

COMPANY ENGAGEMENT REPORT 2022

Accelerating the transition to a fairer and more sustainable world



BNP PARIBAS
FORTIS

The bank for a changing world



"We are committed to a world that is prosperous, sustainable and fair. Today and tomorrow."

Tine Bourgeois

HEAD OF COMPANY ENGAGEMENT AND SUSTAINABLE BUSINESS APPROACH

Our 4 key themes

At BNP Paribas Fortis, our commitments to social responsibility are based on four key themes.

The transition to carbon neutrality

We aim to align our customers' loans and investments with the goal of achieving carbon neutrality by 2050. This is a commitment we have made as part of the Net-Zero Banking Alliance.

Natural capital and biodiversity

We ensure that natural resources remain available at an affordable price.

The circular economy

We support the circular economy, which favours the recovery and reconditioning of products at the end of their life cycle, in order to reduce the consumption of non-renewable resources and the production of waste.

A more inclusive society

We are committed to tackling inequalities and promoting an inclusive society.

→ FIND OUT MORE

[Net-Zero Banking Alliance](#)





We are committed to the **Net-Zero Banking Alliance**

By joining the Net-Zero Banking Alliance in 2021, BNP Paribas committed itself to aligning its loan portfolio with a trajectory that will enable it to finance a carbon-neutral economy in 2050.

In its first climate analysis and alignment report, published in 2022, the Group presented its targets for reducing greenhouse gas emission intensities linked to its lending activities in three sectors that highly contribute to climate change.

OIL AND GAS

-80%
of its financing
of oil exploration
and production; and
-30%
for gas by 2030

POWER GENERATION

>66%
from renewable energy
sources and
<5%
of coal in the financed energy mix,
by 2025

AUTOMOTIVE

>25%
of the share of electric
vehicles in
the financed car mix,
by 2025

In its 2022 Climate Report, BNP Paribas published CO2 emission intensity reduction targets by 2030 for three new sectors:

STEEL -25% (vs 2022)

ALUMINIUM -10% (vs 2022)

CEMENT -24% (vs 2021)

In 2024, targets will be published for the agriculture, shipping, aviation and commercial and residential real estate sectors.

→ **FIND OUT MORE**

[Climate Report 2022](#)

Our 5 priorities

Our 4 key corporate social responsibility themes are divided into 5 concrete priorities.



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SUSTAINABLE AND RESPONSIBLE INVESTMENTS



2

SUSTAINABLE REAL ESTATE



3

THE SUSTAINABLE TRANSITION OF COMPANIES



4

SUSTAINABLE MOBILITY



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SOCIAL INCLUSION





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SUSTAINABLE AND RESPONSIBLE INVESTMENTS

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Sustainable and responsible investments



Prioritise sustainable and responsible investments

38.3 BILLION €

This is the amount, at the end of 2022, of our assets under off-balance sheet management in investment products that have been awarded the

"TOWARDS SUSTAINABILITY" LABEL

developed under the initiative of Febelfin. 64.6% new investments in funds made in 2022 concerned products meeting the "Towards Sustainability" criteria.

79%

This is the percentage of our investor customers holding at least one Towards Sustainability product in their portfolio at the end of 2022.

In 2022, we began collecting the sustainability preferences of our customers for their investments under the MiFID ESG regulations.

→ FIND OUT MORE

[Towards Sustainability](#)





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Impact Together

Impact Together is our philanthropy fund linked to our responsible investments, managed in partnership with the King Baudouin Foundation. Each year, we donate part of the total proceeds from investments by our customers in certain BNP Paribas Fortis responsible funds to support social and environmental organisations.

We are contributing to the structural strengthening of local organisations working on social inclusion issues via a three-year support programme. In 2022, we selected 24 new organisations for this kind of support.

We support specific projects by social and/or environmental organisations via one-off financial assistance.

We can respond to crisis situations, such as the war in Ukraine in 2022.



3.4
MILLION €

This is the total amount of the charity fee we paid to social or environmental organisations in 2022.

→ **FIND OUT MORE**

[Impact Together](#)



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Impact Investing

In 2022, we continued to invest in funds, companies and projects that have a positive effect on the environment, local development, climate and social impact.

200 MILLION €

This is the total amount allocated by the BNP Paribas Group to impact investing. With this package, we favour start-ups and SMEs in particular.

New partnership

We are partners of Impact Finance Belgium, an organisation with the objective of promoting impact investing in Belgium. Belgium Impact Week was launched at the end of 2022. It brought together private sector actors and social organisations through debates, events and conferences.

Trividend, an important lever

In 2022, BNP Paribas Fortis injected half a million euros of capital into the Trividend social investment fund. It supports, assists and finances social entrepreneurship, which is all about making a positive impact on society.





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SUSTAINABLE BUILDINGS

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Sustainable Real Estate



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SUSTAINABLE BUILDINGS

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Credits and loans for sustainable purposes for individuals

BNP Paribas Fortis is the first major Belgian bank to apply the Energy Efficient Mortgage label (EEM). This European label enables us to identify and validate the ecological purpose of mortgage loans and to propose credit conditions adapted to our individual customers.

2022 RESULTS

4.95
BILLION €

This is the amount of mortgage loans labelled EEM at the end of 2022.

45%

This is the share of renovation loans allocated in 2022 to work aimed at reducing energy consumption. The portfolio of energy loans increased by 72% compared to the end of 2021 (from €205 million to €352 million).





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Sustainable solutions for companies too

Our Corporate Banking customers also benefit from our support to make their buildings more sustainable. Those active in the real estate sector receive specific assistance; for example, we are particularly open to opportunities linked to the circular economy.

117
MILLION €

This is the total amount granted in 2022 as part of a Sustainable Impact Loan.

This is a standard loan whose rate is adapted to finance installations for sustainable purposes (PV panels, water-saving or recycling systems, for example). Of these 117 million, 31 were awarded to companies active in real estate.





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Our own buildings, increasingly sustainable

BANK-WIDE RESULTS

Since 2015, we have been using 100% green electricity in our buildings, including regional headquarters and branches.

In absolute numbers, our direct CO₂ emissions have decreased by 68% between 2012 and 2022.

By installing solar panels on the roofs of our buildings in Brussels (Avenue du Parc and Montagne du Parc/Warandenberg), Brugge and Hasselt, we produce green energy. Our annual production is equivalent to the consumption of **140 households**.

Montagne du Parc/Warandenberg is **7 times** less energy-intensive than our old head office. It received a MIPIM Award in the "Best office and commercial development" category.

→ FIND OUT MORE

[Montagne du Parc \(FR\)](#)
[Warandenberg \(NL\)](#)



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THE SUSTAINABLE TRANSITION OF COMPANIES

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The sustainable transition of companies



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THE SUSTAINABLE TRANSITION OF COMPANIES

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Accelerate the transition with our corporate credits

Companies play a key role in the transition to a more sustainable future and economy. BNP Paribas Fortis helps them accelerate this transition through a set of dedicated measures that support their efforts towards decarbonisation, green mobility, the protection of biodiversity and even inclusion in the workplace.

5.7
BILLION €

This is the amount financing corporate projects in the fields of renewable energy, recycling, sustainable construction, renovation and soft mobility.

900
MILLION €

This is the amount granted through our Sustainability Linked Loans. Thanks to this solution, companies can obtain financing on favourable terms. The pricing mechanism is linked to improvement of ESG indicators.



Our network of experts to accelerate the **sustainable** transition

To help them make the transition to a sustainable model, BNP Paribas Fortis's corporate customers can count on the expertise of our Sustainable Business Competence Centre (SBCC). In 2022, it analysed 106 sustainable projects for a total amount of 470 million euros.

Within the BNP Paribas Group, customers can call on the dedicated experts from the Low-Carbon Transition Group and the Network for Experts in Sustainability Transitions.

THE SBCC IN 2022

106

**SUSTAINABLE
PROJECTS**

470

**MILLION €
IN SUSTAINABLE
FINANCING**





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THE SUSTAINABLE TRANSITION OF COMPANIES

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We strictly control our activities

BNP Paribas Fortis supports the economy in an ethical way and has set itself strict rules for investment and financing in sensitive sectors through its sector  policies.

We do not want to finance or invest in companies that do not meet our human rights and environmental requirements. Before excluding these companies, we always try to engage in a dialogue with them to encourage a change of practices.

541 TRANSACTIONS ANALYSED

In 2022, out of the 541 transactions subject to in-depth analysis by the Company Engagement and Compliance, 12 were rejected due to their non-compliance with sector policies.





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SUSTAINABLE MOBILITY

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Sustainable mobility



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SUSTAINABLE MOBILITY

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Arval

Sustainable leasing



AlphaCredit

Loans on different terms
for new low-emission cars
(CO₂ < 50g/km)



AG Insurance

Discounted insurance
for electric or hybrid vehicles

Our sustainable mobility partners

We have continued to roll out
our sustainable mobility ecosystem
during the year.

Optimile

Software solutions
for companies and individuals

Touring

Touring Move On,
the all-vehicle assistance
solution





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Arval: leasing as a sustainability lever

Leasing is one of the key components of mobility. Together with our partner Arval, we are working to accelerate the sustainable transition.

Solutions for individuals and companies



2022 RESULTS

3.5 times more orders for 100% electric vehicles

At the end of 2022, Arval registered 7,983 orders for 100% electric vehicles in Belgium, three and a half times more than at the end of 2021 (2,295). The proportion of electric vehicles ordered thus rose from 11.4% to 28.4% over this period.

18.8% of the electrified Arval fleet in Belgium

And the figures are constantly changing. Target 2025: 45% of the electric-powered fleet in Belgium and 700,000 electric-powered vehicles leased in Europe (i.e. 35% of its total fleet).

"BIKE LEASE" BOOMING TIMES

Since 2018, we have been offering "Bike Lease" via Arval, a bicycle lease (electric or non-electric) for companies that want to offer their employees an alternative mobility solution. A total of 3,434 bicycles have been delivered since 2018, of which more than half (1,557) were in 2022.





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Optimile: software solutions for sustainable mobility

Optimile provides Charging-as-a-Service (CaaS) and Mobility-as-a-Service (MaaS) software solutions to individuals and companies. In 2022, we increased our participation in this promising and innovative Ghent start-up to 75%.

THE ARVAL
MOBILITY APP



"CHARGING AS A SERVICE" (CAAS)

306,000

This is the number of charging stations connected to Optimile in Europe. With Charging-as-a-Service, charging station owners can manage their infrastructure and offer it to the public via charging cards.

"MOBILITY AS A SERVICE" (MAAS)

With Optimile's MaaS solutions, users can plan, book and pay for trips and services using multiple modes of transport (train, bus/tram, bicycles/scooters/shared cars, taxis, charging at an electric station, car parks).



Our in-house actions

We encourage our colleagues to adopt sustainable mobility solutions. We favour alternatives to cars and rely on the electrification of the fleet.

ALTERNATIVE MEANS OF TRANSPORT TO THE CAR

We encourage our colleagues to get to work by bike or by public transport, and offer teleworking – up to 50% for all positions that lend themselves to it. Our headquarters are located in the heart of the cities for easy access.



of staff working in Brussels used public transport to get to the office in 2022 (compared to 73.4% a year earlier). In terms of the bank as a whole, 46.8% of our employees confirmed that they came to the office by public transport (compared to 44.9% in 2021).



of staff members regularly cycled to work in 2022.

OUR PARKING POLICY



We have a strict access policy for our car parks. Staff members who have a parking space can access it 110 days a year. And we reduced the number of locations available in Brussels by 50% in 2022.




Our in-house actions

THE TRANSITION TO AN ELECTRIC VEHICLE FLEET

As part of the Cafeteria Plan, we offer a wide range of electric and plug-in hybrid vehicles to our staff members. We have also installed numerous electric charging stations. By 2025, we will have 560 charging points available.

 **30%**
OF ELECTRIFIED
VEHICLES 

-10%
 EMISSIONS
ON AVERAGE 

 **2X** MORE 100% ELECTRIC
VEHICLES 





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SOCIAL INCLUSION



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Social inclusion

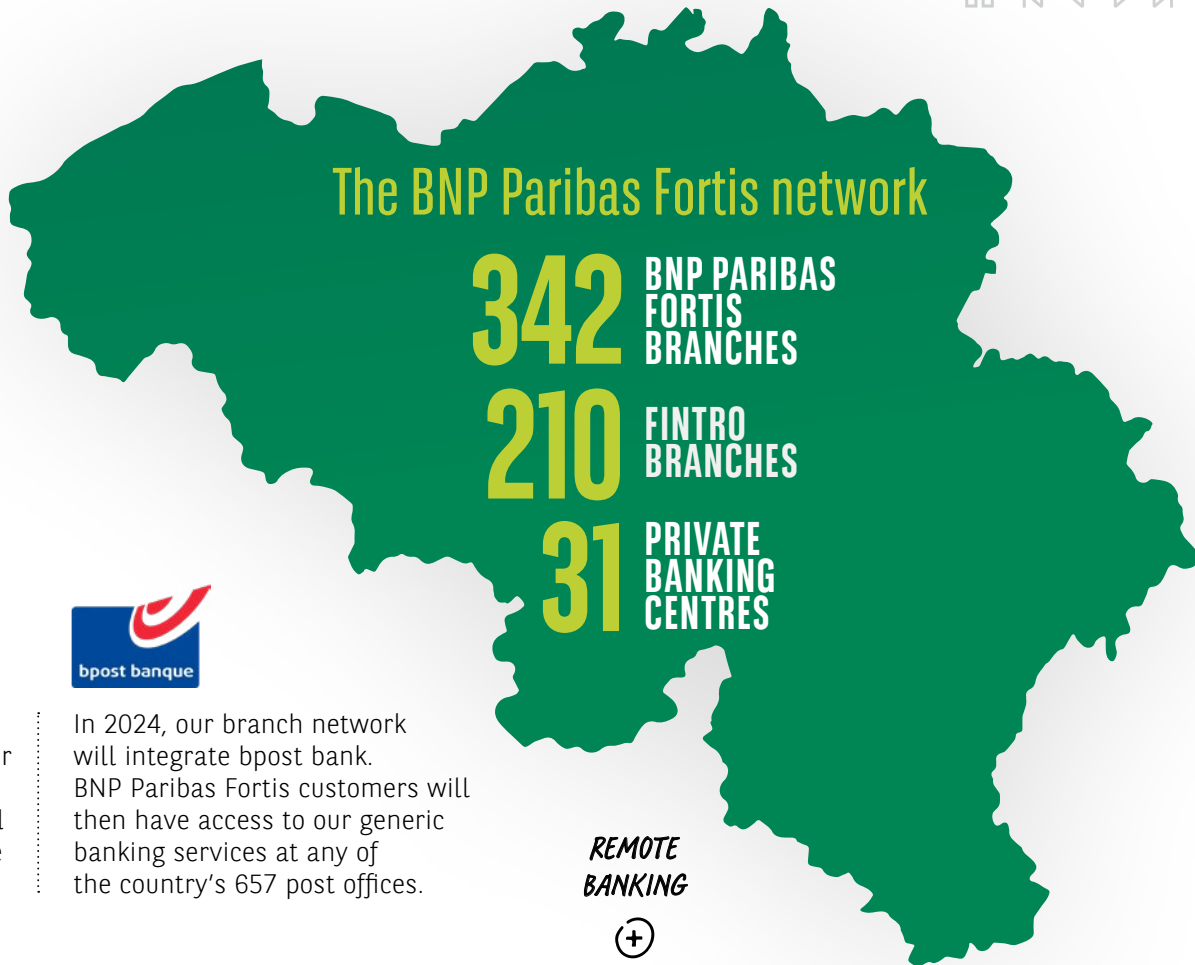
An extensive network, a more accessible bank



48% of our branches are accessible to wheelchair users. And we offer support to deaf or hearing-impaired people (either by telephone or in branch).



In 2024, our branch network will integrate bpost bank. BNP Paribas Fortis customers will then have access to our generic banking services at any of the country's 657 post offices.





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SOCIAL INCLUSION



A current account for everyone

At BNP Paribas Fortis, we want to open up banking services to everyone. With the BNP Paribas Nickel account, people who don't have a bank account or are excluded from the traditional banking service (or who simply want to reduce the cost of their current account) can open an account online or in a bookshop.



415

This is the number of partners that make up our Nickel network.



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SOCIAL INCLUSION



Microcredit, another lever for banking inclusion

BNP Paribas Fortis also supports banking inclusion via *microStart*. This structure supports and grants microloans to entrepreneurs who do not have access to financing via the traditional banking sector. The aim is to help them develop or set up their own business.

→ FIND OUT MORE
[microStart](#)

2022 RESULTS

555

MICROLOANS

were granted, for a total amount of EUR 6 million.

1,460



MICRO-ENTREPRENEURS

have benefited from free support from *microStart* experts.

MICROSTART FROM
2011 ONWARDS...





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SOCIAL INCLUSION

Ongoing support for social entrepreneurs

Social enterprises provide concrete solutions to specific social problems. They are active, among other things, in the fields of adapted work, the circular economy, energy efficiency and decarbonisation.

2022 RESULTS

At the end of 2022,
the bank was supporting

458

SOCIAL ENTREPRENEURS.

It recorded outstanding loans of

128

MILLION €

to social enterprises.



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SOCIAL INCLUSION



MobiDig: one step closer to digital inclusion

At the beginning of 2022, DigitAll launched MobiDig, a mobile toolbox containing digital hardware. The aim is to make it easier for social organisations to engage with their target audiences (homeless people, vulnerable young people or the elderly) in order to help them acquire digital skills.👉

DigitAll

→ FIND OUT MORE

[MobiDig](#)





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SOCIAL INCLUSION



Combating social exclusion among young people and children

The BNP Paribas Fortis Foundation, housed in the King Baudouin Foundation, aims to combat the social exclusion of vulnerable young people and children.

€500,000

Every year, we support "10 champions", i.e. 10 associations each receive €50,000 paid out over two years.





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SOCIAL INCLUSION



Our colleagues are committed

The #ourjob2 campaign invites our colleagues to take concrete actions for society and the environment. They can participate in solidarity actions or volunteer as part of the 1MH2H programme.

2022 RESULTS



9,785
PARTICIPATIONS



29,305
HOURS OF VOLUNTEER
WORK

A gesture for nature

For each participation, the bank plants a tree in a forest to be restored in Zambia, via the WeForest organisation. In total, more than 125,874 trees have been planted since 2017. Since 2022, the bank has also been financing the restoration of one square metre of natural environment in Belgium by Natagora or Natuurpunt. This represents more than 8,000m² for 2022.



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SOCIAL INCLUSION



Positive Impact Day

At the end of April 2022, our Positive Impact Day kicked off the bank's 200-year anniversary celebrations.

6,700
EMPLOYEES

participated in the Positive Impact Day, through 390 sustainable local activities.

In particular, they were involved in the collection of waste from many public places and Natura 2000 areas (such as the Bois de la Cambre and the Sonian Forest), the cleaning and restoration of homes in the Liège region following the flooding in July 2021, cleaning the Citadelpark in Ghent and the banks of the Bettelhovebeek in Zottegem. They also helped non-profit organisations such as Goods to Give in Jumet and Les Frères Mutiens in Florennes.





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SOCIAL INCLUSION



Support for victims of the war in Ukraine

The bank's employees mobilised to help the victims of the war in Ukraine.

€656,556

This is the total amount raised thanks to the contribution of our staff members to the Rescue & Recover Fund, the doubling of this amount by the Fund and €500,000 of Private Banking assistance, via the King Baudouin Foundation.





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SOCIAL INCLUSION



An inclusive work environment

We believe that collaboration between people of different genders and backgrounds makes us better. That's why we have a committed and responsible diversity and inclusion policy. BNP Paribas Fortis has signed the Open@Work charter initiated by a network of Belgian companies that are committed to creating an inclusive and supportive working environment for LGBTQIA+ people.

OUR 7 INTERNAL NETWORKS**FOR DIVERSITY**

Pride⁺
Friends of Africa⁺
MixCity⁺
02⁺
Stability⁺
MIC⁺
35Beaufort⁺

DIVERSITY BAROMETER

This tool developed by BNP Paribas Fortis makes it possible to measure the progress of indicators linked, among other things, to changes in glass ceilings and to develop specific action plans for each business line. In particular, gender equality can be improved at all levels of the company.

Our performance indicators

In order to measure the progress of our efforts, we have adopted management indicators for the period 2022-2025.

CSR INDICATOR	BNP Paribas Group		BNP Paribas Fortis	
	2022 results	2025 TARGETS	2021 results	2022 results
Amount of sustainable loans	87 billion euros	150 billion euros	12.4 billion euros	15.1 billion euros
Share of women in the Senior Management Position (SMP) population	35.2%	40%	32%	34%
Number of solidarity hours worked by staff members (#1MillionHours2Help)	1,126,142 (in 2021 and 2022)	1 million hours (over 2 years)	2,400 hours	29,305 hours
Share of staff members having attended at least 4 training sessions during the year	97.4%	90%	NA*	94%
Greenhouse gas emissions balance in teqCO ₂ per FTE (buildings and business travel)	1.65 CO ₂ teq/FTE	1.85 CO ₂ teq/FTE	1.70 CO ₂ teq/FTE	1.64 CO ₂ teq/FTE

*in 2021 the percentage concerned employees having attended at least 2 training courses was 91%.

Our efforts are recognised

- **BNP Paribas, the leading French bank and the fourth largest global bank** in the Corporate Knights 2023 ranking of the most sustainable companies.
[Find out more](#)
- **World's best bank for sustainable finance in 2022** according to the financial magazine Euromoney.
[Find out more](#)
- **BNP Paribas is the best-rated bank by the British NGO ShareAction,** in its assessment report on climate and biodiversity strategies for 25 major European banks.
[Find out more](#)



Company Engagement Report

Find out about the achievements and commitments of the BNP Paribas Group in terms of social responsibility in Chapter 7 of the Universal Registration Document and annual report 2022.

→ *FIND OUT MORE*

[The BNP Paribas Group reference document](#)



BNP PARIBAS

FORTIS

The bank for a changing world