GENDER PAY GAP REPORT
BNP PARIBAS IRELAND
2024

BNP PARIBAS

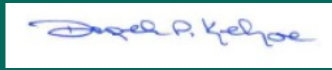
The bank for a changing world

FOREWORD

It is undeniable that our strength and success is all down to our talent; and that diversity is a key component of this. For this reason, it's important that we hold ourselves to account on topics like gender pay.

We have made good progress in recent years to foster positive change. Whether through our ongoing commitment to the Women in Finance Charter, our renewed support for initiatives like the Aspire Leadership Programme, or our succession planning practices which aim to ensure that wherever possible, each senior position contains at least one potential female successor; each initiative serves to ensure we have a culture supportive of women; that we foster retention and that we effectively nurture female talent to foster career advancement.

There is always more to do, and change does not happen quickly or without ongoing commitment. But we commit to working hard and we will continue to hold ourselves to account. Ultimately, it's crucial that BNP Paribas is a workplace where everyone feels they can thrive.



DEREK KEHOE, COUNTRY HEAD
BNP PARIBAS IRELAND

WHAT IS GENDER PAY GAP

The Gender Pay Gap Information Regulations require all companies with more than 150 employees to report their gender pay gap across a number of metrics based on a 12-month reporting period up to a snapshot date in June.

The Gender Pay Gap concerns the average hourly pay of all men and women who work in the same Company. It does not account for job categories, years of service or levels of seniority which can influence the results.

For the purposes of this report, we chose the 30 June 2024 as our snapshot date. The hourly pay calculation is based on the amounts paid to employees over the preceding 12 months.

This report contains the results for 2 BNP Paribas Ireland Entities: Dublin Branch (CIB) and BNP Paribas Fund Administration Services.

GENDER PAY GAP V EQUAL PAY

Equal Pay is different to the Gender Pay Gap which analyses how much men and women are paid for the same or similar work. We are committed to the principles of equal pay for work of equal value, regardless of gender and to rewarding our employees for the roles they perform.

THE METRICS EXPLAINED

MEAN PAY GAP is the difference between the average pay of men and women, expressed as a percentage of men's mean pay.

MEDIAN PAY GAP is the difference between the middle pay values of men and women, expressed as a percentage of men's median pay.

PAY QUARTILES - All employees within the Entity are ranked from lowest to highest paid (based on hourly rate of pay) and then divided into four equally sized quartiles. The percentage of women and men in each quartile is then calculated.

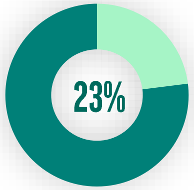
The key calculation is that of the **HOURLY RATE** of pay which encompasses the employee's ordinary pay plus bonus paid during the relevant pay period (12 months leading to the snapshot date), divided by the number of hours worked in the relevant pay period.

A positive number indicates a gap in favour of men and a negative number indicates a gap in favour of women.

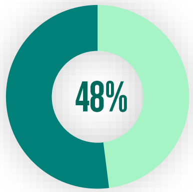
RESULTS 2024

HOURLY & BONUS PAY GAP - ALL EMPLOYEES

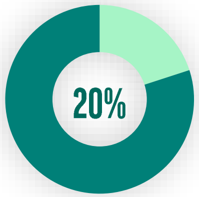
MEAN PAY GAP
ALL EMPLOYEES



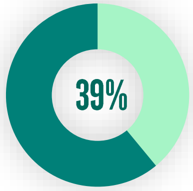
MEAN BONUS GAP
ALL EMPLOYEES



MEDIAN PAY GAP
ALL EMPLOYEES



MEDIAN BONUS GAP
ALL EMPLOYEES



The above figures are based on 470 employees (223 women and 247 men) employed by CIB and BPFASIL on the snapshot date. 'All employees' results include part-time employees as well as employees on fixed term contracts.

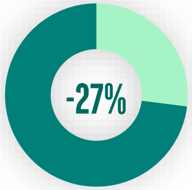
FACTORS INFLUENCING OUR RESULTS :

- Greater proportion of men than women in senior roles and technical roles which attract higher rates of pay and larger / potentially vested deferred bonus opportunities.
- Small number of part time & fixed term employees in relation to permanent employees. Gender pay gap calculations do not account for part time working patterns.
- Bonus pay used in the calculation of Hourly pay gap which may impact new joiners.
- New Joiners starting between 1st of November 2023 & the end of the reference period, would not have been eligible for a bonus in respect of the reference period.
- Most of our part-time employees and those availing of family friendly policies are women. Part-time working and family leave is not accounted for in the calculation of the pay and bonus gap.

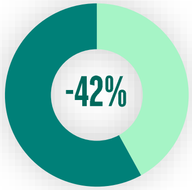
RESULTS 2024

HOURLY & BONUS PAY GAP – PART TIME EMPLOYEES

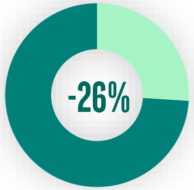
MEAN PAY GAP
PART TIME EMPLOYEES



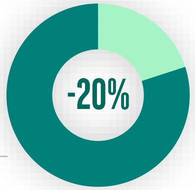
MEAN BONUS GAP
PART TIME EMPLOYEES



MEDIAN PAY GAP
PART TIME EMPLOYEES



MEDIAN BONUS GAP
PART TIME EMPLOYEES



Where a percentage difference is a negative value, it means the percentage difference is in favour of women.

The above figures are based on 16 part time employees employed by CIB and BPFASIL on the snapshot date.

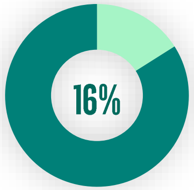
FACTORS INFLUENCING OUR RESULTS :

- Most of our part-time employees on the snapshot date are women. Equally, more women avail of family friendly policies than men. Gender pay gap calculations do not account for part time working patterns and family leave.
- Small number of part time employees in relation to permanent employees.
- Greater proportion of men than women in senior roles and technical roles which attract higher rates of pay and larger / potentially vested deferred bonus opportunities.

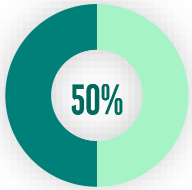
RESULTS 2024

HOURLY & BONUS PAY GAP – TEMPORARY (FIXED TERM) EMPLOYEES

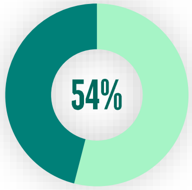
MEAN PAY GAP
TEMPORARY EMPLOYEES



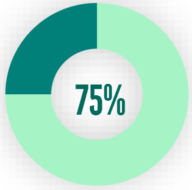
MEAN BONUS GAP
TEMPORARY EMPLOYEES



MEDIAN PAY GAP
TEMPORARY EMPLOYEES



MEDIAN BONUS GAP
TEMPORARY EMPLOYEES

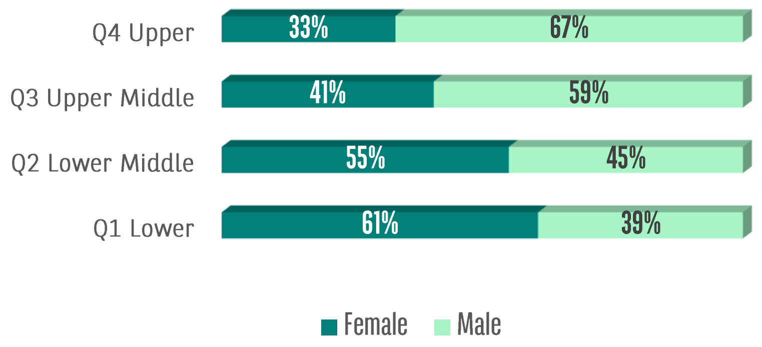


The above figures are based on 14 employees with temporary (fixed-term) contracts employed by CIB and BPFASIL on the snapshot date.

FACTORS INFLUENCING OUR RESULTS :

- We had more women than men employed on fixed term contracts on the snapshot date.
- Small number of employees on fixed term contracts in relation to permanent employees.
- Greater proportion of men than women in senior roles and technical roles which attract higher rates of pay and larger / potentially vested deferred bonus opportunities.

RESULTS 2024 - PAY QUARTILES



QUARTILES

93% Women

95% Men

PROPORTION OF EMPLOYEES WHO RECEIVED BONUS

41% Women

45% Men

PROPORTION OF EMPLOYEES WHO RECEIVED BIK*

- The gender split in the calculation of Quartiles is 247 male and 223 female.
- All employees in CIB & BPFASIL were ranked from lowest to highest paid (based on hourly rate of pay) and then divided into four equally sized quartiles. The percentage of women and men in each quartile was then calculated.
- The higher proportion of men in the upper quartiles reflects the fact that there are more men than women in senior positions and technical roles, which attract higher rates of pay.
- The percentage of employees who received a bonus is broadly comparable across genders, as were those who received BIK. We continue to be committed to provide equal access to earning opportunities at BNP Paribas.

* A benefit-in-kind (BIK) is any non-cash benefit of monetary value provided to employees.

ADDRESSING THE GENDER PAY GAP

As signatories of the Women in Finance Charter, we acknowledge the imbalance in gender representation, particularly at senior executive level, and are committed to implement positive action and enhance our programmes to bridge this gap.

We strive to create an environment where our female leaders grow and evolve in their careers and, to supports this, we have several programmes and targeted learning & development in place at BNP Paribas.

DIVERSITY, EQUITY AND INCLUSION

Creating a diverse and inclusive environment has been an ongoing journey for BNP Paribas Ireland as we recognise that people are the key driver for the successful attainment of the Company's mission. Professional Equity between women and men is at the heart of the Group's priorities and one of the global strategic axes in our DE&I policy.

Our emphasis is to draw upon the valuable skills, talents and life experiences of women as we are committed to make BNP Paribas the workplace of choice.

At Group level, our goal is to have at least 40% of women on the Executive Committee and the G100 (the Group's top 100 executives) by 2025 and 37% of women in our IT sector by the end of 2024.

COMPLIANCE AND EQUAL OPPORTUNITY

We will continue to value, promote and strive for equality in the workplace for all our employees by promoting the continued development of employment and other policies, procedures and practices which do not discriminate unfairly on the grounds of gender, civil status, family status, sexual orientation, religion, age, disability, race, or membership of the traveller community.

ASPIRE

Through ASPIRE, our Women's Leadership Programme, we support our female leaders in accelerating their careers at BNP Paribas, helping them grow and develop, enhancing their leadership skills by providing them the necessary tools to achieve their goals.

Among the many initiatives, the 2024/2025 programme will offer mentorships, networking, exposure to senior management, internal knowledge sharing, coaching and targeted training sessions in areas such as communication, executive presence and personal branding delivered through a series of in person workshops. The programme is founded on 3 mains principles:

1. Empowerment
2. Development
3. Networking

ADDRESSING THE GENDER PAY GAP

LEADERS FOR TOMORROW

Leaders for Tomorrow (LfT) programme aims to prepare our future leaders to strengthen our leadership talent pipeline to meet tomorrow's business challenges. We have a 50/50 representation of men and women at our LfT programme which will continue to support our Leadership Talents in their development and career aspirations through customised development opportunities such as special assignments, mentoring and off the job training.

RECRUITMENT AND RETENTION

We believe that inclusive recruitment practices are vital to creating a diverse workforce and shaping our culture. To this end, we will continue to encourage equal gender representation in our applicants and ensure that all job descriptions & advertisements are gender neutral. We strive to appoint diverse hiring panels where possible and will provide the training and preparation necessary to ensure no unconscious bias takes place during the hiring process. These practices will also be applied in respect of graduate and intern hiring programmes.

SUCCESSION PLANNING

As part of our succession planning process, we commit to focus on our diverse talent and structure individual development plans to support career progression and assist women to take on more senior leadership roles upon availability. Where it is merited, we will aim to include at least one female on each succession plan.

INTERNAL MOBILITY

Internal Mobility is a key strategic factor to mobilise, motivate and develop the Group's global talent in terms of critical skills, knowledge and resources. In Ireland, we strongly value internal mobility and encourage all our employees, particularly our female talent, to consider an apply for internal roles to progress their career. Through our various internal mobility efforts, 32% of our roles in 2024 were filled with internal candidates.

TRAINING

We provide a number of DE&I trainings and awareness for managers such as inclusive leadership training and 'Speak up' training and we will make gender equality the focus of our training programmes in 2025.

ADDRESSING THE GENDER PAY GAP

POLICIES AND PROCEDURES

We provide a number of supportive and inclusive policies that are above the statutory minimum required by legislation and have implemented best practice concerning protected leave processes to support our employees with caring responsibilities, irrespective of their gender or relationship with the dependants.

Our Hybrid working model provides a 50/50 hybrid working arrangement, offering the ability for employees to work from home up to 50% of their working time. To enhance our flexible working culture, we have put in place special supports for women during menopause and fertility treatment including paid leave for fertility investigation.

We are committed to provide flexibility to our female employees when needed.

EMPLOYEE RESOURCE GROUPS

ERGs are voluntary groups that bring together colleagues with common interests and provide employees with support and integration resources. Our Parents and Carers ERG, Multicultural ERG and Pride Network are key groups in the promotion of a diverse and inclusive culture within our Company. We encourage our female employees to interact and connect through these networks for support when possible.

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