging the effectiveness and quality of the permanent control system, in particular through the performance of supervision missions and providing independent reports and alerts on critical points of attention
- Data Protection: monitoring compliance with the GDPR with regard to the regulations in force and the rules defined by the BNP Paribas Group, informing and advising the teams that process data on their obligations, providing advice on request concerning the data protection impact assessment and verifying its implementation, act as a point of contact for the supervisory authority in France on issues relating to processing.

Risk RE

Risk RE is the BNP Paribas Group's second line of defence for the risk management activities under its direct responsibility: financial risks, market risks, operational risks, data protection risks.

As such, RISK RE is integrated into the governance of BNP Paribas Real Estate and is a member of the business decision-making committees. The Chief Risk Officer (CRO) is a member of the International Executive Committee, the Central Functions Committee and the Internal Control Committee.

Risk monitoring (anticipation, assessment, alerts, follow-up of action plans defined by the business lines) is ensured through the production of quarterly and annual reviews for the managers of BNP Paribas Real Estate and the BNP Paribas Group.

Compliance control and risk monitoring

A compliance control and risk monitoring procedure was established in January 2023 and will be effective until July 2025. For example, gifts and hospitality are part of the items checked.

Risk management at all levels

Risk anticipation and control is carried out at all levels of BNP Paribas Real Estate. Our business lines are the first to be involved in order to act as closely as possible to the realities on the ground. Three successive lines of control support the business lines in the proper implementation of risk management plans and the dissemination of best practices.

It is our responsibility to identify and understand the social, economic and environmental impacts specific to our sector, as well as to detect opportunities for building a more sustainable, resilient and inclusive city.

STAKEHOLDERS AND MATERIALITY

BNP Paribas Real Estate conducted a materiality study to identify the most relevant issues for its development and meet the expectations of its stakeholders. This study made it possible to draw the materiality matrix and our CSR strategic plan: Inspire Real Estate.

In 2021, BNP Paribas Real Estate's Sustainable Development/CSR Department conducted a materiality study with the support of MATERIALITY-Reporting to identify the most relevant issues for the company's development and meet the expectations of its stakeholders. This study, which updates the one already conducted in 2016, is structured in 4 complementary steps, described below. It made it possible to draw the materiality matrix from which we built our CSR strategic plan: Inspire Real Estate.

In 2021, as part of its materiality study, BNP Paribas Real Estate invited more than 10,500 internal and economic partners, market regulators and societal influencers to participate in a major online consultation. BNP Paribas Real Estate's stated objective is to prioritise its sustainable development issues, which its stakeholders expect it to address, both in terms of its operations and its service offerings. It was therefore quite natural that the latter expressed their views on the sustainable development issues to be taken into account in the operation and service offerings of BNP Paribas Real Estate. This European survey has made it possible to collect valuable information, in particular on the perception of BNP Paribas Real Estate's level of social responsibility.

This survey consisted of prioritizing 22 key issues, based on the importance that each of the stakeholders places on them. While some of them confirm the CSR strategy implemented by BNP Paribas Real Estate in recent years, others have been revealed or reinforced by the Covid-19 health crisis. The stakeholders interviewed prioritize issues such as: carbon emission reduction, resilience and adaptability, energy efficiency and sobriety, well-being, health and safety in buildings, or the circular economy, air quality.

The prioritization of the issues as well as the numerous comments received have made it possible to determine BNP Paribas Real Estate's new policy and vision, and its 12 CSR commitments by 2025

The stages of the materiality study

Identification and criticality of our stakeholders

INTERNAL PARTNERS	MARKET REGULATORS
<ul style="list-style-type: none"> • Employees and social partners • Supervisory Board, Executive Board, Management Committee • Shareholder 	<ul style="list-style-type: none"> • Regulatory authorities • Professional Federations and Associations • Certification and accreditation bodies
BUSINESS PARTNERS	SOCIETAL INFLUENCERS
<ul style="list-style-type: none"> • Investors, corporate and BNP Paribas clients • Users (occupants) • Local authorities/developers • Suppliers and service providers • Distributors 	<ul style="list-style-type: none"> • Media • Analysts and rating agencies • Associations / NGOs and civil society

Identification of significant themes

To identify the significant themes, an analysis of the sector's challenges at the national and international levels was carried out using the most recognized reference frameworks. 150 significant themes were considered and this list was reduced to 22 important issues for the real estate sector.

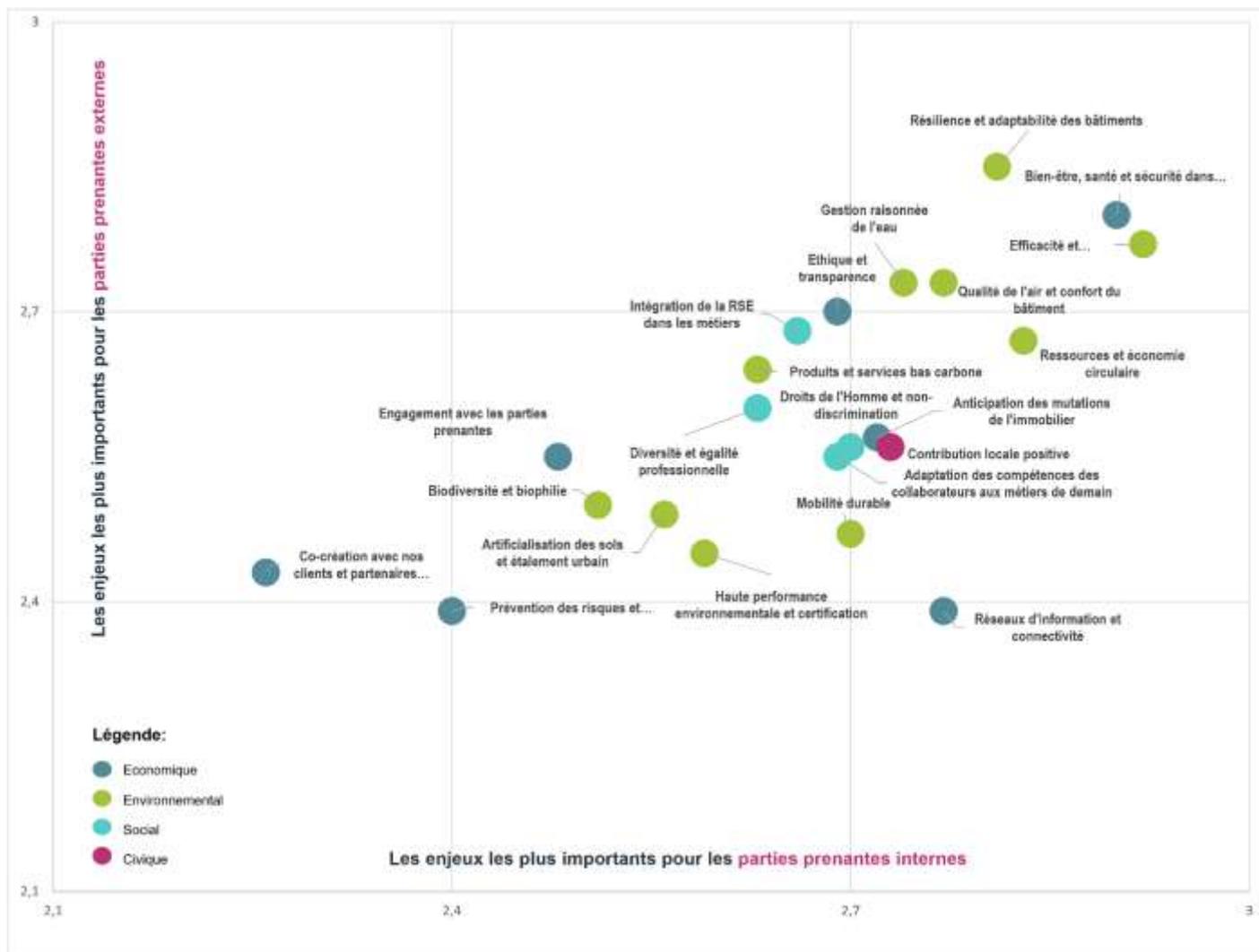
Stakeholder consultation

More than 10,500 stakeholders in Europe were consulted between December 2020 and January 2021. We asked them to prioritize each of the 22 issues in their interaction with BNP Paribas Real Estate. As a follow-up to this consultation, we have produced our new materiality matrix that highlights the economic, environmental, social and civic issues that are most important to our internal and external stakeholders.

Stakeholder Dialogue

We are committed to developing and maintaining strong and transparent relationships with a wide range of stakeholders in relation to our diverse activities. We practice open, honest and two-way communication. We recognize the reciprocal benefits that come from this sincere and transparent commitment to both our company and our partners. We listen to their present and future needs.

Materiality Matrix



Definition of the CSR strategic plan: Inspire Real Estate

The prioritization of the issues as well as the many comments received allowed us to determine our new vision and our 12 CSR commitments by 2025.

Performance indicators will make it possible to measure the performance of our commitments and the progress made each year. The results of this materiality study are synthesized in an infographic and shared with all stakeholders consulted.

Employee Relations

BNP Paribas Real Estate is rolling out the Global People Survey (GPS), an annual internal survey aimed at determining the expectations of employees in the BNP Paribas Group and measuring perceptions of the company. Since 2013, this survey has been an important indicator in the dialogue with internal stakeholders.

Relationship with our suppliers

BNP Paribas Real Estate's approach is as follows:

- Formalize a plan for regular and direct engagement with our stakeholder groups to ensure we understand their expectations, issues, and concerns.
- Raise awareness among employees of BNP Paribas Real Estate's commitment to them.
- Relationship with our suppliers

- Partnerships with our suppliers are based on balanced relationships. BNP Paribas Real Estate wishes to develop balanced relationships with its suppliers, in line with its environmental and social commitments. Three key principles guide our purchasing: fairness and transparency in the selection of suppliers, the search for the best value for money and risks, and the search for innovative solutions.

We make sure to open our consultations to companies in the protected and adapted sector. Being a buyer at BNP Paribas means working with suppliers in compliance with five requirements, to which all our employees are aware:

- compliance with laws, regulations and professional standards applicable to entities
- the protection of the reputation of the BNP Paribas Group
- Fairness in the selection of suppliers
- confidentiality in the exchange of information
- independence from suppliers and control of conflicts of interest.

We pay particular attention to the CSR (Corporate Social Responsibility) policy of suppliers in the analysis of offers. BNP Paribas Real Estate implements a responsible purchasing policy. The ability of Suppliers to commit to and to translate these commitments through appropriate practices is one of the evaluation criteria used throughout its relationship with its Suppliers. By adhering to this charter, the Supplier undertakes, on its own behalf and that of any subcontractors, to implement the means necessary to comply with the principles set out.

To find out more, discover the CSR Charter for BNP Paribas Group Suppliers.

Our procedures and tools aim to ensure the traceability of decisions in the choice of suppliers.

Prequalification

For any consultation, we pre-qualify your company on the basis of financial health and economic dependence. Without being discriminatory, they condition the development of balanced relationships.

Consultation: We inform you of the general rules of the consultation before it is launched, through the signing of a prior agreement.

Decision

We are looking for financially strong suppliers who offer us competitive solutions that can contribute to the BNP Paribas Group's ambitions in terms of quality, innovation and sustainable development.

Relationship Tracking

After the contract, we constantly seek to balance the relationships and promote the contribution of mutual expertise. If necessary, we define shared progress plans with you.

Payment

To improve the processing of your invoices, we provide you with a guide for the metropolitan France zone, specifying the formats and content to be respected.

INTEGRATED VALUE CREATION

Value creation is measured by the conversion or transformation of resources (initial value stocks) into results (values generated) and its positive impacts for civil society (SDGs).

Our Capital Resources



Our growth model

- Design and develop innovative, responsible and profitable real estate products and services
- Attract and mobilize talent and retain business partners
- Organize efficient management processes and tools
- Design, manage, market and drive real estate products and services in an ethical and responsible manner
- Managing the lifecycle of real estate projects
- Building and sustaining partnerships

Our impacts on our stakeholders

Internal partners

- A social and well-being framework
- Support for career paths and skills development

Business Partners

- An open and honest customer relationship
- Innovative and responsible solutions that take into account the environment and the various stakeholders
- Maximizing asset value
- Transparent communication
- Support for an ecosystem of start-ups and entrepreneurs offering solutions for the construction of sustainable cities

Market Regulators

- Scrupulous compliance with laws, regulations and commitments
- A citizen contribution with the payment of taxes and duties

Societal influencers

- An open partnership relationship with society
- A direct contribution to local development

Our impact on society

BNP Paribas Real Estate is involved in the entire life cycle of a property. It is our responsibility to influence the way buildings are designed, built and occupied in order to contribute to the construction of the sustainable and inclusive city. Our CSR strategy fully contributes to the achievement of the Sustainable Development Goals. It covers issues related to economic growth, the inclusion of the most vulnerable and the preservation of resources.

Strategic sustainability goals, integrated into our service offering



The relevant Sustainable Development Goals integrated into our strategy "Inspire Real Estate 2025"



Correlation table between the SDGs and our CSR commitments

BNP Paribas Real Estate's CSR strategy fully contributes to the achievement of the SDGs. An in-depth study highlighted the strategic SDGs that are integrated into the current and future offer and the relevant SDGs that are integrated into the "Inspire Real Estate" strategy.

ODD PERTINENTS

	4.4 Augmenter le nombre de jeunes et d'adultes disposant des compétences, notamment techniques et professionnelles, nécessaires à l'emploi, à l'obtention d'un travail décent et à l'entrepreneuriat 4.7 Faire en sorte que tous les élèves acquièrent les connaissances et compétences nécessaires pour promouvoir le développement durable	 	Promouvoir la diversité, l'égalité des chances et l'employabilité de nos équipes Promouvoir la connaissance et le rayonnement de la RSE dans les métiers de l'immobilier
	5.1 Mettre fin à toutes les formes de discrimination à l'égard des femmes 5.5 Veiller à la participation effective des femmes aux fonctions de direction		Promouvoir la diversité, l'égalité des chances et l'employabilité de nos équipes
	6.4 Utiliser efficacement les ressources en eau et garantir la viabilité des prélèvements d'eau		Optimiser l'empreinte environnementale et favoriser l'économie circulaire
	8.3 Promouvoir l'entrepreneuriat, l'innovation et la croissance des PME	 	Renforcer partenariats et co-construction avec nos parties prenantes clés Favoriser le développement de l'économie locale
	16.5 Réduire la corruption et la pratique des pots-de-vin		Développer une offre de services responsable et innovante Garantir éthique et gouvernance en toute transparence
	17.7 Promouvoir les partenariats, notamment public-privé et avec la société civile		Renforcer partenariats et co-construction avec nos parties prenantes clés

LÉGENDE  ENJEU ÉCONOMIQUE  ENJEU ENVIRONNEMENTAL  ENJEU SOCIAL  ENJEU CIVIQUE

ODD STRATÉGIQUES

	Cibles pertinentes des ODD (N° et définition)	Nos piliers	Nos engagements
	3.4 Promouvoir la santé mentale et le bien-être	 	Développer une offre de services responsable et innovante Proposer un cadre de travail sain, flexible et innovant favorisant le bien-être des collaborateurs
	7.3 Multiplier par deux le taux d'amélioration de l'efficacité énergétique mondial d'ici 2030		Prendre en compte les enjeux du changement climatique dans nos offres de services
	9.1 Mettre en place une infrastructure de qualité, fiable, durable et résiliente, pour favoriser le développement économique et le bien-être de l'être humain		Développer une offre de services responsable et innovante
	11.2 Assurer l'accès de tous à des transports sûrs, accessibles et viables, à un coût abordable 11.3 Renforcer les capacités de planification urbaine durable et de gestion participative 11.6 et 11.7 Réduire l'impact environnemental négatif des villes notamment au travers de la qualité de l'air, de la gestion des déchets et de l'accès à des espaces verts	 	Optimiser l'empreinte environnementale et favoriser l'économie circulaire Développer une offre de services responsable et innovante
	12.2 Parvenir à une gestion durable et rationnelle des ressources naturelles 12.5 Réduire la production de déchets		Faire de la qualité environnementale de nos produits et services un levier de performance financière et d'usage Optimiser l'empreinte environnementale et favoriser l'économie circulaire
	13.1 Renforcer la résilience et les capacités d'adaptation face aux aléas climatiques et aux catastrophes naturelles liées au climat 13.3 Améliorer la sensibilisation et les capacités pour l'adaptation changements climatiques, l'atténuation et la réduction de leurs impacts	 	Prendre en compte les enjeux du changement climatique dans nos offres de services Renforcer les compétences RSE de nos équipes
	15.1 Garantir la préservation, la restauration et l'exploitation durable des écosystèmes 15.5 Mettre un terme à l'appauvrissement de la biodiversité		Optimiser l'empreinte environnementale et favoriser l'économie circulaire

OUR CSR STRATEGY

Inspire Real Estate, our CSR policy

Driving the transformation towards sustainable real estate: low-carbon, resilient, inclusive and a source of well-being. Called Inspire Real Estate 2025, our CSR (Corporate Social Responsibility) policy is both a strong commitment for our customers and employees, and a powerful lever for innovation and performance. A vision co-constructed with all our stakeholders to identify the most relevant levers and contribute together to the development of the sustainable city.

Our vision: 4 responsibilities and our 12 CSR commitments

1. Economic Responsibility
2. Environmental Responsibility
3. Social Responsibility
4. Civic Responsibility

ECONOMIC RESPONSIBILITY	ENVIRONMENTAL RESPONSIBILITY	RESPONSIBILITY SOCIAL	RESPONSIBILITY CIVIC
			
<p>Increasing the economic and use performance of buildings in an ethical and responsible way</p>	<p>Embracing a low-carbon transition and reducing our environmental footprint</p>	<p>Ensuring the development, commitment and well-being of our employees</p>	<p>Be a committed player in the real estate sector and develop local and partnership initiatives</p>
<p>01. Improving the customer experience, quality of life and real estate value in our offerings.</p> <p>02. Offer products and services that are economically viable and integrate ESG criteria.</p> <p>03. Guarantee professional ethics and good governance in full transparency with our entire value chain.</p>	<p>04. Deploy a plan to reduce carbon emissions and mitigate buildings from climate change.</p> <p>05. Fight against the erosion of biodiversity and optimize the management of natural resources.</p> <p>06. Reconciling environmental quality with health, safety and well-being objectives.</p>	<p>07. To offer a healthy, flexible and innovative working environment that promotes the development of employees.</p> <p>08. To be a learning company and to strengthen the skills of our teams.</p> <p>09. Ensuring diversity, equal opportunities and inclusion.</p>	<p>10. Promote the culture and influence of sustainable development in the real estate professions.</p> <p>11. Ensure a positive contribution in our cities and territories.</p> <p>12. Support solidarity initiatives to contribute to a sustainable and inclusive city.</p>

1. ECONOMIC RESPONSIBILITY

Responsabilité économique



Responsabilité économique : Expérience client

Améliorer l'expérience client, la qualité de vie et la valeur immobilière de nos offres.



Responsabilité économique : Produits et services durables

Proposer des produits et services économiquement viables et intégrant des critères ESG.



Responsabilité économique : Éthique et transparence

Garantir une éthique professionnelle et une bonne gouvernance en toute transparence avec toute notre chaîne de valeur.

1.1. ECONOMIC RESPONSIBILITY: CUSTOMER EXPERIENCE

Increasing real estate value, in collaboration with customers and partners: A real challenge for the real estate industry, this approach approaches the building as a global ecosystem that takes into account the work environment (technology, connectivity, safety, air quality, comfort, well-being, etc.), social equity and inclusiveness, all in a financial and economic balance.

Supporting a real estate in motion

To respond to new uses, changing working methods and new expectations expressed or prospective, BNP Paribas Real Estate is more responsible, agile and resilient than ever. The development of sustainable, modular, connected buildings, mixed-use neighbourhoods that promote openness, the search for virtuous consumption and favour short circuits and the reduction of the carbon footprint, are challenges to be met in order to reinvent the city of tomorrow.

BNP Paribas Real Estate is committed to transparency, co-creation and value sharing with its key stakeholders (customers, partners, suppliers and employees).

Ambition

- Co-construction and partnerships
- Strengthen partnerships and co-construction with our customers and users.

Strategy

Relation client

Studying the level of satisfaction of our customers and users

Assess the current needs of our clients and estimate their future aspirations through open communication

Protection of our clients' interests

To serve the interests of our clients with diligence, fairness, neutrality and discretion and within the framework of laws and regulations

Protecting all our clients' interests by providing fair, clear and transparent information

User experience

Property Management

Conduct a "User Experience Journey" study, associated with an adapted service map, taking into account the notion of cost, ease of implementation and impact on the operation of our buildings.

Use and economic value of goods

Participate in working groups of the profession on the theme of the use value of buildings

Relation client

Property Management

BNP Paribas Real Estate Property Management (REPM) offers a user satisfaction assessment service to owners of real estate assets who wish to meet the expectations of their occupants. The customer relationship is based on:

- a survey with open questions on the digital platform, to collect the opinions of the occupants;
- individual interviews with tenants;
- vox pop interviews to obtain an external opinion on the building (accessibility, services, environment, etc.).

It also offers technical surveys on acoustic, olfactory and lighting atmospheres to ensure that the real estate asset complies with environmental certifications.

BNP Paribas REIM

The satisfaction surveys carried out annually as well as the dialogue established with clients provide a better understanding of their perception of BNP Paribas Real Estate Investment Management's ESG commitments

(REIM). For example, the EIPF fund has launched an initiative called the EIPF Lab, in which investors are invited to join a discussion group composed of BNP Paribas REIM experts and partners to share best practices, knowledge, news, tools and regulatory developments. This CSR Community, composed of 30 members, is active and meets monthly to carry out various ESG projects (6 projects in 2021).

Protection of our clients' interests

We recognize the reciprocal benefits that come from this sincere and transparent commitment to both our company and our business partners. We listen to their present and future needs. We practice open, honest and two-way communication and an information approach to local residents. We constantly strive to serve the best interests of our clients with diligence, fairness, neutrality and discretion, and within the framework of laws and regulations. Every day, we strive to implement the following key principles to ensure that all of our clients' interests are protected:

- provide appropriate solutions;
- Communicate accurate and clear information;
- ensuring transparency.

User experience

Property Management

Our methodology is based on:

- a study of personae to understand their needs according to their age, their activity, their socio-professional category, etc. for
- a visit to the building or study of the plans
- a visit to the physical district and to learn about the building's environment and determine the existing service offer
- user surveys in the context of an existing building.

To meet the challenge of greater transparency of information towards its clients (owners, managers and tenants), and a better ability to predict all the rental, administrative and technical aspects related to buildings, BNP Paribas Real Estate Property Management has created the Property Data Insight (PDI). A 100% user-oriented asset data visualization tool, the PDI allows Asset and Property Managers, gathered on a single platform, to assess, benchmark and anticipate their clients' needs using the data available to BNP Paribas Real Estate's Property Management business line on managed properties as well as public data (open data, , macroeconomic data from the real estate market, etc.).

A platform that allows them to strengthen their relationship in the service of business and customer satisfaction, and which will be able to predict certain key indicators of anticipation or predictability, such as the possible departure of a tenant, or the need for additional space.

Overall Value Proposition:

Wired is a geospatial data visualization platform that is revolutionizing the management of real estate assets at all stages of their lifecycle. Thanks to advanced mapping tools and data centralization, it supports decision-makers in key areas such

as transaction, asset management, fund management and climate impact analysis. Wired combines innovation and sustainability to transform real estate practices, aligning economic imperatives with environmental and social issues.

Wired **features** by domain:

- Transaction: Wired facilitates the fast and accurate analysis of investment opportunities by integrating geospatial, financial, and contextual data. This allows for better risk assessment, optimized due diligence, and faster decision-making.
- Asset Management: The platform offers a consolidated view of asset performance, by cross-referencing operational, rental and environmental data. Wired helps identify optimization levers to maximize the value and sustainability of real estate portfolios.
- Fund Management: By centralizing portfolio information and providing real-time insights, Wired supports proactive and transparent fund management, ensuring better investor communication and increased regulatory compliance.
- Climate impact: Wired makes it possible to model and monitor the carbon footprint of real estate projects, integrating environmental criteria from the design phases. This feature helps align projects with decarbonization goals and ESG commitments, while reducing the risks associated with the energy transition.

By combining these features, Wired embodies a holistic and innovative approach to addressing contemporary challenges in the real estate industry.

Label Wiredscore

BNP Paribas Real Estate's Métal 57 headquarters in Boulogne Billancourt has been awarded the WiredScore Platinum label for its excellent connectivity.

BNP Paribas REIM France has been awarded the WiredScore label for 3 funds, an international label evaluating the internet connectivity of office buildings, for two assets in the Paris region:

Launched in France in March 2017, this standard makes it possible to assess several characteristics of a building: the level and quality of internet connectivity, the infrastructure and the connectivity potential of the building. It is available in four levels depending on the quality of the service: "certified", "silver", "gold", and "platinum".

Virtual tours

BNP Paribas Real Estate UK has significantly increased the use of virtual tours for real estate assets. In London, between the first weeks of March (just before the lockdown) and the beginning of May, their use increased by 93%. The majority of our real estate catalogue was eligible for the virtual tour before the lockdown, and bringing these office spaces online with this technology has been an important part of our marketing strategy.

Workplace & Design

The "Workplace & Design By REIM" initiative works for the well-being of users by acting on the layout of spaces (e.g. company restaurant, reversible reception hall) and the offer of value-added services for the building (e.g. coworking, reception and hospitality, social and charitable events). These transformations help to retain tenants, minimize vacancy rates, and in the long term enhance the value of the real estate asset.

1.2. ECONOMIC RESPONSIBILITY: SUSTAINABLE PRODUCTS AND SERVICES

BNP Paribas Real Estate aims to meet the expectations of clients and our society through products and services that are economically, environmentally and socially sustainable and that anticipate future needs, thanks in particular to a culture of innovation and a desire for operational excellence and performance.

Ambition

- Evolve our product and service offering to meet current and future market needs to maximize customer satisfaction
- Fostering a culture of innovation to better identify and seize new market opportunities
- To improve our operational excellence and performance by offering functional, efficient and responsible products and services

Strategy

CSR performance of our products and services

- Identify "Quick wins" actions to improve the CSR performance of our products and services;
- Determine and promote the components of an offer that creates value (tangible and intangible) for the consumer and measure performance.

BNP Paribas Real Estate Investment Management (REIM)

In 2020, BNP Paribas Real Estate Investment Management set itself a roadmap to achieve three objectives by 2025:

- Reducing CO2 emissions: optimising the energy consumption of assets by prioritising the reduction of CO2 emissions, all while finely managing the collection of energy consumption and supporting tenants in the implementation of best practices;
- Manage assets responsibly: improve the comfort and well-being of tenants by ensuring accessibility for people with reduced mobility and, where possible, ensure sustainable means of mobility nearby (public transport, bicycle parks, etc.);
- Raising awareness among our stakeholders to achieve positive change: Raising awareness among all stakeholders by involving them in the definition of the various ESG strategies and jointly developing a roadmap to monitor the performance indicators of the fund and the real estate assets concerned.

BNP Paribas Real Estate Asset Management launched its global "Sustainability" strategy in 2019, which places sustainability at the heart of its investment philosophy to better manage long-term risk and create value for its clients and society.

Culture of innovation

- Promote/communicate internally and externally innovations in line with our sustainability commitments (define means and channels)
- A dedicated Innovation team

Operational Excellence

- Raise awareness and support our customers with adapted offers and products, for effective use (investors and occupiers)
- Provide appropriate solutions.

Deployment

- Setting up workshops bringing together CSR leaders at the European level in order to establish reflections and action plans
- Identify and test new technological and digital solutions for better efficiency of buildings and services (smart connectivity)
- Identify products and offers in favour of the health and well-being of occupants (physical accessibility (PRM), intermodality and transport)

The CSR Framework - CSR performance is based on:

Environmental management effectiveness criteria and data:

- Consider environmental impacts, including energy and resource use (raw materials, water, waste) and product management (product lifecycle and circular economy)
- Promoting the use of renewable energies
- Including resilience to change due to climate risks
- Certify buildings with an ecological approach: reduce the footprint of all our activities under management (certification and standards to improve the performance of asset resources)

Transparent labelling

- Facilitate access to relevant and clear communication to demonstrate sustainability performance to stakeholders and enable partners to systematically apply and integrate ESG criteria into investment and lending decisions
- Identify areas of improvement for future marketing policies, our products and services, and improve the relationship we have with our customers (customer satisfaction survey)

Digitalization

- Install meters or "smart" meters to measure different uses of energy and water
- Preparing for future reporting of GHG emissions
- Value the sensitive use and transfer of customers' personal data, allowing for sufficient data security

The health and well-being of the occupants

- Offering workplaces that are open, flexible, and designed to encourage informal interactions are now linked to better organizational learning
- Providing occupants with flexible space to respond to changing lifestyles and working
- Use responsible technologies, including an energy hub in managed buildings, air quality controls, presence-controlled lighting, noise reduction, solar tubes, smart water systems, and a green roof

Productivity

- Provide and ensure a safe and healthy environment in BNPPRE-managed buildings for tenant and tenant customers
- Providing employees with the opportunity to achieve a good work-life balance
- Developing the alignment of cleaning services with healthy and environmental goals
- Improved productivity and reduced absenteeism lead to financial benefits. Nearby facilities such as fitness facilities, childcare, public transportation, and coffee break areas influence productivity and well-being

Accessibility

- Make products and services and distribution channels as accessible as possible to people with physical or psychological disabilities
- Mobility:
- Promote sustainable and healthy transport strategies to reduce travel demand and car dependency
- Inclusion
- Develop the asset's relationship with the community and its contribution to the well-being of society (entrepreneurship, job creation, education, effective communication, philanthropic charities and engagement with community groups)

Culture of innovation

- To build reversible buildings because it allows us to provide solutions to the environmental and societal challenges faced by local authorities while reinventing buildings and instilling a new dynamic in the neighbourhood
- Promote the agility of buildings by creating more flexible, reversible or even inclusive spaces when possible in order to accommodate a greater hybridization of uses and thus enhance collective, creative and collaborative intelligences

Plug & Play

The BNP Paribas Group created a start-up acceleration programme with Plug & Play three years ago, initially dedicated to FinTech and InsurTech to support the digital transformation of the BNP Paribas Group. Since the beginning of this year, the programme has been extended to the Smart Cities theme with BNP Paribas Real Estate and Arval. The objective is to carry out POCs (Proof of Concepts*) or pilots with the BNP Paribas Group's businesses or functions for three months and, if the results are satisfactory, to go into production (contractualization with the start-up). To date, 47 pilots have been carried out and 36 start-ups have been accelerated, with a conversion rate of 35% (i.e. 35% of pilots that have gone into production with a BNP Paribas business or function), which is a real success. BNP Paribas Real Estate, from the first season, has been involved in three pilots with three start-ups: Havr, Giraffe 360 and Envio. (E2)

Customer Experience Center (CXC)

On the 1st floor of the building under sheds at Métal 57, the Customer Experience Center (CXC) is a 500m² space presenting our projects, our expertise and offering to discover the real estate challenges of the years to come. Open to our entire corporate ecosystem, the CXC brings together a set of spaces that embody and build our vision of the city of tomorrow: a smart, inclusive and resilient city. By welcoming employees and partners, it allows us to work daily to prepare for the future of real estate, and to imagine new services and associated business models. Designed to adapt to the changing needs of our customers, several axes guided the construction of the space:

- City making: CXC promotes the sustainable construction of buildings and related materials. Highlighting these aspects helps to advance thinking about how our urban metropolises could be built in the future.
- Urban laboratory: thanks to a range of modular and scalable tools, the space offers an immersive environment designed to stimulate, test and present new ideas
- Circular economy: the integration of reuse and revalorization of materials in the value chain is an integral part of the site's objectives
- Strong signature: with a focus on innovation and sustainable development, the CXC aims to demonstrate that the alchemy of reuse and a premium place is possible through the materials of tomorrow

Labellisation HS2®

BNP PARIBAS REIM manages the first OPCI to obtain the HS2® label from Apave Certification. In line with the HQE® label, which aims to enhance the environmental footprint of a building, the HS2® standard ensures that vulnerable people will be able to live at home in the best possible conditions of autonomy.

Thus, in a logic of anticipation and prevention, the HS2® approach makes it possible to promote the home care of vulnerable people, by striving to value the person, his or her health and safety, all in an appropriate living environment. It thus allows seniors to extend their home care from at least 3 to 6 years and thus reduce the cost of dependency for society as a whole. To achieve this objective, the HS2® approach is based on 3 pillars:

- Adaptation and security of housing
- Rise of Telemedicine
- Generalization of digital services to the person and strengthening of social ties.

Evaluated using a grid of 200 criteria, the HS2® standard makes it possible to target 4 levels of intensity: the level of labelling, renewable and evolving after audit every two years, results in the obtaining of 1 to 4 stickers, corresponding to 4 levels of intensity from minimum to optimal.

<https://www.reim.bnpparibas.fr/communiqués-de-presse/rpf1-premier-opci-obtenir-la-labellisation-hs2r-dapave-certification>

In 2023, BNP Paribas Real Estate received several awards and accolades, including:

- 4 awards for the METAL 57 office building in Boulogne-Billancourt
- the MIPIM Awards in the "Best refurbished building" category
- the "Tertiary Renovation" Developers' Classification Prize
- Promotion – 2 silver pyramids for two housing programs in Lyon
- REIM – Victoires des SCPI Award for Accès Valeur Pierre winner in the office category
- REIM – The SCPI Accès Valeur Pierre was positioned in 3rd place on the podium of the best SCPIs predominantly offices
- RH : Certification Top Employer France 2023
- CSR: Carbon Challenge Trophy in 2023 and 2024.

BNP Paribas Immobilier is anticipating the housing of tomorrow by integrating the major lessons learned from Covid, including:

- Shared outdoor spaces
- Developing "contactless" through the deployment of connected devices
- A "teleworking" package: the new homes are delivered with a hybrid layout including multi-purpose modular furniture designed for teleworking
- WIFI for all in partnership with Wififirst, the future off-plan plans offer occupants free WiFi access for 2 years following delivery

Renovating buildings to construct the buildings in the future through the conversion of buildings. BNP Paribas Real Estate

has set up a unit dedicated to the sourcing and study of obsolete tertiary assets. Examples include:

Conversion of buildings

- Hexagon, an office building transformed in Covent Garden, London. High-quality materials were used to repurpose Hexagon into its new purpose, and the building is therefore distinguished by its rich architectural design and sumptuous interiors.
- METAL 57, preserving the history of an emblematic building in Boulogne-Billancourt: BNP Paribas Real Estate's new head office, Metal 57, will be distinguished by an architectural and urban signature that will magnify Claude Vasconi's original hangars (1984) while designing new inclusive and disruptive workspaces. As innovation is part of BNP Paribas Real Estate's DNA, it will be a connected, intelligent and responsible building, perfectly in line with the uses of tomorrow and excellence in terms of quality of life at work.
- HORTI, thanks to the acquisition of the buildings by BNP Paribas Real Estate and the architect Michele De Lucchi, these buildings are starting a new chapter in their existence. Converted into seven townhouses and 70 apartments, the buildings have been modernised while leaving their historic structures intact.

Operational Excellence

BNP Paribas REPM has developed a range of services to audit and analyse the energy profile of a real estate asset and propose solutions to improve its environmental performance. Tools and services for real-time monitoring, remote management and maintenance, intelligent planning of interventions, optimization of energy supplies.

He produces:

- strategies to reduce energy consumption, including the implementation of "smart" technologies
- maintaining service levels as part of the implementation of these strategies
- Studies to bring your assets into line with current regulations
- preventive maintenance plans
- des reportings
- Real-time management of your assets

In addition to the building audit, BNP Paribas REPM offers access to a global energy market to reduce your costs and limit commitment constraints. The analysis and management of this data is done thanks to our on-site interventions, which are essential to measure the energy performance and comfort of the occupants, and remotely and in real time to measure the condition of the installations and their consumption.

1.3. ECONOMIC RESPONSIBILITY: ETHICS AND TRANSPARENCY

Compliance and ethics at the heart of our commitments

We ensure a high level of compliance, ethics and security in all the missions we carry out for you, on a daily basis via various tools - code of conduct, corruption prevention system and know-your-customer principle - to which each of our employees is trained and complies.

BNP Paribas Real Estate is committed to transparency, co-creation and value sharing with its key stakeholders (customers, partners, suppliers and employees).

Ambition

- Conduct business in accordance with laws, regulations and the highest ethical principles
- Maintaining our reputation for honesty, quality and integrity at a high level
- Preserve the integrity of its activities as well as the trust of its partners, customers, prospects or suppliers

Strategy

Ethics and Regulatory Compliance

- Guarantee ethics and governance in full transparency with the entire value chain.
- To guarantee total transparency in the relationships we have with our stakeholders, and our full integrity, in compliance with the ethical rules of our professions and the legislation in force.

- To preserve the interests of our stakeholders by proposing the best solutions, those best suited to their needs.
- To ensure the financial security of the activities and funds that our clients entrust to us, in full compliance with the regulations in force.
- Fight against money laundering and terrorist financing.
- To prevent any risk of corruption and to work to regulate any situation of conflict of interest or insider trading.

Responsible purchasing

BNP Paribas Real Estate implements a responsible purchasing policy.

Ambition

Develop sourcing activities by engaging in supplier relationships that respect our CSR commitments.

Strategy

Since 2019, BNP Paribas Real Estate's responsible purchasing charter, approved by the Executive Board and submitted to suppliers, has been based on the 4 responsibilities and 12 commitments of BNP Paribas Real Estate's CSR strategy. It is also based on the 10 principles of the United Nations Global Compact, the 30 articles of the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and all the fundamental ILO conventions.

BNP Paribas Real Estate's commitments to its suppliers

- I. Building trusting relationships between parties to safeguard the interests of each stakeholder
- II. Implementation of responsible social practices

Suppliers' commitments to BNP Paribas Real Estate

- I. Human rights and labour law
- II. Business ethics and professional conduct
- III. Audit and monitoring of the application of the charter
- IV. Outsourcing
- V. Respect for the environment
- VI. Protection of personal data.

Deployment

Adherence to the BNP Paribas Real Estate Responsible Purchasing Charter

The ability of Suppliers to commit to and to translate these commitments through appropriate practices is one of the evaluation criteria used throughout its relationship with its Suppliers.

By adhering to this charter, the Supplier undertakes, on its own behalf and that of any subcontractors, to implement the means necessary to comply with the principles set out below. In the event of a breach of this charter by one of the Suppliers, BNP Paribas Real Estate reserves the right to review and, where appropriate, terminate the business relationship in accordance with the provisions of applicable law, even in the absence of a written agreement formalising this relationship, without prejudice to BNP Paribas Real Estate's other rights, or recourse that it could exercise.

Where national or other applicable legislation and this Charter cover the same topic, the highest standards or most stringent provisions shall apply. When this charter contradicts the legislation in force, the latter takes precedence over the charter.

BNP Paribas Real Estate reserves the right to initiate an audit of all the practices of the Suppliers who are signatories to the Charter.

BNP Paribas Real Estate's purchasing procedures and standards

A document "Purchasing Procedures and Standards of BNP Paribas Real Estate" approved in 2019, describes the Purchasing Principles that each Entity must respect.

This document describes the rules relating to the General Procurement Framework and the corresponding processes.

Anyone conducting a purchase within BNP Paribas Real Estate must take into account the CSR guidelines. These guidelines are reflected in the following principles for Procurement:

- Relay the commitments defined by the Group in environmental and social matters in purchasing actions
- Comply with the rules of conduct necessary for a fair selection process

- Ensure financial fairness with regard to suppliers and in particular comply with the applicable laws and regulations regarding payment terms
- Reduce the risk of reciprocal dependency on suppliers
- Integrate environmental and social criteria into the supplier selection process.

In the context of calls for tenders, a SCORING grid is used to assess the risks related to suppliers and their supply chain. The overall evaluation covers various topics: Quality of the proposal, Price, Group knowledge and CSR. In total, 15% of the total score concerns CSR themes (General (Policy/Charter), Social, Environment, Responsible Procurement and CSR Rating).

Ethics and Regulatory Compliance

BNP PARIBAS GROUP CODE OF CONDUCT

Ambition

To give employees a framework to make decisions and actions based on professional expertise, integrity and deep ethical responsibility

Strategy

The BNP Paribas Code of Conduct, published in 2016 and expanded in 2022, covers the following themes: the interest of clients; financial security; market integrity and conflicts of interest, professional ethics; respect for colleagues; the protection of the BNP Paribas Group; commitment to society; the fight against corruption and influence peddling.

The BNP Paribas Group's Code of Conduct defines:

- Our mission and values: what we stand for and the key factors that inspire our actions and decisions
- Rules of conduct: concrete rules shared and implemented by all employees, in accordance with our values and ethical standards
- The Code of Conduct in practice: clear guidelines and expectations for employees on how to apply the Code. The principles of the Code of Conduct are shared by all employees and are the foundation of the tools and processes we have in place to ensure ethics and compliance in all circumstances.

https://group.bnpparibas/uploads/file/220131_bnpp_compliance_codeofconduct_2022_fr.pdf

<https://group.bnpparibas/decouvrez-le-groupe/publications/documents-conformite>

Deployment

Compliance with the highest ethical standards is a prerequisite for BNP Paribas.

Integrity, fairness, impartiality and the primacy of clients' interests characterise BNP Paribas' rules of conduct. All BNP Paribas Data Subjects are required to comply with the BNP Paribas Group's rules of conduct, of which the management of conflict of interest situations is an important component.

The anti-corruption statement was signed in 2018 by the director general.

All BNP Paribas Real Estate employees undergo mandatory training on the Code of Conduct. Our Code of Conduct, given to each employee upon arrival, is intended to be used with personal judgment to ensure that their spirit is always respected. Our compliance procedures to ensure financial security are extremely important to our operations and aim to protect against money laundering, prevent corruption and terrorist financing, and comply with ever-changing financial requirements, including international financial sanctions and embargoes.

These procedures are described in the BNP Paribas Group Code of Conduct and are based on:

- Our Ethical Values and Principles of Exemplary Conduct
- laws in the countries in which we operate
- European regulations
- recommendations from international organizations.

Corruption prevention system (Sapin II Law)

We have set up a system to prevent any potential act of corruption or influence peddling, one of the pillars of which is an ethics whistleblowing system allowing any employee or third party who wishes to do so to whistleblow the whistle. It is also in the context of the prevention of corruption and influence peddling that all our employees systematically declare gifts and invitations received or offered to our Compliance department.

Fraud. Awareness, management and control of risks are essential to the protection of the Group. Dedicated committees are

dedicated to ensuring that the best decisions are made collectively, with formal decision-escalation processes. Everyone has an important role to play in acting responsibly in the areas that fall within their competence. It is therefore necessary to comply with the BNP Paribas Group's best practices in terms of compliance, fraud prevention, risk management, and internal controls in general.

Responsible and exemplary governance

In order to ensure a balanced distribution of powers, transparency of information and its dissemination at all levels, BNP Paribas Real Estate's governance system separates the functions of the Chairman and the Board of Directors, and is composed of a Supervisory Board, a Management Board and an International Executive Committee.

Conflict of interest

Integrity, fairness, impartiality and the primacy of clients' interests characterise BNP Paribas' rules of conduct. All BNP Paribas Data Subjects are required to comply with the Group's rules of conduct, of which the management of conflict of interest situations is an important component. The scope of professional ethics also includes activities carried out outside the BNP Paribas Group. Consequently, it is advisable to:

- Always ask for prior approval to hold a corporate office outside the BNP Paribas Group and, in the case of new employees, always declare the corporate offices already held
- Systematically report any outside professional activity that would be likely to put the reputation at risk or generate conflicts of interest, excluding trade union activities as defined in the French Labour Code.
- Never involve the Group in personal activities without prior explicit approval
- Comply with the Group's internal policy on external activities.

Anti-money laundering

As part of its Financial Security Framework, BNP Paribas Real Estate has established standards in the fight against money laundering and the financing of terrorism, compliance with sanctions, and the prevention and fight against corruption, including:

- a know-your-customer system to identify and confirm the identity of its customers, including their beneficial owners and agents
- enhanced identification and verification measures for high-risk clients, politically exposed persons or high-risk situations
- processes for updating customer information
- a policy of not generally performing or engaging in any activity on behalf of or for the benefit of any person, entity or organization subject to sanctions decreed, governed, imposed or implemented by the French Republic, the European Union, the U.S. Department of the Treasury's Office of Foreign Assets Control, the United Nations, or any other applicable sanctions regime
 - the screening of its customer bases and transactions, reasonably designed to ensure compliance with sanctions
 - enhanced vigilance on financial institutions or territories that could be linked to, or controlled, by terrorist organizations targeted by the French, European, American or UN authorities, and enhanced scrutiny of payments from or to these financial institutions or territories
 - A programme for the prevention and detection of corruption and influence peddling, designed on the basis of the best international regulations and standards
 - systems and processes to detect suspicious transactions, and to report suspicious transactions to the relevant authorities.

Fight against anti-competitive practices

Market integrity, open and transparent markets, are essential for economic development. The BNP Paribas Group is committed to helping maintain and preserve the integrity of the markets. Anti-competitive behaviour is prohibited, and the group is expected to always better serve the interests of clients by relying on a culture of responsibility and integrity. Promoting free and fair competition The Group is committed to promoting free and fair competition, which implies the duty to:

- Comply with competition laws in all jurisdictions in which the Group operates
- Never seek to gain a competitive advantage through illegal or unfair practices
- Always cooperate with competition authorities
- Always act with fairness and integrity in business dealings with customers, suppliers and/or distributors and competitors, and seek advice in case of doubt from your contact person in the Legal or Compliance department.

Gifts, Hospitality and Entertainment

Reasonable gifts and invitations are ordinary acts of business life, provided that they are offered or accepted as a courtesy or for commercial purposes. Their value, frequency and, more generally, the circumstances in which they can be accepted or offered are regulated, in order to prevent them from being perceived as the counterpart of an undue advantage or the condition for exercising a power of influence. Regardless of the circumstances and payment method, employees must neither accept nor give money. Any payment made, any costs incurred must be legitimate, justified, approved, and recorded in the accounts. Employees must not make BNP Paribas Group assets available without having been authorised to do so by a person authorised to do so.

Information Security

The professional ethics, integrity and ethics of each individual are the cornerstone of the BNP Paribas Group's Code of Conduct. Never disclose confidential information to family members or loved ones.

BNP Paribas' ability to operate is intrinsically linked to the smooth flow of electronic transactions, as well as the protection and security of information and technology assets. The pace of technological change is accelerating with the digital transformation, resulting in an increase in the number of communication circuits, reliance on systemically important technological infrastructure, an increase in data sources, the increasing automation of processes and the increased use of electronic banking transactions. The advancements and acceleration of technological changes needed to meet customer needs are giving cybercriminals new opportunities to tamper, steal, and leak data. Attacks are more numerous, with greater scope and sophistication across industries, including financial services. Process outsourcing is also likely to expose cybercriminals to structural cybersecurity and technology risks that can lead to the emergence of potential attack vectors that cybercriminals can exploit. In this context, the Group has strengthened its lines of defence dedicated to the management of technological and cybersecurity risks and operational standards are regularly adapted to support the Bank's digital evolution and support innovation while managing existing and emerging threats (such as cybercrime, espionage, etc.).

Protection and security of personal data

The "General policy on privacy and personal data protection" of 2022: The protection and security of personal data is one of the key principles of data protection at BNP Paribas and one of the main elements of the controllers' responsibility. In particular, security also covers confidentiality, integrity and availability and must be considered using a risk-based approach: the higher the risk, the more steps the controller or processor must take to manage the risk.

Each entity must define and implement appropriate legal, technological and organisational measures and controls to mitigate the risks identified in each personal data processing activity. Personal data should be protected by reasonable security measures against risks such as loss or unauthorised access, destruction, Use, modification, or disclosure of data.

In addition, entities falling within the scope of the GDPR must implement appropriate technical and organisational measures where appropriate, including, in particular:

- pseudonymisation and encryption or any other means that ensures adequate security of the personal data in accordance with BNP Paribas' security requirements;
- the ability to ensure the ongoing confidentiality, integrity, availability, and resiliency of processing systems and services;
- the ability to restore availability and access to personal data in a timely manner in the event of a physical or technical incident; and
- a process for regularly testing and evaluating the effectiveness of organizational measures, internal or external audit.

Cyber security incidents management procedure

In addition, an internal procedure "Cyber security incidents management procedure" makes it possible to report information security incidents and to qualify the level of criticality of the incident, in order to make it possible to remedy the situation.

IT Risk Management procedure

An IT Risk Management procedure presents the global approach to IT risk management at BNP Paribas Real Estate. It describes in more detail the process applied, the framework, methodology and tools on which the Group relies, as well as the Group's governance in which the entire process is integrated. The entire risk assessment is submitted for validation to the CISO of BNPPRE. A risk action plan, based on the information extracted from the validated IT risk assessment form, is formalized for presentation to the project manager or asset owner. The objective is to ensure that each measure of the remediation plan is well understood and to set a target date for its completion. For the IT risk assessment of projects, this finalized version then becomes a mandatory deliverable for the IT Validation Committee and the Go/NoGo Committee before it goes into production, and will be validated with the rest of the project. Risk action plans are periodically reviewed to monitor the deployment of security controls and to ensure that changes are reflected to update the level of risk. Once

finalized and validated, all elements formalized during the assessment are centralized in the BNPP RE Risk Register to produce a risk heatmap and support risk monitoring and action plans.

Procedure for issuing a whistleblowing on facts

BNP Paribas Real Estate has set up an ethical whistleblowing procedure for all employees when they have any questions about possible dysfunctions within the company. Each employee, in any operation that he or she carries out or of which he or she is aware, must ask himself or herself the question of compliance with ethical principles. If he has any doubts, he refers it to his superiors. In the event that the employee does not wish to do so, he or she can then place himself or herself within the framework of the ethics whistleblowing system and contact the compliance officer of his or her entity. His anonymity is guaranteed and his protection against any retaliatory measures is ensured. The BNP Paribas Group has set up listening, investigation and protection systems. In 2024, it set up a single whistleblowing system available to all its employees to allow them to report, in good faith, behaviour that is contrary to the Code of Conduct. This unique system takes the form of a platform, common to all whistleblowing, including those relating to respect for persons, and which becomes the BNP Paribas Group's dedicated channel for issuing a whistleblowing; It is directly accessible. The employees' usual contacts, including trade unions established and/or recognised according to local regulations and/or other staff representatives if they exist, will be able to continue to inform them about the measures that can be mobilised and to accompany a person who wishes to make an alert.

The BNP Paribas Group's system also sets out common principles in the analysis and processing of whistleblowing, and the nature and follow-up of disciplinary and/or corrective measures. These principles aim to ensure that the company is treated impartially, fairly and independently, while respecting the diversity of the BNP Paribas Group's organisations, cultural contexts and regulatory environments. These common principles guide the action of a network of specific players deployed throughout the BNP Paribas Group. The HR Conduct referents respect for people are responsible for processing alerts; they analyse the alerts and, in order to ensure compliance with the principles set out above, carry out investigations, either directly or through HR Partners, to shed light on the facts that support these alerts. Dedicated "respect for people" teams have also been set up at the level of the BNP Paribas Group, as well as in the Human Resources Function, to deal with whistleblowing that requires a change of scenery, in particular because of the hierarchical positioning of the people involved or a potential conflict of interest. BNP Paribas is committed to training all these players to carry out their role.

2. ENVIRONMENTAL RESPONSIBILITY

Responsabilité environnementale



Responsabilité environnementale : Changement climatique

Mettre en œuvre un plan d'atténuation des émissions carbone et d'adaptation des bâtiments au changement climatique via une approche d'efficacité énergétique et d'économie circulaire.



Responsabilité environnementale : Biodiversité et ressources naturelles

Lutter contre l'érosion de la biodiversité et optimiser la gestion des ressources naturelles.



Responsabilité environnementale : Qualité environnementale

Concilier la qualité environnementale avec des objectifs de santé, sécurité et bien-être

2.1. ENVIRONMENTAL RESPONSIBILITY: CLIMATE CHANGE

Ambition

Real estate in the broad sense, both in terms of construction and energy consumption, is responsible for around 30% of carbon emissions on a European scale, i.e. a volume of emissions similar to that of the transport sector.

Implement a plan to mitigate carbon emissions and adapt buildings to climate change through an energy efficiency and circular economy approach.

Adopting a low-carbon transition and reducing our environmental footprint: On a European scale, buildings contribute to 40% of energy consumption and 36%* of greenhouse gas emissions. Also, and to limit global warming to below 1.5°C by the end of the century, buildings will have to reduce their GHG emissions by 50% by 2030 and achieve carbon neutrality by 2050.

Through its various businesses, Residential and Tertiary Development, Investment Management, Property Management, Transaction, Expertise and Advisory, BNP Paribas Real Estate is able to intervene at all stages of the building life cycle, both in France and in several European countries. Faced with this responsibility, expressed in a low-carbon policy concerning our entire company, we are committed to reducing carbon emissions in a concrete and effective way in all our businesses.

Strategy

Our low-carbon policy is based on 10 commitments organized according to 5 principles, which take into account the emissions related to our own action as well as the emissions related to the buildings we build, manage and administer:

Has. Reducing emissions from our own operations

1. Reducing emissions from our operations - offices and business travel
- B. Reducing emissions from products built, renovated, and managed by our businesses
 2. Know carbon emissions
 3. Reduce their energy consumption and associated emissions
 4. Reducing emissions from materials and equipment during construction and renovation
- C. Maximize use and limit the risk of building obsolescence
 5. Enabling more diversified and intensive uses
 6. Extend the lifespan of buildings and delay their obsolescence
 7. Promoting low-carbon mobility in buildings
- D. Supporting and facilitating emission reductions
 8. Dialogue, co-construction and communication of good practices with our stakeholders
 9. Training our employees and raising awareness among our stakeholders about low-carbon
- E. Storing and offsetting our residual emissions
 10. Research and engage in solutions for the storage and compensation of residual emissions

https://www.realestate.bnpparibas.fr/sites/france/files/2024-11/Charte04_Bas%20Carbone_BNPPRE%20FR%202024-11_0.pdf

Deployment

We are continuing our efforts by deploying actions to support our 10 commitments:

Has. Reducing emissions from our own operations

1. Reducing emissions from our operations

Office and business travel

Since 2016, BNP Paribas Real Estate has been committed to measuring and reducing the carbon emissions of its operations. These are the emissions due to our own activity, on the carbon emissions linked to our operations, including offices and business travel, an area in which significant progress has been made over the past 5 years.

The annual carbon emissions report takes into account:

- Scope 1: the direct emissions from this operation, induced by the energy consumption of our offices
- Scope 2: indirect emissions, linked to the production and distribution of energy consumed (electricity, heating networks, cooling networks)
- The part of scope 3 corresponding to emissions related to business travel

BNP Paribas Real Estate measures and monitors its GHG emissions through a carbon assessment carried out at the BNP Paribas Group level. This reporting is verified by independent third-party auditors. The data collected for BNP Paribas Real Estate is consolidated and returned to each entity in the scope.

The continuous improvement work carried out by BNP Paribas Real Estate has made it possible to reduce these emissions very significantly, from 1.62 tCO₂e/FTE* in 2016 to 1.20 tCO₂e/FTE in 2020 (-26%) and then to 1.07 tCO₂e/FTE in 2023 (-34% compared to 2016).

The 2025 target of 1.15 tCO₂e/FTE has already been achieved. BNP Paribas Real Estate is working on its 2023 low-carbon strategy and trajectory.

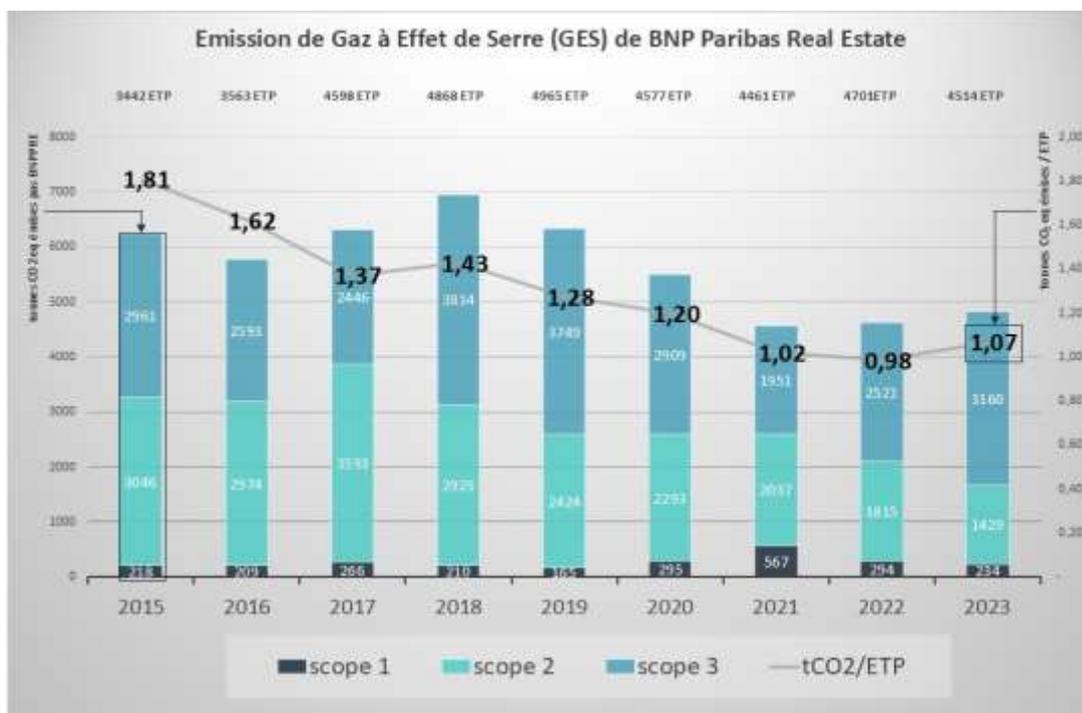
Low-carbon construction based on non-calcined clay

60% of a building's carbon footprint is linked to construction materials. By partnering with Materrup, a young French company that produces low-carbon building materials based on unburned clay, BNP Paribas Real Estate is acquiring an additional solution to achieve its objectives of reducing its carbon footprint. In this context, five pilot programmes have been launched in France representing 81,800 m² of floor space, i.e. 700 housing units.

KPI GES

2015 : 1,81 tCO2/ETP
 2023 : 1,07 tCO2/ETP
 Soit 41% baisse !

- Scope 1 : ■ Emissions directes de GES liées à la combustion d'énergies fossiles
Gaz naturel
- Scope 2 : ■ Emissions indirectes de GES liées aux usages énergétiques
Electricité 80%, Chauffage urbain 20%
- Scope 3 : ■ Emissions indirectes de GES liées à la mobilité
Rail 21%, Route 62%, Air 17%



Purchase with renewable electricity certificates

Each year, the BNP Paribas Group issues a global environmental report including the share of energy purchased with a renewable electricity certificate. To reduce its direct emissions, BNP Paribas Real Estate has been increasing its share of electricity from renewable sources for several years. In 2023, the share of renewable electricity accounted for 32.1% of its total electricity purchases.

Paper consumption and the use of responsible paper

In order to contribute to the protection of forest ecosystems and biodiversity, the BNP Paribas Group has been committed for many years to purchasing responsible paper (from recycling or sustainably managed forests, i.e. more than 50% recycled or PEFC or FSC labelled). Since 2022, the purchase of responsible paper has become an obligation for all BNP Paribas Group businesses, except in cases of technical impossibility. This has made it possible to set an ambitious overall target for 2025 of a 90% share of responsible paper and 95% for the most paper-consuming territories. In 2022, 99% of the paper consumed by BNP Paribas Real Estate came from responsible sources.

Optimization of the use of computer equipment

The BNP Paribas Group has implemented a measure to recycle the mobile phone fleet from 2021. This made it possible to recycle 70% of the phones returned in 2022, thanks to a partnership with the BNP PARIBAS 3 STEP IT joint venture.

Mobility policy

BNP Paribas Real Estate is strengthening its mobility policy with the aim of reducing the environmental footprint of its teams' travel, while meeting their new expectations in terms of mobility.

Our new mobility policy was implemented in 2021 (decarbonisation of the professional fleet, development of alternative carbon-free mobility).

Its ambition is to reduce the environmental footprint related to our teams' travel, while meeting their new expectations in terms of mobility. The policy now covers not only business trips and company vehicles, but also commuting by employees. To define this new mobility policy, we worked with Arval, also a subsidiary of the BNP Paribas Group, which specialises in the management of corporate fleets and mobility solutions. We followed several steps:

- The definition of strategic objectives and the prioritization of the levers that make it possible to onboard the different business lines and functions of the company.
- The diagnosis of the three perimeters studied (company vehicles, business trips and home-work trips) via the analysis of current practices and expenses or the mapping of the place of residence of our employees.
- The survey carried out among our 2,000 employees in France on their mobility habits and the levers that would allow them to evolve towards gentler practices.

- The co-construction of implementation avenues fed by the data collected during working groups bringing together employees from our various professions and functions.
- All this work has led to the emergence of proposals, presented to the General Management for validation of the axes of the global policy. For example, we integrate bicycles (conventional or electric, including cargo bikes), scooters and a wider range of hybrid or electric vehicles into company vehicles. For business travel, it is a question of encouraging employees to use the train rather than the plane when it is relevant in terms of travel time. For commuting, we encourage carpooling and soft mobility (bicycles, scooters, walking, etc.). To encourage these more virtuous practices, we are also working on the implementation of a mobility package.

Mobility policy at our head office in Métal 57.

Since the end of March 2022, the building has been home to 1,200 employees. The site has a mobility hub, equipped with multiple sharing vehicle solutions: 4 cars and 18 electrically assisted bicycles. We are also studying the possibility of adding scooters. In addition, the building has more than a hundred parking spaces for bicycles, but also spaces for shared scooters, as well as electrified spaces. Bicycle repair services are also offered.

Access to our mobility solutions is facilitated by the Arval Mobility app. The latter allows employees to search for the best route, book the most relevant means of transport and unlock it (car, bike, or scooter sharing the hub), or to choose public transport, carpooling or to use a taxi or a VTC.

We will measure user satisfaction via a survey at the end of the year. This will allow us to adjust our mobility offer.

This policy is gradually being rolled out in our various sites in France, adapting it to local needs and the existing infrastructure. We will then move on to our European sites.

B. Reducing emissions from products built, renovated, and managed by our businesses

2. Knowing carbon emissions well

First, BNP Paribas Real Estate assesses the potential for improving the carbon emissions of each building, identifying its origin and drawing up its balance sheet. This principle applies to emissions from the buildings we build, renovate and manage. The potential for reduction in these products and services is considerable, as it represents nearly 50 times the emissions related to our activity.

Our actions to assess the carbon emissions of each building:

New buildings developed by our Promotion teams	Existing buildings under management and managed	Properties under management (Asset Management)
<ul style="list-style-type: none"> - For new and renovated buildings developed by our Development teams, it is necessary to establish the carbon weight of the materials used and the expected energy consumption throughout the life cycle. - Carbon performance takes into account the two phases: <ul style="list-style-type: none"> - Construction (carbon in the materials and equipment used) - Operation (carbon emitted by the building's energy consumption). For existing buildings, the carbon emissions of consumption, both in the common and private areas, are evaluated. 	<ul style="list-style-type: none"> - BNP Paribas REIM has chosen to prioritise its low-carbon strategy on a panel of 450 buildings made up of buildings belonging to funds that comply with Articles 8 and 9 with regard to the SFDR regulation and all buildings in France covered by the "Tertiary Decree" (buildings with more than 1,000 m² of tertiary premises). 	<ul style="list-style-type: none"> - We offer a "carbon energy footprint" service offer.

3. Reduce their energy consumption and associated emissions

Our actions to reduce energy emissions and use low-carbon energy:

New buildings	Existing buildings under management and managed	Properties under management (Asset Management)
In new buildings, the new French	In existing buildings, all-purpose	

<p>regulation known as RE2020 provides for a reduction in energy consumption compared to the previous regulation as well as a maximum threshold for energy-related carbon emissions evaluated by the ICenergy index, expressed in kgCO₂e/m².</p>	<p>energy consumption is the main source of carbon emissions. For France, the recent "tertiary eco-energy" regulation (known as the "tertiary decree") has set an initial objective of reducing energy consumption, all uses combined, by 2030, for buildings developing more than 1,000 m² of tertiary activities.</p>	
ENERGY EFFICIENCY AND TRANSITION ACTIONS		
<ul style="list-style-type: none"> - Achieve energy savings levels that exceed the regulations in force, or the period under consideration. - Control the carbon energy performance levels at the delivery of the operation compared to the performance level announced at the opening of the site. - Generalize the control of this energy and carbon performance on our new buildings through environmental certifications or labels. 	<ul style="list-style-type: none"> - Implement optimization solutions to gradually but significantly reduce energy consumption and carbon emissions, in particular by gradually reducing the energy consumed and retaining the least carbon-intensive energy mixes. - Propose an action plan to reduce energy consumption and reduce GHG emissions quantified. 	<ul style="list-style-type: none"> - Advise all our customers on the work to be undertaken in order to reduce energy consumption and carbon emissions. - Draw up an annual assessment of the proposed service offers aimed at reducing energy consumption and carbon emissions. - Report annually on the carbon emission reductions achieved for each building treated. - Report annually on the carbon emission reductions achieved for each building treated.
LIGHTING AND BRIGHTNESS		
<ul style="list-style-type: none"> - Full LED lighting - Visible stairs to encourage people to take them (less use of elevators) - Sensors in meeting rooms to turn off lights and air conditioning when room is unoccupied and regulate ventilation - High-performance facades with integrated sun protection: Electro-chrome-plated glazing or external venetian blinds - Good brightness of the spaces with high ceilings and full-height windows for a greater supply of natural lighting. 		
HEATING AND COOLING		
<ul style="list-style-type: none"> - CPCU + geothermal heating - Radiant ceilings to optimize heat/cold diffusion - Opening windows - Heating at 19° in winter and air conditioning at 26° in summer and heating and air conditioning stopped from 6pm every day. 		

EcoWatt

Supported by RTE - the electricity transmission network - (in partnership with ADEME), EcoWatt is a citizen scheme that allows French people, companies and local authorities to consume electricity at the best time. In real time, this electricity weather allows everyone to adapt their consumption. To consume preferably during the virtuous EcoWatt hours, when France can completely cover its electricity needs without emitting greenhouse gases. Conversely, to avoid the risk of power cuts: by shifting or lowering our consumption during the hours of EcoWatt Orange or Red alerts. In 2022, an EcoWatt charter was signed by BNP Paribas Real Estate with RTE with the aim of reducing energy consumption. This charter identifies the most appropriate actions that the company deploys on a voluntary basis. These actions make it possible to raise awareness and mobilize employees in their daily lives, through eco-gestures. Reporting has been carried out on the 2023 data.

Transforming a building into an energy hub

BNP Paribas REPM announced in early 2023 a partnership with Eaton (a smart energy management company), to offer this

global solution that can include tailor-made financing to help companies accelerate the energy transition while preserving their cash flows.

Eaton has implemented the "Buildings as a Grid" approach, which consists of transforming a building into an energy hub. More specifically, it is a question of coupling production, charging, energy management and electrical distribution systems to bring efficiency, safety, sustainability and flexibility to the building. With the rise of electric vehicles and renewables, energy needs will increase, which can compromise the stability of the grid. The company therefore believes that it is necessary to set up a "complete" and integrated offer. The solution developed offers a fixed rent that includes infrastructure and equipment, as well as access to Eaton's global service network. The offer is adaptable and allows, for example, the evolution of the technical system to integrate the migration of the vehicle fleet to all-electric.

4. Reducing emissions from materials and equipment during construction and renovation

New buildings	Existing buildings under management and managed	Properties under management (Asset Management)
On the construction phase - To test in France high-performance solutions that improve the required carbon performance by at least 20%.		
The reduction of emissions from the materials and equipment used is all the more important as they occur from the first year (or s) of the building's life during its construction or renovation: in residential, they represent about 50% of the building's carbon weight over a 50-year lifespan (Life Cycle Analysis), and reach nearly 75% in the tertiary sector.		
ACTIONS TO REDUCE MATERIAL-RELATED GHGS		
<ul style="list-style-type: none"> - Make constructive choices for materials and equipment that are as low-carbon as possible (low-carbon, bio-sourced, reused or upcycled). - Systematize the diagnosis of resources during major renovations and restructuring to identify the sources of materials and equipment to be reused. - Retain existing buildings or parts of buildings where possible to limit carbon emissions from new materials. - Continue to generalize the control of this carbon performance of the materials and equipment of our buildings through environmental certifications and labels. 		

- C. Maximize use and limit the risk of building obsolescence
- 5. Enabling more diversified and intensive uses

It is necessary to provide technical and architectural characteristics that allow for intensive and diversified use of buildings and thus reduce their risk of obsolescence by increasing their lifespan.

Urban regeneration in the heart of Paris

"Hospitalités Citoyennes" in Paris, is a real estate program transforming former offices into a new city district, in the heart of the Capital. "Hospitalités Citoyennes" aims to be a building with a mission, i.e. a property designed in a spirit of responsibility towards its immediate urban environment, for the benefit of residents and users.

This large-scale transformation of an administrative block into a multi-purpose complex will be carried out in a sober architectural approach, aiming for carbon neutrality.

In June 2022, BNP Paribas Real Estate, together with Apsys and RATP Solutions Ville, won the City of Paris' call for innovative urban projects "Reinventing Paris 3" launched on the conversion of the AP-HP (Assistance Publique – Hôpitaux de Paris) head office. Located opposite the Hôtel de Ville, these buildings, with their typical architecture of the Haussmann years, form an island at the crossroads of Avenue Victoria and Rue Saint-Martin, along the Seine.

The winners of this call for projects propose a radical transformation of the site, in its structure and uses. Called "Citizen Hospitality", the programme, which covers 27,000 m², provides for the transformation of this office complex into a real Parisian micro-district, in all its components and now open to the city.

6. Extend the lifespan of buildings and delay their obsolescence

Evaluate the appropriate solutions for each operation

- Take into consideration the location, the urban environment and the public transport service of each operation.
- Whether residential or tertiary buildings, the criteria for choosing real estate for occupants and users evolve over time. Buildings are exposed to the risk of no longer being adapted to the uses of their time.
- It is necessary to provide technical and architectural characteristics that allow for intensive and diversified use of buildings and thus reduce their risk of obsolescence by increasing their lifespan.

Transforming obsolescence into added value

In tense areas such as large urban areas, the lack of housing is significant while, at the same time, companies, faced with new ways of working, are rationalising their needs for tertiary space. Real estate must therefore reinvent itself to meet the needs of everyone while preserving natural resources. One solution: the transformation of obsolete and unattractive assets into a new highly acclaimed and necessary use.

As a player and expert in asset conversion, BNP Paribas Real Estate has already carried out several successful operations in this area since the rescue of the Art-Deco façade and the reinvention of the Palais de la Méditerranée in Nice in the early 2000s.

In terms of the conversion of industrial sites into offices, we can mention the emblematic Grands Moulins de Pantin, former industrial storage buildings converted into offices, or, more recently, METAL 57 in Boulogne-Billancourt, a former workshop of the Renault factories transformed into a latest-generation tertiary building.

These changes in uses and destinations are continuing in all the regions where BNP Paribas Real Estate operates. In Marseille, for example, the company is currently reinventing an obsolete office building of nearly 9,000 m² into a mixed-use asset that will house a hotel with nearly 240 rooms operated by Ruby Hotels Group as well as a coworking space and a pharmacy. Committed to the ecological transition, BNP Paribas Real Estate wished, as part of this renovation project, to focus on:

- A circular economy promoted as part of the project.
- The integration of people with difficulties in accessing employment (at least 5% of the hours of the worksite are reserved for them – agreement with the EMERGENCES association).
- The connection of the building to the Thassalia urban marine geothermal network.

Promoting the intensity of use and the potential for change in uses

According to UN projections, two out of three people, or nearly 6.3 billion people, will most likely live in cities by 2050. This exponential concentration of populations places cities at the heart of many ecological and societal challenges. A renewal of the urban model must therefore take place in order to plan, build and manage the sustainable cities of tomorrow.

- By allowing large and diverse occupations of buildings (security provisions, sanitary facilities, technical equipment);
- Through flexible, shared spaces open to the city, to local residents, companies or associations in the district: meeting room, auditorium, coworking space, concierge services, shared gardens, common living room, car parks, etc.

New uses and multifunctionality

As a true driver of change, BNP Paribas Real Estate's Development teams are a pioneer in promoting the restructuring and conversion of existing buildings or wastelands. Faced with the scarcity of land, obsolete tertiary buildings and other industrial records represent tremendous opportunities for urban recycling. And in these areas, our teams have a certain expertise in the heritage conversion of emblematic buildings. This is evidenced by ambitious operations that have given a second life to abandoned, underused or even abandoned spaces. Among the examples of operations signed by BNP Paribas Immobilier Promotion, we think of the conversion of the Grand Moulins de Pantin, which, as early as 2009, was already imagining the transformation of a symbol of industrial architecture. More recently, METAL 57 revealed an extraordinary restructuring and extension operation of the iconic Atelier Renault located in the Trapèze district of Boulogne. The challenge here was to preserve the emblematic lines of Claude Vasconi's design by adapting it to new uses and adding a contemporary extension. The project was entrusted to Dominique Perrault, who initiated a fascinating dialogue between these two architectures and thus created a modern, multifunctional real estate complex open to the city. METAL 57 is now a hybrid place, both in its form and in its functions, since it hosts flexible offices but also an interior street open to all, where residents and other visitors can come and eat.

A virtuous real estate conversion into a new pleasant, healthy and serene student place

The office building located at 85 rue du Dessous des Berges in Paris will become a higher education institution. Continuing its strategy of asset valuation, the Investment Management subsidiary of BNP Paribas Real Estate (REIM) is transforming one of the flagship assets of its SCPI France Investipierre. Designed in close collaboration with the dedicated services of the City of Paris, this renovation is an opportunity to convert the asset into a virtuous and sustainable asset. With this in mind, the principles of low-carbon construction and low-tech are applied.

This restructuring is part of a logic of frugality, both technical and environmental. Committed to energy sobriety, the design of the building targets the objectives of the 2040 tertiary decree. It also aims for several labels and certifications such as BREEAM Excellent, WiredScore, BiodiverCity, and follows the BBCA label approach.

New spaces dedicated to the development of biodiversity promote the reconnection between humans and nature. A unique experience for students who will evolve in an environment conducive to well-being and health. Eventually, the "85 rue du Dessous des Berges" will have the capacity to accommodate 500 people (staff and students).

Making our new construction, renovation and managed buildings projects resilient

- Take into account foreseeable changes in the climate (thermal comfort in summer and to anticipate possible physical risks);
- Take steps to adapt to the opportunities of less carbon-intensive energy sources and more efficient technologies;
- To provide for the possibility of variation in uses (grouping, division of housing, or even complete transformation of offices into housing).

7. Promoting low-carbon mobility in buildings

The travel related to the use of buildings can represent a very significant carbon weight, sometimes greater than that of the operation of the buildings.

For new real estate and renovations, we favour operations close to public transport. For new and existing buildings, the installation of equipment that promotes or allows different forms of mobility or less carbon-intensive uses can also be considered.

D. Supporting and facilitating emission reductions

8. Dialogue, co-construction and communication of good practices with our stakeholders

Raising awareness among building owners and supporting users in their proper operation also means making them aware of their own ability to reduce their carbon footprint and maintain the performance and attractiveness of the building.

Thanks to its position as a major player in the European market, BNP Paribas Real Estate also has the opportunity to involve its suppliers in their low-carbon skills development and benefit in return from their know-how and innovative solutions.

Real-time data sharing for positive transformation

Thanks to digital platforms and the data they make available through the installation of sensors on a building, a Property Manager is now able to track a building's energy consumption, as well as other metrics on its environmental performance. It also allows data to be shared between the property manager, occupant, and owner to understand where the most significant emissions are coming from. This way, energy costs can be managed, and the property manager is able to better understand where improvements and changes can be made, such as changing lights to LED bulbs, replacing windows, or changing the way buildings are heated or cooled. In this way, Property Managers manage to reduce energy costs and also the quantity of certain materials used by extending their lifespan. Each building is treated individually and the established solutions are adapted to the building. Thanks to the understanding of the data on these solutions, Property Management is continuously working to monitor and improve the performance of a building, and digital technology makes the process more transparent and accurate. The property manager as such has an operational role, helping to achieve net zero emissions.

Supporting and facilitating emission reductions

For occupants and users	For our other stakeholders
<ul style="list-style-type: none">- Distribute the "climate" best practices guide to tenants of the buildings we manage in order to raise their awareness of eco-friendly gestures.- Generalize the deployment of an annex clause to the lease or contract specifying the conditions for dialogue and data feedback between owner/tenant/service providers with the aim of knowing and sustaining the energy and carbon reduction trajectory.	<ul style="list-style-type: none">- Continuing our commitment to our suppliers.- To make construction companies evolve by integrating the use of products with a clear description of their environmental footprint (FDES/EPD) into contracts and contracts.- To develop our purchasing ranges by favouring products from suppliers/manufacturers committed to low-carbon and sustainable approaches.

9. Training our employees and raising awareness among our stakeholders about low-carbon

BNP Paribas Real Estate is present with real estate players, is involved in the field of sustainable building and has a duty to act both internally and with its external partners.

Carbon Challenge Trophy

In 2023, the media NEWS CSR, in partnership with ADEME, launched the Carbon Challenge Trophy for the first time. The principle of the Carbon Challenge is to raise awareness among a company's employees of the need to reduce their carbon impact by offering them the opportunity to carry out their individual carbon assessment by filling out a short 10-minute questionnaire. As one of the first companies to have implemented this Carbon Challenge for its employees, BNP Paribas Real Estate has been named the winner of this first Carbon Challenge Trophy.

387 BNP Paribas Real Estate employees (49% of whom were men and 51% women) in France responded to the Carbon Challenge questionnaire. The result of the individual assessment of these employees gives an average of 7.8 tonnes of CO₂ per employee. It is slightly below the French average of 8 tonnes per capita. In 2024, BNP Paribas Real Estate is once again the winner of the Carbon Challenge Trophy with a 23% employee participation rate for an average of 7.9TeqCO₂.

E. Storing and offsetting our residual emissions

10. Research and engage in solutions for the storage and compensation of residual emissions

We are continuing to implement solutions to compensate for our internal operations with reliable and controlled capture solutions, such as reforestation or sustainable forest management offers that contribute to carbon capture and storage.

- We offer our customers, acquirers and users, these solutions.

Significantly reducing the carbon emissions of a building will not make it possible to achieve the 2050 objective of zero emissions. This objective will only be possible by implementing carbon capture solutions equal to the building's residual emissions.

Achieving the goal of zero emissions by 2050 requires the implementation of emission offsetting solutions in the construction and operation phases, contributing to carbon capture, for example through the development of carbon-capturing forest parks. It is therefore important to start developing this type of solution by ensuring that it is effective.

Since 2017, BNP Paribas has been offsetting the residual greenhouse gas emissions emitted the previous year on its operational scope on an annual basis. These emissions amounted to 182,044 tCO₂eq in 2021 (expressed in market-based terms). The offsetting of these emissions was carried out in 2022 via the four projects.

#Curve, the first timber frame building

In 2020, BNP Paribas Real Estate's Commercial Real Estate Development division delivered #Curve, its first wood-frame building, in Saint-Denis. With a surface area of 24,000 m², #Curve is one of the largest wooden buildings ever built in France. The numerous carbon optimisations, integrated from the design stage, make it a particularly exemplary building, in line with BNP Paribas Real Estate's environmental commitments.

Curve is positioned, thanks to its timber frame and energy efficiency, as a response to the necessary reduction in carbon emissions from the real estate industry. The building, which is committed to being 40% below the RT 2012 in terms of its energy needs, is aiming for HQE certification, the Effinergie+ label and the E+/C- label.

Thus, the use of low-carbon concrete for the infrastructure (4 partial levels of underground car parks) allows a gain of 1570 tonnes of CO₂ (equivalent to about 220 Paris-Sydney return trips by plane). Concerning the 7-storey superstructure, the mixed wood and concrete construction (for some cores), as well as the implementation of the majority of load-bearing walls in CLT (prefabricated), reduces the carbon impact compared to a traditional concrete structure and ensures carbon storage of up to 4150 tons of CO₂ (about 580 Paris-Sydney return trips by plane).

<https://presse.realestate.bnpparibas.fr/bnp-paribas-real-estate-livre-curve-son-premier-immeuble-en-ossature-bois-lun-des-plus-grands-jamais-realises-en-france/>

Decarbonization Goals

BNP Paribas is committed to aligning its activities with the goals of the Paris Agreement, and then to financing a carbon-neutral world by 2050. In this context, the Group has joined various initiatives and coalitions, including the Net-Zero Banking Alliance (NZBA), through which the Group has committed to applying its alignment strategy to the sectors that emit the most greenhouse gases.

In 2023, BNP Paribas published its Climate Report in which the steps of the alignment of the credit portfolio are presented in detail. This report explains the data used, the methodologies for calculating the alignment trajectory and the strategy implemented by the Group, and specifies the methods for managing the portfolio.

For BNP Paribas Real Estate, objectives for reducing operating GHGs have been established:

Achieve a carbon emissions rate of 1.15 tCO₂eq²/FTE (consolidated over the 3 scopes) by 2025.

This target was achieved in 2023 (1.07 tCO₂eq²/FTE). New objectives are being evaluated.

2.2. ENVIRONMENTAL RESPONSIBILITY: BIODIVERSITY AND NATURAL RESOURCES

Ambition

Biodiversity

Biodiversity brings many environmental, economic and social benefits (fight against the heat island effect, improvement of air quality, maintenance of soil, rainwater retention, creation of social ties, contribution to health and well-being, etc.) It is closely linked to the challenges of climate change mitigation and adaptation. Biodiversity contributes to the phenomenon of urban resilience by bringing many benefits to cities, urban dwellers and buildings

As a major player in real estate, our role in favour of biodiversity is part of a positive approach, with the ambition of contributing to the reduction of land artificialisation and the development of biodiversity

A key issue in our CSR strategy, biodiversity is a cross-cutting approach shared by all our activities and territories in connection with the entire real estate ecosystem

Circular economy

The principles of the circular economy are based on three main areas of action:

- Production and supply of goods and services
- Responsible consumption
- Waste management, with a focus on reuse and recycling

We seek to reduce and recycle our waste as well as minimize landfilling; We also promote the use of recycled and ecological materials in the development of new projects.

Strategy

Our 7 commitments to biodiversity

1. Preserve, restore and/or develop biodiversity by integrating it into our product and service offerings
2. Supporting our clients in the development and consideration of biodiversity in their sites and operating assets
3. Promoting the biodiversity performance of our operations through labels and certifications
4. Mobilising and engaging our employees by developing a biodiversity culture and expertise
5. Raising awareness among our customers and stakeholders about biodiversity issues
6. Contribute to the profession's biodiversity initiatives and work
7. Measuring, tracking and reporting on our actions

Consult our charter in favor of biodiversity:

<https://www.realestate.bnpparibas.fr/sites/france/files/2024-06/Charte%20Biodiversit%C3%A9.pdf>

Our 6 commitments to the circular economy

1. Integrate the circular economy into product and service offerings. Consideration of levers such as sustainable sourcing, sustainable design, and recycling
2. Supporting customers in the development of the circular economy for their assets and operating sites. Promote the integration of labels and certifications.
3. Aim for a high level of commitment to environmental certifications. Adopt the Cradle to Cradle label for products and equipment
4. Mobilize and engage employees and customers. Raise awareness and train teams. Share feedback with customers and partners
5. Contribute to the initiatives and work of the profession. Commitment to the Circolab association to promote renovation, repair, reuse and recycling
6. Measure, track and report on actions. Regular reporting of achievements in favour of the circular economy.

Consult our charter in favour of the circular economy:

https://www.realestate.bnpparibas.fr/sites/france/files/2024-11/Charte02_Economie%20Circulaire_BNPPRE%20FR%202024-11_1.pdf

Has. Preservation of nature and biodiversity

1. Preserve, restore and/or develop biodiversity by integrating it into our product and service offerings

We seek the best solutions and skills to integrate biodiversity into our activities and promote the implementation of specific measures aimed at rehabilitating and generating a positive impact on biodiversity. BNP Paribas Real Estate has developed a range of tools aimed at integrating biodiversity into its activities. Catalogues of solutions and analysis grids make it possible to assess the ecological potential of an existing site or building, in order to establish an action plan to be followed.

Relay buildings and supports of the living

Urban developments such as the greening of facades or roofs contribute to the protection and enrichment of local biodiversity, the reduction of the ecological footprint of buildings and the enhancement of real estate heritage. They create habitats for fauna and flora while improving the thermicity of buildings.

A former foundry workshop of the Renault factory located in Boulogne Billancourt, METAL 57 has become, thanks to the rehabilitation carried out by BNP Paribas Real Estate, a virtuous office building. Its 3,500 m² green rooftop has been designed taking into account its rich natural environment: Meudon forest, banks of the Seine, Billancourt park, Bois de Boulogne... It creates ecological continuity for biodiversity in the city.

2,100 m² constitute a refuge area for birds and insects that come to feed or nest, in addition to two beehives. This preserved area has a wide variety of plant species and reception facilities (insect hotels, sand pits, valleys, etc.). An orchard, a honey flower meadow and a vegetable garden give employees the opportunity to grow fruit and vegetables during workshops to raise awareness of urban agriculture. These different areas are managed in an ecological way (rainwater recovery for watering, reasoned management without the use of inputs).

The rooftop is a place conducive to life, demonstrating how to integrate, animate and manage natural spaces in an urban environment. This approach is labelled BiodiverCity.

2. Supporting our clients in the development and consideration of biodiversity in their sites and operating assets

We are committed to offering our clients (investors and occupants) solutions that promote interaction between living things and building users for the benefit of their well-being and the development of nature experiences

Ecological continuity and urban agriculture

In Bagneux, on an 11-hectare site, BNP Paribas Real Estate is developing the O'Mathurins eco-district. Housing, serviced residences, shops, public facilities (including a general high school with 1200 students) and economic activities will be built. As part of the site's restoration work, an exemplary approach to the recovery and reuse of demolition waste was carried out, in particular through the crushing and in situ reuse of demolition concrete (overall recovery rate of demolition waste greater than 90%). The "natural" surfaces that initially represented 20% of the site will tomorrow represent more than 40% of the surface area of the developed project. The 2.5 hectares of public parks and gardens created, combined with the private green spaces of the heart of the blocks (about 3.8 hectares over the entire eco-district), will ensure ecological continuity with the existing municipal green areas. In addition to urban agriculture, planters on terraces and vegetable gardens implemented on certain lots, virtuous rainwater harvesting systems will supply private green spaces. This project, whose construction is advanced, is aiming for Eco Quartier and BiodiverCity Ready labels and certifications at the district level as well as NF HQE "Very efficient" and Biodivercity Construction certifications at the building level.

3. Promoting the biodiversity performance of our operations through labels and certifications

We are aiming for a high level of commitment to the biodiversity component of the various environmental and well-being certifications in the real estate sector

BiodiverCity

BNP Paribas Real Estate is also a member of the International Biodiversity and Real Estate Council (IBIC). This group of real estate players has the mission of promoting biodiversity and encouraging the development of natural spaces. Created in 2013, the BiodiverCity labels complement international certifications by thoroughly assessing the integration of biodiversity in real estate projects.

4. Mobilising and engaging our employees by developing a biodiversity culture and expertise

Our commitment is based on raising awareness and training our teams on biodiversity issues by deploying the Biodiversity Fresco, for example.

5. Raising awareness among our customers and stakeholders about biodiversity issues

We are committed to raising awareness among our customers and partners of the challenges and benefits of biodiversity.

Collective actions to meet a common challenge

BNP Paribas Real Estate's teams are involved in several working groups whose ambition is to develop biodiversity in real estate.

BNP Paribas Real Estate is a member of the Biodiversity Impulsion Group, a research programme launched by the Sustainable Real Estate Observatory. This collective is mobilized for the preservation of biodiversity. Project owners, users and clients work together to integrate environmental issues into the design and management of real estate projects.

6. Contribute to the profession's biodiversity initiatives and work

Signatories in 2018 of the "Make our planet green again" charter and in 2019 of the Manifesto "For a City - Nature!", we wish to continue our commitment to biodiversity

7. Measuring, tracking and reporting on our actions

We are committed to regularly monitoring and reporting on the implementation of our achievements in favor of biodiversity in our CSR reporting.

Performance indicators and objectives have been designed and validated with our business teams to manage and measure our progress over time.

B. Contribution to the circular economy

1. Integrating the circular economy into product and service offerings

We take into account levers such as sustainable sourcing, sustainable design, and recycling. We are committed to systematically integrating the concept of the circular economy into all the buildings we design, renovate or maintain. This approach takes into account the following levers when relevant:

- Sustainable Sourcing
- Synergy at the level of sites and territories
- Sustainable design
- Functional economy
- Future-proofing of products and equipment
- Building Scalability
- Disassembly and selective deconstruction
- Recycling
- Reuse and reuse
- Communication/Awareness of customers and employees

By recognising the value of reusing materials and exploiting waste, this approach encourages the reuse of existing materials and therefore the consumption of fewer raw materials. With this new approach, the building becomes a bank of materials, a source of resources. Reusing what already exists instead of buying new is a philosophy that has a real impact. For 1,000 m² of surface area, reuse can save up to: 44 tonnes of waste, 67 tonnes of CO₂ equivalent and more than one million litres of water.

Recovery of 97% of deconstruction waste

In Neuilly-sur-Seine, on the axis linking Paris to the La Défense business district, the office building located at 185 avenue Charles de Gaulle has undergone an ambitious restructuring. In line with its ESG strategy, BNP Paribas REIM has designed a large-scale renovation of this property owned by its SCPI Accès Valeur Pierre, carried out through an exemplary project. During the cleaning, the principles of the circular economy were implemented and several materials from the old building were used for other rehabilitation projects:

- 17,000 m² of carpet on the World Trade Center project in Belgium.
- 95 tons of metal structure for the Rouen Museum of Industry,
- 500 doors,
- A generator,
- Sanitary equipment (basins, taps, etc.) and furniture.

A judicious methodology has enabled the recovery of 97% of the deconstruction waste.

For the rehabilitation work, the ultimate zero waste objective has been achieved, thanks in particular to the establishment of an in situ waste disposal centre, the prefabrication of the toilet blocks, the use of reused materials and recycled paints as well as low-carbon concrete. This requirement has thus generated a CO₂ saving of 33% compared to a traditional restructuring.

2. Supporting our customers in the development and consideration of the circular economy

We are committed to offering our customers (investors and occupiers) solutions that promote the principles of the circular economy in the management of waste, energy, materials, etc. for the buildings we manage or occupy.

Tower made of 95% recycled aluminium

Rehabilitated by BNP Paribas Real Estate, the Senckenberg Tower in Frankfurt is distinguished by its façade made of 95% recycled aluminium. It is the tallest tower in Germany using this material. This progress and ecological interest can be explained in a few figures: while the production of 1 kg of primary aluminium in Europe emits an average of 8.6 kg of CO₂, 1 kg of Hydro Circal recycled aluminium emits only 2.3 kg, i.e. a 75% reduction in greenhouse gas emissions. The use of recycled aluminium has reduced its carbon footprint by saving more than 2,600 tonnes of CO₂.

3. Promoting the integration of labels and certifications

We aim for a high level of commitment in the various environmental labels and certifications related to real estate. We follow the latest standards in force to promote the integration of the circular economy in our projects. We also pay particular attention to the choice of products and equipment, adopting the Cradle to Cradle label as soon as possible.

4. Mobilize and engage our employees and customers

Our commitment is based on raising awareness and training our teams on the challenges of the circular economy. We promote the deployment of initiatives and best practices to integrate the circular economy into our activities. We also raise awareness among our customers and partners of the challenges and benefits of the circular economy.

We set up partnerships with start-ups and proptechs to reduce waste on construction sites.

5. Contribute to the initiatives and work of the profession

As signatories of the "Circolab" charter, BNP Paribas Real Estate is committed to the following objectives:

- Renovate to reduce the consumption of raw materials at the source
- Repair to extend the lifespan
- Reuse products in good condition
- Reuse materials and products at the end of their life after reconditioning, and recycle waste to replenish raw material deposits.

Collective action to encourage circularity

The industrialization of reuse and the circular economy in real estate requires the involvement of all professionals in the value chain. Joint work is imperative to define together the recycling of potential resources from restructuring and to set up the sectors. BNP Paribas Real Estate is a partner of the CircoLab association, a laboratory for the circular economy. It promotes renovation, repair and reuse to: Extend the life of materials to reduce the consumption of raw materials at the source and Encourage the recycling of waste to supply raw material deposits.

BNP Paribas Real Estate is also a member of the Reuse Booster, an initiative that aims to reduce the carbon impact of the building sector by 20 to 30% through the reuse of materials. Its platform connects suppliers and seekers interested in reused materials.

6. Measuring, tracking and reporting on our actions

We are committed to regularly monitoring and reporting on the implementation of our achievements in favor of the circular economy in our CSR reporting and through the indicators defined in the business roadmaps.

2.3. ENVIRONMENTAL RESPONSIBILITY: ENVIRONMENTAL QUALITY

Ambition

Environmental certifications are a key way to demonstrate the quality of our products and services and strengthen value creation. These accreditations serve to validate the consideration of key environmental aspects in our projects, from design to development and their operational management.

Since 2011, 100% of our commercial real estate development operations in France have one or more environmental certifications with high levels of performance and 100% of our housing development programs are also part of an environmental or quality certification process. This approach is particularly illustrated by the Metal 57 project, located in Boulogne-Billancourt in France, the headquarters of BNP Paribas Real Estate and a leading figure in energy-efficient construction.

The head office of BNP PARIBAS Real Estate Métal 57 located in Boulogne s/seine (France) is certified on the basis of the NF Bâtiments Tertiaires Label HPE standard by CERTIVEA and has reached the global level This is an example of measures to reduce the energy consumption of the building and its operation: •LED lighting •Visible stairs to encourage people to take them (less use of lifts) •Sensors in meeting rooms to turn off lights and air conditioning when the room is unoccupied and regulate ventilation •High-performance facades with integrated sun protection: Electro-chrome glazing or adjustable sunshades •Good brightness of the spaces: high ceilings and full-height windows for greater natural lighting. • Optimised heating and air conditioning: CPCU heating + geothermal energy • Radiant ceilings to optimise heating/cold distribution • Opening windows.

Strategy

Make environmental quality a lever for financial performance and use.

- Certify our buildings by aiming for the highest levels of certification and labeling
- Have BNP Paribas Real Estate's CSR performance recognised within 3 years by recognised assessors.

Deployment

Environmental certifications and labels

BNP Paribas REPM offers its investors the opportunity to study the possibilities of environmental certification of their real estate assets. He carries out a pre-certification audit and, depending on the results, he proposes the choice of label, an action plan bringing together the management of the service providers, the management of the change with the users and the work necessary for the asset to be certified. The BNP Paribas Group has expertise in the following certification standards: HQE Exploitation, BREEAM In-use, LEED-EB&OM and WELL Buiding Standard.

BNP Paribas REIM has set itself the following two objectives in terms of SRI labelling:

- By the end of 2022, 85% of funds open to collection from all investors and 100% of funds intended for private investors will be labelled SRI (Socially Responsible Investment) and/or classified as "sustainable", i.e. compliant with Article 8 or Article 9 of the European Sustainable Finance Disclosure Regulation.
- By 2025, this will be the case for 90% of the funds managed by BNP Paribas REIM.

Environmental Compliance

- Demonstrate our compliance with national and international regulations as well as evaluate our sustainability performance against our peers.

BBCA Quartier label (Low Carbon District)

The BBCA Quartier V1.0 Standard is published by the BBCA Association on November 28, 2022. It is the first method of measuring and promoting best exemplary low-carbon practices at the district level. The standard allows the activation of decarbonization levers at the appropriate time thanks to joint work by the actors of the development chain around a common ambition of carbon performance.

The BBCA Quartier standard was developed in partnership with Bouygues Immobilier and its developer Urbanera, BNP Paribas Real Estate, Elioth by Egis (project leader) and the Scientific and Technical Centre for Building (CSTB). During 2023, a pilot phase of testing the BBCA Quartier method was carried out with Certivea, certifier of the BBCA Quartier label and several reference developers: BNP Paribas Real Estate, Epamarne-Epafrance, Nexity Villes et Projets, Paris & Métropole Aménagement, Semapa, Urbanera/Bouygues Immobilier.

Low Carbon Building Initiative LCBI – European Low Carbon Label

The real estate sector, the leading emitter of CO₂ with 39% of emissions in Europe, is a key player in the fight against global warming. To achieve carbon neutrality by 2050, it is essential to get the real estate sector in Europe on board in the fight against global warming. To date, the multiplicity of carbon accounting methodologies in Europe, the unreliability of data and the absence of carbon performance benchmarks in Europe are the main obstacles to investing in low-carbon real estate. To solve this problem, LCBI, a coalition of major European real estate players, and initiated by BBCA, has created the first harmonized European methodology for measuring the carbon footprint of buildings, over their entire life cycle.

The founding members of this initiative are located in various European countries: BPI in Luxembourg, Belgium and Poland, NSI in the Netherlands, WO2 and ICAMAP in Luxembourg, France and the United Kingdom. Generali Real Estate, BNP Paribas Real Estate and Covivio and Ivanhoé Cambridge have several European locations.

3. SOCIAL RESPONSIBILITY

Responsabilité sociale



Responsabilité sociale : Bien-être au travail

Proposer un cadre de travail sain, flexible et innovant favorisant l'épanouissement des collaborateurs.



Responsabilité sociale : Entreprise apprenante

Être une entreprise apprenante et renforcer les compétences de nos collaborateurs.



Responsabilité sociale : Diversité et inclusion

Garantir la diversité, l'égalité des chances et l'inclusion.

3.1. SOCIAL RESPONSIBILITY: CONDITIONS AND WELL-BEING AT WORK

Ambition

BNP Paribas Real Estate has formalised an HR policy with the aim of offering a stimulating and inclusive working environment for employees.

We act to provide our employees with a fulfilling and stimulating working environment that is conducive to their well-being and the development of their skills, cultivate dialogue to develop a culture of responsibility and act to promote diversity in all its forms.

The mobilization of all employees is a strategic lever for building a responsible company. Similarly, the social value of an organization is measured by its ability to foster the development of its employees, in particular through the creation of fair and equitable career opportunities for each of them.

Development is based on the expertise of employees and on a corporate culture combining entrepreneurial spirit, proximity, innovation and respect for local particularities.

Promoting equity between employees, developing your skills, supporting development and promoting mobility within the company are the challenges that define our Human Resources management policy.

Strategy

To offer a healthy, flexible and innovative working environment that promotes the development and well-being of employees.

We ensure that the well-being of our employees is promoted through the HR, social and environmental policies that we pursue. A survey is carried out among all our employees on themes related to quality of life at work. The latest results reveal that at BNP Paribas Real Estate, 74% of respondents believe that their work gives them a sense of personal accomplishment, and 71% generally manage to find a balance between their professional and private life.

With an average of 8 years of seniority, our employees say they are proud to work at BNP Paribas Real Estate. Beyond our culture of respect for everyone, benevolence and the ability to build the city of tomorrow.

The Group's We Care program is built around #3 pillars

"Let's take care of ourselves": this is the slogan of the We Care system. This BNP Paribas programme is implemented at BNP Paribas Real Estate through health and well-being schemes for employees in 4 areas.

This strategy aims to support the three pillars:

WE CARE @BNP PARIBAS REAL ESTATE

« Prenons soin de nous » : tel est le slogan du dispositif We Care. Ce programme de BNP Paribas est décliné chez BNP Paribas Real Estate à travers les dispositifs santé et bien-être au service des collaborateurs et des collaboratrices suivant 4 axes :

INFORMER

S'assurer que les collaborateurs aient accès à l'information disponible sur les dispositifs mis à leur disposition

ACCOMPAGNER

Faire le lien avec les programmes d'accompagnement mis à la disposition des collaborateurs



SENSIBILISER

Proposer des moments d'échange et de réflexion dans une démarche d'amélioration de la qualité de vie au travail

ENGAGER

Inviter les collaborateurs à s'engager par des initiatives personnelles dans le cadre professionnel

#1 Standard Benefits

A solid social foundation

built around agreements and contracts that protect me and offer me high-level guarantees:

Discover the associated schemes set up in France

- Health insurance coverage through a mutual or complementary health insurance plan.
- Coverage in the event of death, disability, or incapacity for work thanks to the provident scheme.
- Parental leave
- Additional leave for personal reasons (moving, death, etc.)

#2 Health and prevention

A broad scheme that aims to protect my mental health with a personalised support service:

Discover the measures and services put in place in France to take care of yourself and your mental health

- Psychological listening: you can request the Hu Care service to receive support and listening for any personal or professional situation.
- Occupational Medicine (ACSM) to ensure the prevention and detection of occupational risks affecting the state of health of employees, to offer individual medical follow-up and to make appropriate recommendations. Learn more.
- Access to a social assistance service through the Axa/Mercer mutual insurance company offering individualized listening and support
- The provision of the Tilia service for the support of caregivers
- Health prevention initiatives: organisation of flu vaccination campaigns, melanoma screening, communication around the support of serious diseases, etc.

#3 Well-being

Advice and support

to take care of myself and others on the emotional, physical, financial and social aspects.

Discover the elements implemented in France

- Flexibility in work with the implementation of an agreement on teleworking.
- Training and awareness-raising on health and well-being to better address the theme of mental health and prevent psychosocial risks.
- A gym in the premises of the METAL 57 headquarters
- Support in finding housing.

Working conditions



Upon integration at BNP Paribas Real Estate, employees receive a welcome booklet "EVERYTHING YOU NEED TO KNOW ABOUT MY HR DAILY LIFE" which explains their working environment and conditions. This document presents the main provisions of the company's social status (organisation of working time, paid leave and RTT, benefits as an employee of BNP Paribas Real Estate, etc.).

Recruitment

A BNP Paribas Group charter on recruitment has been deployed since 2012 with a tool for a posteriori control of discriminatory terms in interview reports. The objective is to provide HR contacts with a tool to support managers in their mobility and recruitment choices. The results of the exercise give the business and HR managers concerned visibility on the jobs in short supply (for which it is necessary to train employees and/or recruit) and on future skills needs.

The purpose of the Code of Ethics for Recruitment in France is to formalise the ethical principles applicable to BNP Paribas Real Estate's recruitment activity in France.

Through this charter, BNP Paribas Real Estate undertakes to guarantee the objectivity of the evaluation, the transparency of the recruitment process, as well as the respect due to each of the stakeholders. This charter concerns all BNP Paribas Real Estate employees involved in the recruitment process in France.

We are implementing measures to promote parity in recruitment.

We have the recruitment agencies we work with sign the "BNP Paribas Real Estate Non-Discrimination Charter". We ask them that there be a selection of candidates on a parity basis.

Remuneration

The remuneration policy complies with laws, regulations (in particular European prudential regulations) and the

requirements of regulators, both locally and consolidated, including minimum wages where they exist locally. BNP Paribas' remuneration policy is based on the principles of fairness, particularly in terms of gender, and transparency, reflected in particular in a single annual remuneration review process for all employees. The principles relating to the composition of remuneration and its evolution are common to the entire BNP Paribas Group and in line with risk management objectives. The BNP Paribas Group is committed to ensuring a decent wage for all its employees. The living wage is understood as the remuneration that must cover the basic needs of an individual and his or her family, particularly in terms of housing, food, health, education, transport, means of communication, precautionary savings, etc.

Dialogue social

The BNP Paribas Group applies national laws and regulations on the recognition of trade unions in its constituent entities. It respects its local collective bargaining obligations and respects the agreements, whatever their level, signed within the BNP Paribas Group.

In compliance with the ILO's commitments, the BNP Paribas Group is committed to respecting the fundamental right to collective bargaining and social dialogue. It recognizes the value of collective bargaining

- with trade unions or with other staff representatives when they exist in the company. In compliance with the applicable national regulations, as soon as collective bargaining is initiated, BNP Paribas managers enter into these negotiations in an open, constructive and good faith manner with the unions established

- and/or recognised or with other employee representatives and seek, as far as possible, to reach an agreement.

Respect for and involvement in the functioning of employee representative institutions, whether local, national or transnational, as well as the quality of an open, constructive and regular social dialogue with trade unions and other employee representatives are key factors contributing to the development and performance of the BNP Paribas Group's entities, to supporting the transformation, improving employees' working conditions and developing good working practices.

In order to assess and prevent risks that may impact its employees, the BNP Paribas Group relies on Human Resources (HR) policies at BNP Paribas Group level, which apply up to the highest level of the BNP Paribas Group and all of its companies, and on agreements negotiated with the social partners, in particular on the World Agreement which covers all employees, or charters at Group level or regional level:

- Freedom of association and collective bargaining: the World Agreement specifically includes the BNP Paribas Group's commitments on freedom of association and the fundamental right to collective bargaining; social dialogue is particularly developed within the scope of the European Works Council (covering more than 70% of the BNP Paribas Group's workforce);

- Discrimination, inequality and exclusion: issues in the fight against discrimination, diversity, inclusion and equality are at the heart of the BNP Paribas Group's Code of Conduct, with in particular the "Respect for people" chapter which aims to combat inappropriate behaviour; These issues are also integrated into recruitment and career management processes; finally, the issues of professional equality are well taken up in the provisions of the World Agreement.



The BNP Paribas Group's 2024 World Agreement renews the "Fundamental Rights and Global Social Pillar Agreement" signed by the parties in 2018, which made it possible for the first time to define and implement concrete and measurable commitments for all BNP Paribas Group employees. It builds on the positive practices observed since the first signature, ensuring that they are taken into account, and includes new commitments on continuing to support the BNP Paribas Group's transformations – particularly technological – the vigilance plan, the long-term practice of new ways of working, the fight against inappropriate behaviour and discrimination, promoting diversity and inclusion and improving the global social pillar. It marks the culmination of a negotiation conducted over the course of six meetings between representatives of the management of BNP Paribas and UNI Global Union. Representatives of the European Federation of Managers of Credit Institutions and Financial Institutions (FECEC), – the European Works Council of the BNP Paribas Group, – and the two trade union organisations representing the BNP Paribas Group in France also participated in and contributed to these negotiations: the French Democratic Confederation of Labour (CFDT) and the French Confederation of Management-General Confederation of Managers (CFE-CGC).

Human rights

The BNP Paribas Group is committed to promoting respect for human rights (including the fight against child labour and forced labour) in its sphere of influence, i.e. among employees, suppliers, customers and the communities in which it operates. In particular, the BNP Paribas Group does not wish to participate in any human rights violations through its

investment and financing activities.

Occupational Health and Safety

Under the World Agreement, all BNP Paribas Group employees are covered for health expenses, death and disability insurance and benefit from minimum maternity leave.

The "We Care" occupational health and well-being programme has made it possible to strengthen the BNP Paribas Group's actions, particularly in the prevention of psychosocial risks, employee mental health and risks related to a sedentary lifestyle. Crisis units are also set up during major events, such as crises related to the health or geopolitical situation, in terms of safety at work, all BNP Paribas Group employees benefit from a reference corpus for the security of people and property, which establishes fundamental principles in terms of safety (with regard to the risks associated with deliberate acts, that may harm the persons or assets and activities of the BNP Paribas Group), and security (with regard to natural and climatic events, or related to the technological environments of our sites that may harm the persons or assets and activities of the BNP Paribas Group).

The health of employees remains at the heart of BNP Paribas Real Estate's concerns. This policy is particularly in line with the BNP Paribas Group's commitment to the United Nations' Sustainable Development Goals 3, 4, 5, 8 and 17.

Well-being at work

- Developing flexible working arrangements as a key factor in the engagement and well-being of our employees (telecommuting, flex-office)
- Maintain working conditions that take into account the health, safety and well-being of our employees

Deployment

Working environment and attractiveness

Upon arrival, in addition to the booklet "EVERYTHING YOU NEED TO KNOW ABOUT MY DAILY HR", all BNP Paribas Real Estate employees in France are given an HR kit consisting of sheets on: the organisation of working time

- paid leave and RTT
- other leave and absences
- benefits (participation, pension and health coverage)
- an information sheet on the dematerialisation of the pay slip as well as a brochure "Employer Promise"
- the integration seminar for all employees on permanent contracts.

This reception procedure is combined with:

- internal information procedures including an individualised corporate social report
- internal e-mailings
- Articles in the Open Space Online, in special editions
- dedicated HR pages on the intranet (my daily HR life, recruitment, training, mobility and career management) Mov'in (mobility space) and workshops within the head office.

Competitive compensation

The remuneration policy complies with laws, regulations (in particular European prudential regulations) and the requirements of regulators, both locally and consolidated, including minimum wages where they exist locally. BNP Paribas' remuneration policy is based on the principles of fairness, particularly in terms of gender, and transparency, reflected in particular in a single annual remuneration review process for all employees. The principles relating to the composition of remuneration and its evolution are common to the entire BNP Paribas Group and in line with risk management objectives.

Profit-sharing and profit-sharing

The philosophy adopted by the BNP Paribas Group is to associate all BNP Paribas Real Estate employees with the same profit indicators. This is reflected in the implementation of a joint participation agreement for all BNP Paribas Real Estate companies in France, based on consolidated economic indicators of the BNP Paribas Group companies, and the implementation of a profit-sharing agreement, common to all BNP Paribas Real Estate companies in France, based on consolidated economic indicators of the companies of the BNP Paribas Group.

Dialogue social

In France and in 2023, 111 collective agreements were signed (including amendments) in the BNP Paribas Group. BNP Paribas in France, including two Group-level agreements relating to teleworking and negotiation terms at BNP Paribas

Group level. 109 collective agreements have been signed at the level of the BNP Paribas Group's companies, including 48 agreements relating to remuneration, employee savings and retirement savings.

In this respect, 33 agreements relating to professional elections have been signed at the level of the BNP Paribas Group's companies. Finally, most of the Mandatory Annual Negotiations (NAO) meetings within the BNP Paribas Group's entities in France, including on remuneration for 2024, started earlier than in previous years and ended at the end of November 2023. BNP PARIBAS Real Estate renewed the CSE in 2023.

Human rights

In February 2022, the BNP Paribas Group signed a declaration outlining the measures taken to ensure that human trafficking and modern slavery do not take place in its company or in any of its supply chains. It complements the commitments made in the BNP Paribas Group Code of Conduct and the WORLD agreement "Agreement on fundamental rights and the global social pillar of the BNP Paribas Group" of 4/11/2024.

Addressing Workplace Harassment and Violence

The BNP Paribas Group also expresses its commitment to the development of its employees and is committed to providing them with a motivating work environment where everyone is treated with respect, dignity and fairness, in accordance with ILO Convention No. 111 on Discrimination in Respect of Employment and Occupation.

It is careful to protect its employees against all forms of violence at work, harassment, in all its forms, thus endorsing the principles of the preamble to ILO Convention No. 190 on violence and harassment.

Occupational Health and Safety

Coverage of health and pension costs

In addition to the legal and contractual provisions, in accordance with the regulations and practices of the countries in which the BNP Paribas Group operates, employees benefit from additional social security coverage in the form of provident and/or health insurance.

In accordance with the World Agreement, since the end of 2023, all BNP Paribas Group employees have benefited from social protection in terms of reimbursement of health, disability, disability and death expenses, as well as social protection in terms of maternity leave, paternity leave and flexible days. BNP Paribas Real Estate is setting up a complementary health insurance policy that makes it possible to supplement social security reimbursements in the event of illness or treatment. This compulsory scheme covers the employee and his or her children, as well as his or her spouse if he or she does not have his or her own income. An optional plan is available for spouses with income who wish to join the company's complementary health insurance.

The online employee HR platform provides access to all the information concerning the mutual insurance and the provident fund and to request reimbursements.

Prevention and Occupational Health Service

We have a Prevention and Occupational Health service, an internal medical service that has 11 branches.

Its missions are:

- Preservation of employees' physical and mental health with medical follow-up
- Prevention of occupational and health risks, and occupational accidents
- Support in the transformation of work
- Job retention and prevention of professional disintegration
- Psychological support in the event of serious events
- Promotion of health in the workplace through collective public health actions on the environment and on quality of life and working conditions according to the Occupational Health Plan 2021-2025
- Monitoring of new emerging risks.

The SPST Team

It consists of a coordinating doctor, occupational physicians, nurses, a psychologist, a dietician and medical secretaries as well as administrative assistants.

Their intervention covers several subjects according to the news:

- Ergonomics / Musculoskeletal Disorders (MSDs)
- The keys to a balanced diet at work
- Social ties and the work group
- Mindfulness meditation

- Cardiovascular risks
- Preventing and acting against cancer
- Chronic diseases
- Handicap
- Addictive behaviours
- Balanced breakfast
- Etc...

Our entities have taken measures to improve the working environment, prevent occupational risks or musculoskeletal disorders and have provided ergonomic advice.

Medical follow-up

Depending on the type of visit, it can be carried out by a doctor or a nurse.

For people with Recognition as a Disabled Worker (RQTH), pregnant women or people in a particular state of health, the occupational physician determines the medical follow-up with an appropriate periodicity.

Psychological support line

Committed to the quality of life at work of its employees, BNP Paribas Real Estate provides employees with "HuCare", a listening, support and psychological advice service. This is a program dedicated to BNP Paribas, available 24/7 Anonymous and confidential call accessible at URL: <https://bnpp.hucare.io>

URL : <https://bnpp.hucare.io>

A psychologist answers questions such as: How to manage stress? How do I put my emotions into words? How do I maintain my motivation? Overcoming the uncertainty linked to the health crisis. To keep confidence in myself in difficult situations. Knowing how to say "no". Protect yourself from tension at work. To have an outside view of what is happening in my personal life.

Psychologists are subject to the code of ethics: confidentiality, anonymity. They have verified skills: Master 2 graduates in psychology 10 years of average experience Selected for the quality of their know-how and experience AN ACTIVE AND POSITIVE METHODOLOGY Solution-oriented and concrete advice Attention to individual strengths, much more than to vulnerabilities Reliance on practical exercises Techniques for awareness and letting go.

Well-being at work

Within BNP Paribas Real Estate, well-being is supported by new jobs, including that of Hospitality Manager and Chief Happiness Officer GOOD Place to work

The ways of working in the coming years will be based on trust, autonomy and collaboration. It is above all a collective approach based on a team project. Developed from the experience acquired during the health crisis, the analysis of market practices and above all the listening to employees and managers, Smart Working integrates four dimensions:

1. Telecommuting

BNP Paribas' teleworking charter, signed in 2021 for a period of 4 years, provides a framework for the practice of teleworking.

BNP Paribas' wish is to maintain the sense of belonging to the company and the sense of community by maintaining an overall balance between remote work and on-site presence, with a maximum of 50% teleworking per employee, in activities that allow it. It is organized in a benevolent management framework promoting the principles of double volunteering, and double reversibility (manager-employee). The places of realization and eligibility conditions have been expanded. Equipment, compensation, flexible schedules and teleworking formulas have been opened up to ensure the development of teleworking while taking into account the diversity of activities and the expectations of employees. In addition, as part of the health protocols related to the Covid-19 pandemic and specific to each country, it is possible to increase the number of days of teleworking, in order to comply with the applicable government rules.

2. Workspaces

The hybrid organisation of teams, the emphasis on collaborative work and the real estate strategy have led BNP Paribas Real Estate to continue to develop the configuration and uses of its workspaces.

3. Digital tools

The hybrid organisation of the teams, the emphasis on collaborative work and the real estate strategy are leading BNP

Paribas Real Estate to continue to evolve the configuration and uses of its workspaces.

Supporting employees towards a hybrid way of working, adapting managerial practices, preventive actions around the health and well-being of employees (maintaining social ties, fighting against sedentary lifestyles or digital fatigue, work-life balance) (See Attention to employees).

4. Two-way communication

It is set up to facilitate employee feedback on working conditions. Every year, meetings with staff representatives are organised: 60 in 2023. An annual survey called "Flash Survey" is also carried out with the aim of determining employees' expectations as well as the perception of the company. In addition, the pulse Conduct & Inclusion Survey is a survey conducted by the BNP Paribas Group every two years to assess the perception of and compliance with the policies relating to the Code of Conduct and Diversity and Inclusion.

THE PLACE TO WORK DIFFERENTLY

#EntrepreneurialSpirit

We are passionate leaders in the real estate market. We are forward-thinking and committed to the ever-changing dynamics of our clients and colleagues.

#WellBeing

Providing you with a work environment that encourages you to stay agile, creative and innovative is good. Offering you a place where you feel safe, proud of what you do, where you can move at your own pace and manage your career proactively, is even better!

#ResponsibleManagement

The manager leads by example, develops means of co-construction and helps the members of his team to achieve their full potential. Whether in the office or remotely, the ingredients of this management are above all: mutual respect, trust, a return to meaning, flexibility in working methods, a spirit of collaboration and a culture of sharing.

3.2. SOCIAL RESPONSIBILITY: LEARNING COMPANY

Our BNP Paribas Group anticipates the adaptation of the company to the changes necessary to maintain its performance and supports its employees towards the jobs and jobs of tomorrow in a context of profound transformation of the banking sector. This support requires the anticipation of skills needs and the implementation of appropriate training or development actions or programs. It also involves dynamic career management. Training and internal mobility remain strong levers of the BNP Paribas Group's diversified and integrated model; they contribute to the personal and professional development of employees, to maintaining their employability and to achieving the objectives of the BNP Paribas Group.

As a company, it is essential to ensure that your teams are trained and that their skills are developed. Being a learning company ensures the adaptability and sustainability of the organization in a constantly changing environment.

Ambition

- To be a learning company and to strengthen the skills of our teams
- To become the leading learning brand in our industry, recognized by opportunities for both personal and professional development

Strategy

Skills management (training, mobility, career)

- To be a learning company and to strengthen the skills of our teams + to promote the employability of our teams
- Helping our employees progress and developing their employability are essential to meet the future challenges of the organization
- Retain our employees through continuous monitoring adapted to the specific expectations of each employee

Acculturation of employees to CSR

- Developing the CSR skills of our teams
- A CSR training plan is currently being finalised in order to acculturate our employees to CSR and sustainable development themes
- Objective to train our employees, in particular through Climate Frescoes

Deployment

Skills management (training, mobility, career)

The management of our employees' skills is based on three key areas:

Internal mobility

1. Career management

All employees benefit once a year from an individualized interview with their line manager as well as a professional interview and once every three years from a career interview. Employees aged 55 and over can benefit from a second-half career interview.

BNP Paribas Real Estate offers its employees a guide to preparing for annual interviews. The different steps of the process and the tools involved are presented on the intranet. 9 principles of professional evaluation allow employees and managers to prepare professional evaluations.

The personal development plan (PDP) makes it possible to define or clarify the employee's objectives and ambitions and thus allows the company to offer the necessary training.

Setting a PDP for each team member helps to:

- Better understand the team's aspirations and goals, and find all development needs in one place
- Coach and develop the team to help them meet their needs and those of the business
- Offer development and mobility opportunities to team members.

2. Mobility

At BNP Paribas Real Estate, we are fortunate to have an extremely varied range of professions and skills. As a subsidiary of BNP Paribas, opportunities may also arise in many entities of the BNP Paribas Group. The Real Estate Mobility program aims to promote career paths within our entity by giving more visibility to the offers available internally and to the career paths between our businesses. It can take the form of permanent mobility or temporary assignments. BNP Paribas Real Estate employees have the opportunity to evolve during their careers within the company's various entities. Whether within the support functions or the six business lines that make up the company. During functional mobility, the employee can change position, change department, or both. Thanks to the many career paths at BNP Paribas Real Estate, employees can choose to broaden their field of expertise by changing their position, or their knowledge of the real estate sector by changing their line of business. Mobility is available to any employee with 3 years of seniority in their position and according to their wishes for development. Via a platform dedicated to the internal job market, employees can have visibility of all the positions to be filled and be supported throughout the process by the Human Resources teams.)

Internal mobility: 150 mobilities at Real Estate in 2023.

3. Training and skills development

We encourage the professional development of our employees by offering them a wide range of training modules in an innovative format. We have developed a personalized and digital learning experience to support the professional development of all our employees.

Acculturation of employees to CSR

The acculturation of our employees to CSR consists of:

- Helping them to better integrate the principles of sustainable development into their businesses and activities
- To make them more aware of the impacts of our activities so that they can reduce the causes
- To help them better engage with our stakeholders and in particular our customers on these sustainability issues

The BNP Paribas Group is taking the following actions:

1. Outreach plan (webinars, tools at their disposal)

The **eco-gesture guide** shared with employees is an internal awareness tool allowing them to reduce their impact on the environment. Documents are regularly shared with employees to raise their awareness of environmental issues. Employees are invited to respect the eco-friendly gestures implemented by the BNP Paribas Group, such as stopping the use of plastic bottles or recycling batteries.

2. Integrate specific CSR modules into training programs specific to each business

3. Integrating CSR into individual and collective performance

A LEARNING COMPANY

#ContinuousLearning

We recognize the value of sharing knowledge and expertise with each other. We encourage the professional development of our employees day in and day out. We allow them to choose a wide range of training modules in an innovative format.

#RealEstateAcademy

A platform for lifelong learning. Centralising and managing all the knowledge specific to BNP Paribas Real Estate, enabling everyone to take advantage of digital training content, regardless of their profession or location, to increase their skills: this is the purpose of our new Real Estate Academy platform.

We have developed a personalized and digital learning experience to support the professional development of all our employees. Our ambition is to become the leading learning brand in our industry, recognized for opportunities for personal and professional development.

#BuildYourFuture

Each person is unique, each desire is different, each journey is distinct. Each employee is responsible for his or her own development. Career opportunities are many and varied during one's professional life. Given the wealth of jobs we offer, the possibilities for career paths are immense...

BNP Paribas Real Estate has set up a 2024 training plan to promote the development of employees' skills and consolidate business skills.

In 2023, 97% of employees took at least 4 training courses and 51% of BNP Paribas Real Estate employees completed at least 1 training course related to sustainable development issues in real estate. (Compared to 34% in 2022 and with a target of 75% in 2025).

Our employer promise

The rules of the game have changed, the job market has evolved and today, we are committed to recruiting you as much as being chosen by you! Joining the BNP Paribas adventure means sharing our convictions. You will take on concrete challenges that respond to current and future societal challenges. During your career with the company, you will be able to work in a real estate business that you have not yet imagined.

BUILDING THE CITY OF TOMORROW

#BeyondBuildings

Our know-how is based on the expertise of our employees for more than 50 years. To meet the major challenges of the real estate world, we rely on the involvement of each employee and on our common values.

#PositiveImpact

We use our real estate expertise to support the fight against climate change and develop smart real estate solutions. We believe that the buildings of the future create sustainable cities, thereby promoting economic, environmental, social and civic well-being. We expect all our employees to be actively involved and to be convinced of the challenge of sustainable development.

#EuropeanPlayer

Present in 24 countries, our direct locations allow us to have a detailed understanding of the local market while our network of alliances provides us with international coverage throughout Europe, the Middle East, Asia and North America. This means an international career path and working in a European environment.



**BUILDING
THE CITY OF
TOMORROW**

#BeyondBuildings
#PositiveImpact
#EuropeanPlayer

...PUIS CE VERS QUOI
NOUS TENDONS



**THE PLACE TO
WORK
DIFFERENTLY**

#EntrepreneurialSpirit
#Wellbeing
#ResponsibleManagement

CE QUE
NOUS
SOMMES...



**A LEARNING
COMPANY**

#ContinuousLearning
#RealEstateAcademy
#BuildYourFuture



**AN OPEN-
MINDED
GROUP**

#Diversity&Inclusion
#ThinkBig
#Commitment

In 2023, 25005 hours of training were provided to the 2061 employees of BNP Paribas Real Estate, i.e. a total of 12 hours of training per employee.

3.3. SOCIAL RESPONSIBILITY: DIVERSITY & INCLUSION

The BNP Paribas Group is particularly committed to the development of its employees and is therefore committed to providing its employees with a motivating working environment where everyone is treated with respect, dignity and fairness, and in this respects is in line with the principles of the ILO Convention on Discrimination in Respect of Employment and Occupation. It is careful to protect its employees against all forms of violence at work, harassment, in all its forms, in particular sexual or moral violence, or discrimination, thus endorsing the principles of the preamble to the Convention on violence and harassment.

Ambition

Integrate and protect difference within the company while training our employees in diversity to facilitate everyone's work

Strategy

In 2023, the BNP Paribas Group has strengthened and deployed a policy on respect for people based on three main areas:

- The development of the prevention of situations of disrespect for persons and discrimination
- A common system for BNP Paribas Group entities to receive and process alerts relating to these situations in an impartial, independent and confidential manner
- The strengthening of individual and/or collective support and monitoring measures.

Deployment

Diversity and inclusion

From the time of recruitment, we ask the company's partners to guarantee non-discrimination in the search for future employees. Since 2005, we have been pursuing a proactive policy to fight against discrimination and promote diversity in 4 areas:

- Employment of people and disability
- Gender equality in the workplace
- Diversity and inclusion
- Intergenerational diversity: Since 2010, senior employees have benefited from retirement preparation training.

In terms of social responsibility, the company has been offering 2 additional days of annual leave to employees aged 58 and 4 days from the age of 60 since January 2014.

Actions in favour of employees with disabilities

The BNP Paribas Group's commitment to diversity and inclusion also includes the integration and retention of workers with disabilities. The ILO Global Network's Business and Disability Charter, which promotes inclusion of persons with disabilities in the professional environment, was signed by BNP Paribas on 29 June 2016.

Disability in the workplace, one of the pillars of our "Open Minded" Diversity and Inclusion policy. Supporting and including people with disabilities in the work group is one of the pillars of our Diversity and Inclusion policy. To serve this commitment, BNP PARIBAS REAL ESTATE works to endorse the principles of equal opportunities and non-discrimination, career support, the adjustment of working conditions and to include its sustainable actions in the daily lives of all.

In this context, all of the BNP Paribas Group's business lines/countries must implement at least 3 Charter commitments for 80% of the workforce with regard to employees with disabilities on one of the Charter's axes, particularly on the themes of employment, equal treatment, accessibility and confidentiality. In the event of the occurrence or evolution of a disability during the course of working life, the entity seeks the most appropriate solutions with regard to the adaptation of the workstation or the employment of the employee concerned.

In 2021, the BNP Paribas Group unveiled the actions implemented within the company for employees in favour of an inclusive and collaborative work environment. Supporting and including people with disabilities in the work group is one of the pillars of the BNP Paribas Group's "Open Minded" Diversity and Inclusion policy. The disability charter presents BNP Paribas Real Estate's commitments to Include disability as a vector of our collective performance. The DISABILITY charter has several objectives: Deconstructing stereotypes, Including disability as a vector of our collective performance and Acting in partnership with privileged actors.

AN OPEN-MINDED GROUP

The launch of the internal awareness campaign called "#OpenMinded", the purpose of which is to train our managers and raise awareness among all our employees, in particular through conferences.

The BNP Paribas Group has rolled out its #OpenMinded policy, which is based on 11 actions related to diversity and inclusion.

#Diversity&Inclusion

Diversity is not only a question of gender, disability, skin color, age or origin... Inclusion advocates respect for singularities and allows each employee to be themselves on a daily basis. At a time of new challenges and in a context where it is necessary to strengthen social ties and avoid cutting ourselves off from others, the notions of diversity and inclusion are more essential than ever.

#Thinkbig

Open-mindedness is also the ability to move forward, to never be overwhelmed, the ability to constantly question oneself and to progress through innovation. We encourage all employees to surpass themselves, to be creative and to constantly reinvent themselves.

#Commitment

We live in a society that is constantly evolving, which also means being open to the world. As a player in a changing world, we are open to societal issues and we encourage our employees to do the same.

Promoting equal opportunities

BNP Paribas Real Estate is committed to integrating and protecting difference within the company and trains its employees in diversity to promote equal opportunities. Diversity is one of the key pillars of BNP Paribas Real Estate's corporate social responsibility. This is why we promote diversity from the recruitment stage and ask the company's partners to guarantee non-discrimination in the search for future employees. Since 2005, we have been pursuing a proactive policy to fight discrimination and promote diversity, which is based on 4 axes:

Professional equality between women and men

- Employment and integration of people with disabilities
- The diversity of origins
- Intergenerational diversity
- As part of its #OpenMinded policy, BNP Paribas Real Estate is committed to an inclusive and collaborative work environment. Download our infographic to discover our actions implemented.

Support for women's leadership

Historically very male-dominated, the real estate professions have been evolving in recent years. Aware of the key role that women have to play, players in the sector, such as BNP Paribas Real Estate, have been committed for several years to supporting the development of female employees, and working to promote gender diversity in the sector.

Signing of commitment charters:

- Women's Empowerment Principles (WEP) des Nations Unies (2011)

For example, we participate in the Women Forum and set up webinars and conferences on this theme.

- #JamaisSansElles (2019).

Our CEO Thierry Laroue-Pont has signed the #JamaisSansElles charter through which BNP Paribas Real Estate has affirmed its commitment not to participate in internal or external events, face-to-face or remote - bringing together more than 3 speakers without the presence of women (debates, expert panels, round tables, etc.).

- Women In Leadership (WIL)

In 2012, BNP Paribas Real Estate launched the international Women in Leadership (WIL) programme, enabling the company's female employees to develop their skills through dedicated training and a mentoring programme. The European leader in real estate services is today extending its WIL program to a student target by partnering with the Toulouse Business School (TBS). More than 250 high-potential female employees participated in this training, which aims to support their career development, by giving them the tools, and helping them to identify the barriers and obstacles to overcome them.

Gender equality and pay index

These results have been defined in accordance with the legal and regulatory provisions in force, specifying the methods for calculating the indicators that make it up, and considering the following principles:

The calculations of the pay gap indicator are established according to a position rating method, after consultation with the CSE in 2024.

The scores are significantly above the minimum of 75 points required, reflecting the long-standing commitment of BNP Paribas Real Estate's perimeter to professional equality between women and men.

BNP Paribas Real Estate : 94/100

Scope analysed: 458 employees.

- The gender pay gap: 39/40
- The difference in the distribution of individual increases: 20/20
- The difference in the distribution of promotions: 15/15
- The number of employees receiving a raise on their return from maternity leave: 15/15
- Parity among the 10 highest earners: 5/10

BNP Paribas Real Estate Promotion : 89/100

Scope analysed: 364 employees.

- The gender pay gap: 34/40
- The difference in the distribution of individual increases: 20/20
- The difference in the distribution of promotions: 15/15
- The number of employees receiving a raise on their return from maternity leave: 15/15
- Parity among the 10 highest earners: 5/10

BNP Paribas Real Estate Property Management : 93/100

Scope analysed: 321 employees.

- The gender pay gap: 33/40
- The difference in the distribution of individual increases: 20/20
- The difference in the distribution of promotions: 15/15
- The number of employees receiving a raise on their return from maternity leave: 15/15
- Parity among the 10 highest earners: 10/10

BNP Paribas Real Estate Transaction : 88/100

Scope analysed: 476 employees.

- The gender pay gap: 38/40
- The difference in the distribution of individual increases: 20/20
- The difference in the distribution of promotions: 15/15
- The number of employees receiving a raise on their return from maternity leave: 15/15
- Parity among the 10 highest earners: 0/10

BNP Paribas Real Estate Investment Management (REIM) France : 88/100

Scope analysed: 178 employees

- The gender pay gap: 33/40
- The difference in the distribution of individual increases: 35/35
- The number of employees receiving a raise on their return from maternity leave: 15/15
- Parity among the 10 highest earners: 5/10

BNP Paribas Real Estate Valuation France : 85/100

Scope analysed: 75 employees.

- The gender pay gap: 25/40
- The difference in the distribution of individual increases: 35/35
- The number of employees receiving a raise on their return from maternity leave: 15/15
- Parity among the 10 highest earners: 10/10

<https://www.realestate.bnpparibas.fr/fr/travailler-ensemble/index-parite>

Support for minorities and vulnerable groups

Each year, more than 30,000 employees engage in professional networks that play an active role in promoting Diversity

and Inclusion within the BNP Paribas Group:

- Ability is a community of listening, sharing and mutual aid between BNP Paribas employees who are directly or indirectly affected by disabilities, disabling or chronic illnesses.
- Afrinity works to promote ethnocultural diversity at all levels of the company, foster equal opportunities and combat all forms of discrimination.
- All Abroad! aims to facilitate the integration and daily life of international employees who work at BNP Paribas in the Ile-de-France region.
- Association MixCity is an exchange network for women and men who wish to advance professional equality.
- CulturALL is a global network of various local BNP Paribas networks that aims to create an equitable and inclusive environment, where all employees from ethnocultural diversity can excel.
- Latamigos is a network that aims to promote ethnocultural diversity and contribute to the professional development of its members through meetings and exchanges, open to all "friendly" collaborators from Latin American countries.
- Pride is a professional network made up of collaborators, directly or indirectly concerned, or simply supporting LGBT (Lesbian, Gay, Bi and Trans) people.
- WeGenerations is a network open to all and aims to increase exchanges between young people and seniors, but also between the subsidiaries and the various business lines of the Group.
- Created more than 40 years ago, the WeLevelUp association is a network of more than 1200 managers and experts who share the ethics and values of the BNP Paribas Group, a source of proposals on strategic issues that affect the future of businesses and employees.

In 2023, the company had 979 men and 1082 women.

53% of the employees recruited are women.

59% of talented employees are women.

51% of SMP (Senior Management Positions) employees are women.

42% of senior management employees on the Executive Board are women (to date).

4. CIVIC RESPONSIBILITY

Responsabilité civique



Responsabilité civique : Immobilier de demain

Promouvoir la culture et le rayonnement du développement durable dans les métiers de l'immobilier.



Responsabilité civique : Économie locale

Assurer une contribution positive dans nos villes et territoires.



Responsabilité civique : Solidarité

Soutenir des initiatives solidaires pour contribuer à une ville durable et inclusives.

4.1. CIVIC RESPONSIBILITY: REAL ESTATE OF TOMORROW

Our goal is to help our communities thrive by relying on 3 key areas: health and wellness, community relations, and education in our trades. We believe that we have the ability to make a positive contribution in these areas that match our skills and experience. Our contribution is reflected in investment and community development initiatives in the real estate business.

Ambition

- Promoting knowledge and influence of CSR in the real estate industry
- Promote and enhance sustainable projects through sponsorship and patronage actions in favor of the environment
- Supporting actors who are creating a more inclusive world and who are investing in projects that respond to the major challenges of our society

Deployment

Partnerships for sustainable real estate

We participate in think tanks in the real estate sector. As a major player in real estate, BNP Paribas Real Estate has a duty to be at the heart of developments in its market by sharing the thoughts of professionals in its sector internationally. We actively participate in the life of associations and federations of professionals, national and international working groups, such as the German Sustainable Building Council, the Royal Institution of Chartered Surveyors (Germany) or the German Society of Property Researcher, the HQE Alliance – GBC France.

We are also committed to the public authorities by actively participating in the work of the Sustainable Building Plan, including:

- to the "SIGNS OF QUALITY" Working Group that we co-led
- the Working Groups for the Renovation of the Tertiary Sector, the Energy Performance Guarantee, the Private Tertiary Sector.

We are also very involved with organizations that contribute to research and the dissemination of the best solutions for sustainable real estate:

- the HQE – GBC France Alliance, which develops environmental assessment standards for buildings in new construction, renovation and operation;
- the French Institute for Building Performance (IFPEB), which is working on the most appropriate means for the

generalisation of sustainable buildings in compliance with technical and economic constraints;

- the certifiers CERTIVEA and CERQUAL, which develop the most appropriate procedures to certify the quality of buildings and their operation.
- The BBCA (Low Carbon Building) association, of which we are founding members.

As a major player in real estate in Europe, we are acting for a sustainable city in our businesses and in particular in the context of the Booster du emploi. The projects undertaken by BNP Paribas Real Estate in 2020 on this initiative are:

- Metropolitan Square in Lille (87,000m² of offices, housing, shops).
- 17&CO Paris (18,000 m² offices, youth hostel hotel).
- Tribequa in Bordeaux 3,000m² (convention center, exhibition).
- Boulevard des Dames Marseille (10,000 m² hotel or offices).
- Gagarine in Romainville (98 housing units in 2 phases).
- Zellige in Rueil Malmaison 13,500 m² of offices.

Transformation of real estate assets: BNP Paribas Real Estate puts its expertise at the service of the city of tomorrow
Faced with the effects of climate change, cities are on the front line. Between heat waves, floods and droughts, there is an urgent need to renew the urban model, even though it will be the living environment of two-thirds of humanity in 2050. Rather than being subjected to increasing urbanization, it is essential to seize the opportunities that these changes imply. It is not a question of destroying and remaking the city, but of rethinking it and continuing to do better.

The Citizens' Arches in Paris: a temporary occupation prefiguring the uses of tomorrow. An urban planning tool popular with developers, temporary occupation, also known as transitional urbanism, makes it possible to provide entrepreneurs with premises to develop their activity. This is the approach taken by BNP Paribas Real Estate and its partners in opening the doors of their "Citizen Hospitality" operation, located in the heart of Paris, to structures in the social and solidarity economy.

Building the sustainable city: the example, in Paris, of the conversion of the AP-HP headquarters into a mixed district. In June 2022, BNP Paribas Real Estate, together with Apsys and RATP Solutions Ville, won the City of Paris' call for innovative urban projects "Reinventing Paris 3" launched on the conversion of the AP-HP (Assistance Publique – Hôpitaux de Paris) head office.

4.2. CIVIC RESPONSIBILITY: LOCAL ECONOMY

Civic Responsibility: Local Economy

BNP Paribas Real Estate is positioned as a player in the value chain in the real estate sector and contributes to the development of its stakeholder ecosystem.

Ambition

Making a positive contribution in our cities and territories where we operate

Strategy

Development of the local economy and VSEs/SMEs

Supporting the development of the local economy and its dynamism: BNP Paribas Real Estate is positioned as a player in the value chain in the real estate sector and contributes to the development of its ecosystem of stakeholders. As part of its activities, BNP Paribas Real Estate generates economic spinoffs in various sectors of activity. All financial flows in the territory have an "indirect" impact on local economic activity and contribute to its dynamism.

Deployment

Development of the local economy and VSEs/SMEs

BNP Paribas Real Estate contributes directly to local economic development through local expenses, salaries paid to the 5,400 employees and in the form of taxes paid to the tax authorities. These taxes represent 3% of the company's turnover.

4.3. OUR COMMITMENTS CIVIC RESPONSIBILITY: SOLIDARITY

BNP Paribas Real Estate is positioned as a player in the value chain in the real estate sector and contributes to the development of its stakeholder ecosystem. As part of its activities, BNP Paribas Real Estate generates economic spinoffs in various sectors of activity. All financial flows in the territory have an "indirect" impact on local economic activity and contribute to its dynamism.

Ambition

Contributing to the development of local communities through solidarity actions

Strategy

Solidarity actions by our employees

Encourage employee participation in solidarity actions.

Promotion of education and access to culture, access to

To support access to education and culture for the younger generations with the aim of promoting ever greater equity and inclusion and defending fundamental human rights without discrimination.

To support various associations that act in favor of health (care, medical research, therapeutic support), better living and well-being.

Supporting sports clubs and sports practices.

Deployment

Solidarity actions by our employees

BNP Paribas Real Estate also encourages each of its employees to take action in favour of certain associations, in line with their possibilities. By donating time, money or energy, each employee can get involved and make a contribution, because even small actions count. For employees who prefer to give their time, BNP Paribas Real Estate will offer skills-based sponsorship. As a continuation of the BNP Paribas Group's 1 Million Hours solidarity programme, BNP Paribas Real Estate will soon offer its employees the opportunity to devote volunteer hours, during their working hours, to associations referenced by the BNP Paribas Group. The objective is to reach 1 million hours of volunteering per year, which represents a little more than half a day of paid solidarity hours per employee per year.

BNP Paribas Real Estate supports various associations that promote health (care, medical research, therapeutic support), better living and well-being. The help provided by the company can be of a financial, material or human nature.

These actions echo BNP Paribas Real Estate's values of proximity and commitment on the ground, mutual aid and solidarity. Among the many associations supported each year is L'Ascenseur, a unique collective of 20 associations and organizations that work to promote equal opportunities.

Their actions aim to provide better access to education, employment and entrepreneurship for young people from working-class backgrounds and disadvantaged areas. The company is also a sponsor of the Helen Keller Europe association which, through its PlanVue program, aims to prevent and treat visual disorders in school students and thus prevent school dropout. BNP Paribas Real Estate is also involved in causes related to its core business: real estate.

Since 2019, the company has been a partner of the Qualitel Foundation, whose missions are to inform the general public, certify and evaluate housing in order to improve the quality of housing for comfortable, healthy and safe housing. The Qualitel endowment fund supports non-profit organizations that work to provide access to decent, quality housing for the most disadvantaged populations.

Sponsorships and Patronages

Supporting inclusion and solidarity

The sponsorship and patronage actions carried out by BNP Paribas Real Estate are a relevant and concrete response to the challenges of a more sustainable and inclusive world. By supporting players in the sectors of architecture and heritage, health, education, solidarity and sport, BNP Paribas Real Estate is thus anchoring its philanthropic actions as close as possible to the realities on the ground.

This policy is carried out in full coherence with the BNP Paribas Group's "raison d'être" and BNP Paribas Real Estate's own CSR commitments.

The five areas of action

BNP Paribas Real Estate wants to have a "positive impact" on the regions where its businesses operate. To this end, the company supports local initiatives as part of sponsorship and sponsorship actions in five areas:

1. Architecture & Heritage
2. Health & Solidarity
3. Education & Access to Culture
4. Environment & Sustainable City
5. Sport & Sports Practice

1- ARCHITECTURE & HERITAGE

Architecture is part of BNP Paribas Real Estate's DNA. It is at the heart of the real estate business. It makes and draws our cities and landscapes. Participating in the renovation of heritage is also a choice guided by the desire to contribute to the economic and cultural attractiveness of our territories and a real commitment to cultural democratization. This is why BNP Paribas Real Estate has already committed to numerous actions in favour of architecture and heritage alongside :

- From the Heritage Foundation for the renovation of Notre-Dame.
- Awards for women architects from ARVHA, Association for Research on the City and Habitat.
- The National Association of Architects of Buildings of France
- The Pavillon de l'Arsenal, the centre of urban planning and architecture of Paris and the Paris metropolis.
- ...

Since 2008, BNP Paribas Real Estate has been awarding its Prix des Espoirs de l'architecture to young architectural students every year.

The aim of this competition is to make them think about and raise awareness of the current issues of the city's architecture, particularly in terms of sustainable development. It is also a way to forge links between the academic and professional worlds.

2- HEALTH & SOLIDARITY

With the BNP Paribas Group's CSR and Human Resources Departments, and sometimes under the impetus of employees, BNP Paribas Real Estate supports associations that promote healthcare, medical research, education and therapeutic support. The assistance provided can be of a financial, material or human nature. BNP Paribas Real Estate encourages each of its employees to take action, in accordance with their possibilities, in favour of some of these associations.

- Helen Keller (PlanVue aims to prevent and treat avoidable visual disorders in pupils attending school in priority neighbourhoods of the urban policy).
- Special Olympics (solidarity race dedicated to the development of people living with an intellectual disability through sport).
- Imagine for Margo, an association aimed at the fight against childhood cancer

BNP Paribas Real Estate also encourages and supports solidarity and social cohesion actions in favour of vulnerable or disadvantaged people. This axis seems to us to be essential to contribute to better living together in a society of solidarity and respect for everyone.

- 1 Million hours: Initiated by the BNP Paribas Group, the volunteering program #1MillionHours2Help in line with its commitments to a more inclusive and ecological world. The aim of the programme is to enable employees of the Group and BNP Paribas Real Estate France to get involved during their working time, alongside local associations.
- Microdon: since 2014, BNP Paribas Real Estate has allowed all its employees to donate the cents of their net salary to an association every month. The company is committed to working alongside employees by doubling the amount of the donation made.

Three associations are supported:

The Gustave Roussy Institute, the 1st European centre for the fight against cancer, and Habitat et Humanisme, which works to promote housing and the integration of people in difficulty,
 Habitat et Humanisme, which allows people in difficulty to be housed with dignity and to regain confidence and autonomy thanks to personalized support
 and Imagine For Margot, whose priority is to accelerate research against childhood cancers
 - Raphaël Institute: 1st European center for integrative medicine that supports patients and their caregivers free of charge, during and after cancer.

3- EDUCATION & ACCESS TO CULTURE

BNP Paribas Real Estate is very committed to young people to support the training of future real estate professionals, but also initiatives to integrate young people against school failure in a region. Promoting inclusion, especially in disadvantaged neighbourhoods, is a strong commitment.

More generally, BNP Paribas Real Estate is committed to providing access to culture in all its forms.

- Cité internationale universitaire de Paris (CIUP): since 2012, BNP Paribas Real Estate has been supporting CIUP resident scholarship holders.
- Ambition Saint-Denis Endowment Fund: The purpose of this fund is to finance all local actions of general interest aimed at supporting the municipality and associative actors for an inclusive, solidarity-based, emancipatory and sustainable territory.
- Festival de Saint-Denis: BNP Paribas Real Estate supported the Festival de Saint-Denis, a classical music festival in the heart of Saint-Denis' architectural heritage

4- ENVIRONMENT & SUSTAINABLE CITY

In 2050, there will be 10 billion human beings on Earth, 80% of whom will live in cities. This demographic growth and urban attractiveness are accompanied by growing challenges: environmental, health, social, economic, urban, etc. As a major player in real estate in Europe, we act for a sustainable city in our business but also through our sponsorship and partnership actions in favor of environmental protection and sustainable construction.

- Construction 21: the information platform on buildings and the sustainable city organizes the Green Solutions Awards, an international competition for exemplary achievements with the aim of inspiring professionals from all over the world for their future projects of buildings, eco-districts and infrastructure.
- Palladio Foundation: created in 2008 under the aegis of the Fondation de France, acts around the major challenge of building the city and living spaces.
- Paris&Co: Territorial Innovation Agency of Paris and the metropolis, accelerator of impact projects through a plurality of mechanisms dedicated to the identification of sustainable solutions and their mobilization in the service of transitions
- economic, ecological and social.

5- SPORT & SPORTS PRACTICE

For many years, BNP Paribas Real Estate has been supporting sports clubs and the values that sport conveys, in particular fraternity, solidarity, tolerance, team spirit, the search for effort, loyalty and respect.

Most sports clubs contribute in the neighbourhoods and cities to the training of young people, to whom they give a taste for a certain rigour, a healthy lifestyle, a sense of teamwork.

In addition, thanks to their performances and results in competition, some of these clubs contribute to the brand image and influence of the city and the territory where they are located.

Each of these clubs is:

- A vector of positive notoriety
- a local social and educational actor.
- a citizen actor fully rooted in the life of the city.

PROTOCOLE DE REPORTING

Framework and methods for carrying out BNP Paribas Real Estate's CSR reporting.

Organizational scope

The scope covers all activities for which BNP Paribas Real Estate has operational control in France and Europe (assets and activities associated with the sites operated and occupied by BNP Paribas Real Estate for its operations). Acquisitions, disposals and development operations (extensions and/or new projects) are likely to change the scope of reporting and influence the analysis of changes in indicators.

Changes in scope

BNP Paribas Real Estate has acquired Strutt & Parker, one of the leading players in the UK real estate market that is still independent, creating a leading UK real estate player. This acquisition, which was finalised in September 2017, is based on the union between the British subsidiary of BNP Paribas Real Estate and Strutt & Parker. 67 offices in the United Kingdom and 1500 new employees have been integrated. There were no significant changes in scope in 2018 or 2019. However, in 2020, BNP Paribas Real Estate ceased its activities in Romania, before doing the same in 2021 in Hungary and the Czech Republic.

Period and cycle

For all economic, social and civic indicators, the control period used is the period from 1 January to 31 December. The scope of data collection and reporting covers all subsidiaries as of December 31 of the reporting year. Part of the data on energy, water and waste consumption is filled in on the basis of information from invoices received with a time lag. In order to be able to base itself on actual consumption, BNP Paribas Real Estate has decided to use a rolling year period for the indicators built on the basis of this data (from November N-1 to November N).

To ensure comparability, the history of the information carried forward, when available, must cover the last 3 full years. The currency used is the euro and the measurement system is the square metre. In 2018, BNP Paribas Real Estate disclosed its first CSR report such as this one.

GRI Compliance

BNP Paribas Real Estate has prepared its report in accordance with GRI standards for the period from 1 January to 31 December 2023.

Reporting principles are essential in order to obtain a quality sustainability report. BNP Paribas Real Estate applies the principles of reporting and has prepared its reporting in accordance with the GRI standards. This report responds to all the elements listed in the law, according to the implementation of the principle "apply or explain". Each reporting principle consists of a requirement and guidelines for how the principle is to be applied. To ensure a quality approach that meets GRI's expectations on standards, BNP Paribas Real Estate has ensured the application of the tests indicated for each principle by MATERIALITY-Reporting, GRI DATA PARTNER for France.

Commitment to transparency

BNP Paribas Real Estate, as a non-listed subsidiary of Banque BNP Paribas, is not required to carry out extra-financial reporting or to have its extra-financial data audited. However, in order to compare, to commit to CSR and to continuous improvement, we are committed to producing the most transparent extra-financial reporting possible.

External Verification

Data sources, as well as documents for measuring, calculating and consolidating data, must be verifiable by an independent third-party body. The corresponding documents, sampling, measurement and analysis methods used shall comply with the appropriate national standards where they exist. When collecting and validating the reported information, general checks are carried out to ensure the reliability of the reported data.

These controls can be carried out using relevant control ratios per indicator and should be systematically formalised and archived. This protocol serves as a repository for external verification of data and is available in English and French. Data sources (invoices, meter readings, waste tracking slips, etc.) as well as data consolidation documents (sums, multiplications), will be available to the auditors.

- MATERIALITY-Reporting carried out a CSR critical analysis in 2022. This external audit made it possible to analyse the relevance of the commitments in connection with the GRI 2021 standards and the compliance of the reporting according to the standards. The score obtained is 76%.
- In 2024, BNP Paribas Real Estate called on Primexis / N'CO Conseil to audit a selection of 2023 CSR KPIs (Energy Carbon Impact, Construction Carbon Impact, bio-based materials, certifications and labels obtained).

Regulatory Compliance

Law 2016-1088 Article 37 declaration of extra-financial performance

Amendment of Article L225-102-1 by LAW No. 2016-1088 of 8 August 2016 – art. 37 which imposes a change in non-financial reporting obligations.

Decree No. 2017-1265

Law 2016-1088 Article 37 declaration of extra-financial performance

Adopted on 21 February 2017 and applicable from 2018.

Putting respect for human rights back at the heart of the concerns of multinationals. To prevent risks in terms of the environment, human rights and corruption in their own activities but also those of their subsidiaries, subcontractors and suppliers, in France and abroad.

Sapin II Law - Law No. 2016-1691 of 9 December 2016

Law of 9 December 2016 on transparency, the fight against corruption and the modernisation of economic life. Prevent and detect acts of corruption committed in France and abroad through the deployment of a specific anti-corruption program within large companies (more than 500 employees and a turnover of more than €100 million). Strengthen the transparency of relations between interest representatives (lobbyists) and public authorities.

Extra-financial evaluation and rating



2023 PERFORMANCE INDICATORS

100% geographical scope = all BNP Paribas Real Estate entities and countries

Engagement	Indicator	Unit	Geographical scope	2022	2023
ECONOMIC RESPONSIBILITY					
Ethics and transparency	Employees who have completed compliance and ethics training	%	100%	97%	97%
	Suppliers who have signed our responsible purchasing charter	%	100%	45%	80%
	Number of confirmed corruption incidents	Nb	BNP PARIBAS Group DEU page 648		333 alerts received in total via the ethics alert system (all subjects)
	Number of confirmed information security incidents	Nb	BNP PARIBAS Group DEU page 648		333 alerts received in total via the ethics alert system (all subjects)
	Number of incidents reported through the alert procedure	Nb	BNP PARIBAS Group DEU page 648		333 alerts received in total via the ethics alert system (all subjects)
	Share of sites assessed or audited internally on a specific business ethics issue or regarding environmental/social risk levels	%	BNP PARIBAS Group DEU page 708		100%
Responsible purchasing	Share of targeted suppliers who have signed the sustainable purchasing charter	%	100%		80%
	Share of suppliers targeted with contracts containing clauses on environmental, labour and human rights requirements	%	100%		100%
	Share of targeted suppliers who have been assessed on their CSR performance (questionnaire)	%	100%		100%
	Share of targeted suppliers who have undergone an on-site CSR audit	%	BNP PARIBAS Group DEU page 717		5,312 ESG assessments
	Buyers from all sites who have received training on responsible purchasing	%	BNP PARIBAS Group DEU page 654		475 people worldwide trained on CSR criteria, more than 150 people on inclusive purchasing
	Share of audited/assessed vendors engaged in corrective actions or capacity development	%	BNP PARIBAS Group DEU page 717		1,287 suppliers have signed up to the Responsible Purchasing Charter
Business Partners	Share of at-risk business partners covered by a corruption or information security due diligence process	%	BNP PARIBAS Group DEU page 717		95% of employees have completed the "Personal Data Protection Awareness" training

Customer Experience	Stakeholders who consider the company to be innovative or committed to Sustainable Development/CSR/ESG	%	100%	N/A	N/A
	Conversion rate of carbon reduction service offerings	% nb	France REPM	55%	95%
Sustainable products and services	M ² delivered with a certification	% m ²	Europe Promotion IE	100%	100%
	M ² delivered reaching one of the two highest levels of certification	% m ²	Promotion IE	97%	100%
	Bundles delivered with certification	%	Residential development Europe	95%	93%
	Assets Art 889 open to investors / Total Open	%	REIM Panel RSE Europe		83%
	Assets Art 889 / Total Assets Under Management	%	REIM Panel RSE Europe		39%
	Buildings with certification (m2)	% m ²	REPM Europe	15%	14%
	Buildings with a certification (number)	% nb	REPM Europe	11%	16%
	Conversion rate of carbon footprint service offers, buildings under BMS	% nb	REPM Europe	70%	52%

ENVIRONMENTAL RESPONSIBILITY

Energy	Total Energy Consumption	Kwh	100% (extrapolated to 88%)	8 522 601	9 610 806
	Electricity purchased on the market	Kwh	100% (extrapolated to 88%)	1 408 442	4 230 759
	Share of electricity purchased on the market	Kwh	100% (extrapolated to 88%)	17%	44%
	Renewable electricity from electricity purchased on the market	Kwh	100% (extrapolated to 88%)	141 629	523 239
	Share of renewable electricity in electricity purchased on the market	%	100% (extrapolated to 88%)	1,7%	5,4%
	Electricity from nuclear power from electricity purchased on the market	Kwh	100% (extrapolated to 88%)	144 722	899 731
	Share of electricity from nuclear power in electricity purchased on the market	%	100% (extrapolated to 88%)	1,7%	9,4%
	Share of low-carbon electricity purchased (renewable and nuclear)	%	100% (extrapolated to 88%)	3,4%	14,8%
	Renewable electricity purchased with green certificate	Kwh	100% (extrapolated to 88%)	4 173 924	3 078 980
	Share of renewable electricity purchased with green certificate	%	100% (extrapolated to 88%)	49%	32%

	Renewable electricity generated on site	Kwh	100% (extrapolated to 88%)	7 589	7 243
	Share of renewable electricity generated on site	%	100% (extrapolated to 88%)	0,1%	0,1%
	Renewable electricity (purchased on the market + with green certificate + produced on site)	Kwh	100% (extrapolated to 88%)	4 323 142	3 609 462
	Share of renewable electricity (purchased on the market + with green certificate + generated on site)	%	100% (extrapolated to 88%)	50,7%	37,6%
	Share of low-carbon electricity (purchased + produced on site)	%	100% (extrapolated to 88%)	52%	47%
	Energy consumption from heat from municipal networks	Kwh	100% (extrapolated to 88%)	1 481 081	1 139 174
	Share of energy consumption from heat from municipal systems	%	100% (extrapolated to 88%)	17%	12%
Energy	Natural gas consumption for heating	Kwh	100% (extrapolated to 88%)	1 451 566	1 154 650
	Share of natural gas consumption for heating	%	100% (extrapolated to 88%)	17%	12%
	Knowledge of the actual consumption of all-purpose energy and its translation into CO2 (% of the number of active people)	%	REIM Panel RSE Europe	100%	98%
Business travel	Total business travel	Km	100% (extrapolated to 88%)	19 334 385	20 391 822
	Train travel	Km	100% (extrapolated to 88%)	3 138 309	3 738 417
	Road trips	Km	100% (extrapolated to 88%)	12 681 774	12 969 773
	Air travel	Km	100% (extrapolated to 88%)	3 514 302	3 683 632
Climate change	Energy consumption of assets	KWh/m ²	REIM Panel RSE Europe	164	150,2
	Total Scope 1 Gross GHG Emissions (Natural Gas)	Teq CO2	100%	294,1	233,8
	Total Gross Scope 2 GHG Emissions (Imported Energy)	Teq CO2	100%	1 667,5	1 429,2
	Total gross scope 3 GHG emissions (travel and business travel)	Teq CO2	100%	2 520,7	3 160,3

	Total gross GHG emissions from scopes 1 +2+3 (Location-based)	Teq CO2	100%	4 482,3	4 823,3
	Total gross GHG emissions from scopes 1 +2+3 (Market-based)	Teq CO2	100%	3 114,7	4 229,5
	GHG emissions per employee (scope 1, 2 and 3) of the business travel item	Teq CO2 /ETP	Corporate DE, FR, SP, UK	0,95	1,07
	Average fleet emissions in gCO2e/km (correlated NEDC & WLTP standards)	gCO2 /km	Corporate France	91	90
	Carbon emissions from assets	Kg CO2 /m ²	REIM Panel RSE Europe	17	18,4
	Funds benefiting from a climate change risk assessment	Nb	REIM Panel RSE Europe	8	14
	Surface area of the park with a known carbon performance	M ²	REIM Panel RSE Europe	542 190	770 408
	Share of the fleet with a known carbon performance	% m ²	REPM France	19%	28%
	Reduction of carbon emissions (BNP Paribas Cardif scope)	Kg CO2	REPM France	3 521 229	2 588 084
Biodiversity and natural resources	Weight of bio-based materials used in operations (at DROC)	Kg /m ² de SDP	Residential development France		19,9
	Waste collected for recovery, recycling or reuse.	%	100%		100%
	Recovered waste	%	100%		46%
	Operation providing for a biodiversity label (at the DROC of projects)	%	Promotion Europe	10%	14%
	Share of operations incorporating reuse and/or bio-based (to the DROC of projects)	%	Promotion France		64%
Environmental quality	Employees who believe that the company respects the environment	%	100%	76%	79%
SOCIAL RESPONSIBILITY					
Well-being at work	Employees proud to work for BNPPRE	%	100%	87%	85%
	Employees who feel they have a good work/life balance	%	100%	73%	76%
	Employees who feel that their work gives them a sense of personal accomplishment	%	100%	76%	78%
Diversity and inclusion	Women among SMPs (Senior Management Positions)	%	100%	51%	51%
	Women among the talents	%	100%	59%	59%
	Women on the Executive Board	%	Corporate France	44%	33%
Conditions and well-being at work	Employees benefiting from an annual individual interview as well as a		100%		100%

	professional interview				
Learning company	Employees who have taken at least one CSR/SD training course during the reporting year	%	Corporate Europe	34%	51%
	Employees who have completed at least 4 training courses during the reporting year	%	Corporate Europe		97%
	Employees trained on diversity, discrimination and harassment	%	100%		97%
Local economy	Paper from responsible sources	%	Corporate DE, FR, SP, UK	83%	99%
	Recycled waste	%	Corporate DE, FR, SP, UK	32%	46%
CIVIC RESPONSIBILITY					
Real estate for tomorrow	Number of assets	Nb	REIM Panel RSE Europe		1019
	Number of CSR panel assets	Nb	REIM Panel RSE Europe	474	462
	Total surface area of the CSR panel	M ²	REIM Panel RSE Europe	4 280 767	4 290 631
Solidarity	Amounts of partnerships with associations, training organizations, universities dedicated to CSR and the professions of the city of tomorrow	K€	100%		
	Schoolchildren, students and young professionals in the real estate industry supported as part of supported initiatives	Nb	100%	581	844

SOCIAL INDICATORS (Social Report 2023)

The BNP PARIBAS REAL ESTATE Group includes the following companies in 2023:

1. BNP PARIBAS REAL ESTATE
2. BNP PARIBAS REIM FRANCE
3. BNP PARIBAS IMMOBILIER DEVELOPMENT
4. BNP PARIBAS REPM
5. PARTNER'S & SERVICES
6. BNP PARIBAS REAL ESTATE TRANSACTION France
7. BNPRE CONSULT FRANCE
8. BNP PARIBAS REAL ESTATE VALUATION FRANCE
9. BNP PARIBAS REAL ESTATE CONSEIL HABITATION & HOSPITALITY

Theme	Indicator	2022	2023
Staff	Total number of employees	2161	2061
	Frames	1710	1644
	Supervisors	122	119
	Employees	133	117
	Professionalization and apprenticeship contracts	105	181
	Permanent contracts	1931	1854

	Fixed-term contracts	230	207
	Share of permanent contracts	89%	90%
	Permanent staff	1466	1646
	Average monthly headcount	2137	2148,7
	Men	1028	979
	Wives	1133	1082
	Share of women in the total workforce	53%	52%
Part-time	Total part-time employees	56	52
	Share of part-time women in the part-time workforce		100%
Leave	Share of employees who have benefited from 2 consecutive days of rest throughout the year	100%	100%
Age distribution	Under 25 years old	267	222
	25 to 29 years old	264	233
	30 to 34 years old	350	317
	35 to 39 years old	310	313
	40 to 44 years	312	292
	45 to 49 years old	228	230
	50 to 54 years old	179	188
	55 to 59 years	159	163
	60 years and over	92	103
Breakdown by seniority	Less than 2 years old	670	585
	2 to 4 years	437	341
	5 to 9 years old	378	457
	10 to 14 years old	230	206
	15 to 19 years old	198	213
	20 to 24 years old	116	116
	25 to 29 years old	31	50
	30 years and older	101	93
Formation	Apprenticeship contracts and professionalisation	196	181
	Share of the wage bill devoted to continuing training (legal rate 1%)	2%	2,20%
	Employees benefiting from the training	1671	1782
	Share of employees benefiting from training	77%	86%
	Training Hours	22 879	25 005
	Average number of hours of training per employee	10,6	12,1
Absenteeism	Between 1 and 3 days (M/F)	-	161/323
	Between 4 and 14 days (M/F)	-	88/301
	15 days and more (M/F)	-	47/172
Parental leave	Paternity (days)	-	921
	Maternity (days)	-	5940
Accidents and illnesses	Accidents at work and on the way to work	81	60
	Occupational diseases	2	3
	Number of SCTCC meetings	3	4
	Workforce trained in workplace safety	82	195
	Lost-time accidents at work	9	9
	Hours worked	3 946 138	3 910 720
	Frequency rate of occupational accidents	2,28	2,3
	Days of absence	523	292
	Severity rate of occupational accidents	0,13	0,07

ENVIRONMENTAL REPORT

BNP Paribas Real Estate / BNP Paribas Group indicators consolidated by the Group

*indicators not consolidated by the Group

Engagement	Indicator	Unit	Geographical scope	2022	2023
Energy	Total Energy Consumption	Kwh	100% (extrapolated to 88%)	8 522 601	9 610 806
	Electricity purchased on the market	Kwh	100% (extrapolated to 88%)	1 408 442	4 230 759
	Share of electricity purchased on the market	Kwh	100% (extrapolated to 88%)	17%	44%
	Renewable electricity from electricity purchased on the market	Kwh	100% (extrapolated to 88%)	141 629	523 239
	Share of renewable electricity in electricity purchased on the market	%	100% (extrapolated to 88%)	1,7%	5,4%
	Electricity from nuclear power from electricity purchased on the market	Kwh	100% (extrapolated to 88%)	144 722	899 731
	Share of electricity from nuclear power in electricity purchased on the market	%	100% (extrapolated to 88%)	1,7%	9,4%
	Share of low-carbon electricity purchased (renewable and nuclear)	%	100% (extrapolated to 88%)	3,4%	14,8%
	Renewable electricity purchased with green certificate		100% (extrapolated to 88%)	4 173 924	3 078 980
	Share of renewable electricity purchased with green certificate		100% (extrapolated to 88%)	49%	32%
	Renewable electricity generated on site		100% (extrapolated to 88%)	7 589	7 243
	Share of renewable electricity generated on site	%	100% (extrapolated to 88%)	0,1%	0,1%
	Renewable electricity (purchased on the market + with green certificate + produced on site)	Kwh	100% (extrapolated to 88%)	4 323 142	3 609 462
	Share of renewable electricity (purchased on the market + with green certificate + generated on site)	%	100% (extrapolated to 88%)	50,7%	37,6%
	Share of low-carbon electricity (purchased + produced on site)	%	100% (extrapolated to 88%)	52%	47%
	Energy consumption from heat from municipal networks	Kwh	100% (extrapolated to 88%)	1 481 081	1 139 174
	Share of energy consumption from heat from municipal systems	%	100% (extrapolated to 88%)	17%	12%
	Natural gas consumption for heating	Kwh	100% (extrapolated to 88%)	1 451 566	1 154 650
	Share of natural gas consumption for heating	%	100% (extrapolated to 88%)	17%	12%
Business travel	Total business travel	Km	100% (extrapolated to 88%)	19 334 385	20 391 822
	Train travel	Km	100% (extrapolated to 88%)	3 138 309	3 738 417

	Road trips	Km	100% (extrapolated to 88%)	12 681 774	12 969 773
	Air travel	Km	100% (extrapolated to 88%)	3 514 302	3 683 632
Climate change	Total Scope 1 Gross GHG Emissions (Natural Gas)	Teq CO2	100%	294,1	233,8
	Total Gross Scope 2 GHG Emissions (Imported Energy)	Teq CO2	100%	1 667,5	1 429,2
	Total gross scope 3 GHG emissions (travel and business travel)	Teq CO2	100%	2 520,7	3 160,3
	Total gross GHG emissions from scopes 1 +2+3 (Location-based)	Teq CO2	100%	4 482,3	4 823,3
	Total gross GHG emissions from scopes 1 +2+3 (Market-based)	Teq CO2	100%	3 114,7	4 229,5

GRI CONTENT INDEX

Global Reporting Initiative (GRI) is an independent international organization that helps companies and other organizations take responsibility for their impacts, by providing them with a global standard to communicate those impacts.

Statement of Use	BNP Paribas Real Estate has prepared its report in accordance with GRI standards for the period from 1 January to 31 December 2023.
GRI 1 used	GRI 1: General Principles 2021
Applicable GRI Industry Standard(s)	No applicable GRI standard

GRI Standard	Data Element	Localization	Omission
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General information			
GRI 2: General information elements 2021	2-1 Organizational Information	Profile	
	2-2 Entities	Profile	
	2-3 Period, frequency and point of contact	Protocole de reporting	
	2-4 Reprocessing of information	Protocole de reporting	
	2-5 External Verification	Protocole de reporting	
	2-6 Activities and value chain	Stakeholders and materiality	
	2-7 Employees	Social indicators	
	2-8 Non-salaried partners	Omission	No temporary employees
	2-9 Governance Structure	Governance	
	2-10 Appointment of the highest governance body	Governance	
	2-11 Presidency	Governance	
	2-12 Role of Governance in Impact Management	Governance	
	2-13 Delegation of Responsibility for Impact Management	Governance	
	2-14 Role of governance in sustainable development reporting	Governance	
	2-15 Conflicts of Interest	Ethics and transparency	
	2-16 Communicating Key Concerns	Governance	
	2-17 Acculturation of governance	Governance	
	2-18 Effective Governance	Governance	
	2-19 Compensation Policies	Omission	Confidentiality
	2-21 Annual Compensation Ratio	Omission	Confidentiality
	2-22 Statement on Sustainable Development Strategy	Governance	
	2-23 Declaration of Political Commitments	Our Public Commitments	
	2-24 Integration of Political Commitments	Our Public Commitments	
	2-25 Remediation of Negative Impacts	Impacts, Risks and Opportunities	
	2-26 Stakeholder Engagement Mechanisms	Stakeholders and materiality	
	2-27 Regulatory Compliance	Ethics and transparency	
	2-28 Membership in associations	Our Public Commitments	
	2-29 Stakeholder Involvement	Stakeholders and materiality	
	2-30 Collective agreements	Conditions and well-being at work	

Economic standards			
GRI 3: Managerial Approach – 2021	3-1 Process for Identifying Significant Topics	Stakeholders and materiality	
	3-2 List of Important Topics	Stakeholders and materiality	
	3-3 Management of material subjects	Our CSR strategy	
GRI 201: Economic Performance – 2016	201-1 Direct Economic Value Generated and Distributed	Local economy	
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Omission	Not calculated
	201-3 Defined Benefit and Other Pension Plan Obligations	Conditions and well-being at work	
	201-4 Government Financial Assistance	No financial aid	
GRI 202: Market Presence – 2016	202-1 Ratios of the standard entry-level wage by gender to the local minimum wage	Conditions and well-being at work	
	202-2 Share of senior managers recruited from the local community	Social indicators	
GRI 203: Indirect Economic Impacts – 2016	203-1 Infrastructure investment and sponsorship	Solidarity	
	203-2 Significant indirect economic impacts	Local economy	
GRI 204: Purchasing Practices – 2016	204-1 Share of Expenditure with Local Suppliers	Local economy	
GRI 205: Fight against corruption – 2016	205-1 Activities assessed in terms of corruption risk	Ethics and transparency	
	205-2 Communication/Training on Anti-Corruption Policies/Procedures	Ethics and transparency Performance indicators	
	205-3 Proven cases of corruption and measures taken	Ethics and transparency Performance indicators	
GRI 206: Anti-competitive Conduct – 2016	206-1 Legal Actions Against Anticompetitive Conduct and Antitrust Practices	Ethics and transparency Performance indicators	
GRI 207 : Taxes – 2019	207-1 Tax Approach	Ethics and transparency Performance indicators	
	207-2 Tax Governance and Risk Control	Governance	
	207-3 Stakeholder Engagement and Addressing Stakeholder Concerns	Governance	
	207-4 Country Reporting	Governance	
Environmental standards			
GRI 3: Managerial Approach – 2021	3-1 Process for Identifying Significant Topics	Stakeholders and materiality	
	3-2 List of Important Topics	Stakeholders and materiality	
	3-3 Management of material subjects	Our CSR strategy	
GRI 301: Materials – 2016	301-1 Materials used by weight or volume	Indicators	
	301-2 Recycled Materials Used	Omission	Not calculated
	301-3 Recovered Packaging Products and Materials	Omission	Not calculated
GRI 302: Energy – 2016	302-1 Energy Consumption in the Organization	Performance indicators	
	302-2 Energy Consumption Outside the Organization	Omission	Not calculated
	302-3 Energy Intensity	Environmental indicators	
	302-4 Reduction of Energy Consumption	Environmental indicators	
	302-5 Reduction of Energy Requirements of Products and Services	Climate change	
GRI 303: Water and Effluent – 2018	303-1 Interactions with Water as a Shared Resource	Environmental indicators	
	303-2 Management of impacts related to water spills	Environmental indicators	
	303-3 Water Withdrawal	Environmental indicators	

	303-4 Water Discharge	Omission	Not calculated
	303-5 Water Consumption	Environmental indicators	
GRI 304: Biodiversity – 2016	304-1 Owned, leased or managed sites of activity located in or adjacent to protected areas and areas rich in biodiversity outside protected areas	Biodiversity and natural resources	
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and natural resources	
	304-3 Protected or restored habitats	Biodiversity and natural resources	
	304-4 Species on the IUCN Red List and the National Conservation List whose habitats are located in areas affected by the operations	Non pertinent	
GRI 305: Emissions – 2016	305-1 Direct GHG Emissions (Scope 1)	Performance indicators	
	305-2 Indirect GHG Emissions (Scope 2)	Performance indicators	
	305-3 Other Indirect GHG Emissions (Scope 3)	Performance indicators	
	305-4 GHG Emissions Intensity	Performance indicators	
	305-5 GHG Emission Reduction	Performance indicators	
	305-6 Emissions of ozone-depleting substances (ODS)	Non pertinent	
	305-7 Emissions of nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Non pertinent	
GRI 306: Effluents and Waste – 2020	306-1 Waste generation and significant waste-related impacts	Performance indicators	
	306-2 Management of significant waste-related impacts	Performance indicators	
	306-3 Waste generated	Performance indicators	
	306-4 Waste not for disposal	Performance indicators	
	306-5 Waste for disposal	Performance indicators	
GRI 307: Environmental Compliance – 2016	307-1 Non-compliance with environmental legislation and regulations	Environmental quality	
GRI 308: Supplier Environmental Assessment – 2016	308-1 New suppliers analysed with environmental criteria	Ethics and transparency	
	308-2 Negative Environmental Impacts on the Supply Chain and Actions Taken	Impacts, Risks and Opportunities	
Social norms			
GRI 3: Managerial Approach – 2021	3-1 Process for Identifying Significant Topics	Stakeholders and materiality	
	3-2 List of Important Topics	Stakeholders and materiality	
	3-3 Management of material subjects	Our CSR strategy	
GRI 401: Employment – 2016	401-1 Recruitment of New Employees and Staff Rotation	Conditions and well-being at work / Social indicators	
	401-2 Benefits Granted to Full-Time Employees and Not to Temporary or Part-Time Employees	Conditions and well-being at work / Social indicators	
	401-3 Congé parental	Conditions and well-being at work / Social indicators	
GRI 402: Employee/Management Relations – 2016	402-1 Minimum Notice Periods for Operational Changes	Conditions and well-being at work / Social indicators	
GRI 403: Occupational Health and Safety – 2018	403-1 Occupational Health and Safety Management System	Conditions and well-being at work / Social indicators	
	403-2 Hazard Identification, Risk Assessment and Investigation of Adverse Events	Conditions and well-being at work / Social indicators	

	403-3 Occupational Health Services	Conditions and well-being at work / Social indicators	
	403-4 Worker participation and consultation and communication on occupational health and safety	Conditions and well-being at work / Social indicators	
	403-5 Occupational Health and Safety Training for Workers	Learning Company / Social Indicators	
	403-6 Worker Health Promotion	Conditions and well-being at work / Social indicators	
	403-7 Prevention and Reduction of Occupational Health and Safety Impacts Directly Related to Business Relationships	Conditions and well-being at work / Social indicators	
	403-8 Workers covered by an occupational health and safety management system	Conditions and well-being at work / Social indicators	
	403-9 Occupational Accidents	Conditions and well-being at work / Social indicators	
	403-10 Occupational Injury Diseases	Conditions and well-being at work / Social indicators	
GRI 404: Training and Education – 2016	404-1 Average Number of Training Hours per Year per Employee	Learning Company / Social Indicators	
	404-2 Skills Upgrading Programs/Transition Supports	Learning Company / Social Indicators	
	404-3 Percentage of employees benefiting from performance reviews and career development	Learning Company / Social Indicators	
GRI 405: Diversity and Equal Opportunity – 2016	405-1 Diversity of Governance Bodies and Employees	Diversity and Inclusion / Social Indicators	
	405-2 Ratio of base salary to remuneration of women and men	Omission	Confidential
GRI 406: Anti-Discrimination – 2016	406-1 Cases of discrimination and remedies taken	Diversity and Inclusion / Social Indicators	
GRI 407: Freedom of Association and Collective Bargaining – 2016	407-1 Operations/Suppliers with a Right to Freedom of Association	Ethics and transparency / Performance indicators	
GRI 408: Child Labour – 2016	408-1 Operations and suppliers with a significant risk related to child labour	Ethics and transparency / Performance indicators	
GRI 409: Forced or Compulsory Labour – 2016	409-1 Operations and suppliers presenting a significant risk of forced or compulsory labour	Ethics and transparency / Performance indicators	
GRI 410: Security Practices – 2016	410-1 Training of Security Personnel on Human Rights Policies and Procedures	Non pertinent	
GRI 411: Rights of Indigenous Peoples – 2016	411-1 Cases of violations of the rights of indigenous peoples	Non pertinent	
GRI 412: Human Rights Assessment – 2016	412-1 Operations that have been subject to human rights monitoring or impact assessments	Ethics and transparency / Performance indicators	
	412-2 Training of Employees on Human Rights Policies or Procedures	Ethics and transparency / Performance indicators	
	412-3 Material investment agreements and contracts that include human rights clauses or are subject to a human rights background check	Ethics and transparency / Performance indicators	
GRI 413: Local Communities – 2016	413-1 Activities involving the local community (impact and programmes)	Civic responsibility	
	413-2 Activities generating substantial, actual or potential adverse impacts on local communities	Civic responsibility	

GRI 414: Social Assessment of Suppliers – 2016	414-1 New suppliers analysed using social criteria	Ethics and transparency / Performance indicators	
	414-2 Negative Social Impacts on the Supply Chain and Measures Taken	Ethics and transparency / Performance indicators	
GRI 415: Public Policy – 2016	415-1 Political contributions	Non pertinent	
GRI 416: Consumer Health and Safety – 2016	416-1 Assessment of the Impacts of Products/Services on Health and Safety	Customer Experience Products and services	
	416-2 Cases of non-compliance concerning the impacts of products and services on safety and health	Customer Experience Products and services	
GRI 417: Marketing and Labelling – 2016	417-1 Requirements for Information on Products and Services and Labelling	Customer Experience Products and services	
	417-2 Non-compliance with Product/Service Information and Labelling	Customer Experience Products and services	
	417-3 Cases of non-compliance concerning marketing communication	Customer Experience Products and services	
GRI 418: Customer Data Privacy – 2016	418-1 Substantiated Complaints Relating to Customer Data Privacy Breach and Loss of Customer Data	Customer Experience Products and services	
GRI 419: Socio-Economic Compliance – 2016	419-1 Non-compliance with social and economic legislation and regulations	Customer Experience Products and services	

PUBLICATIONS

All our political reports and charters in complete transparency.

Commerce

- [Rapport RSE BNP Paribas Real Estate 2023](#)
- [Rapport RSE BNP Paribas Real Estate 2022](#)
- [Rapport RSE BNP Paribas Real Estate 2021](#)
- [Rapport RSE REIM 2023](#)
- [Rapport RSE REIM 2021](#)
- [Rapport RSE REIM 2020](#)

Policies and Charters

- [BNP Paribas Real Estate's Low-Carbon Commitments](#)
- [Responsible purchasing charter](#)
- [Circular Economy Charter](#)
- [Biodiversity Charter](#)



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