



Purpose and field of application	Framework and implementation method for the CSR reporting of BNP Paribas Real Estate for the finished year 2022.
Justification / expected Results	<ul style="list-style-type: none"> • Measure the economic, environmental, social and civic performance of BNP Paribas Real Estate • To comply with French law: Grenelle II, 2016-1088 Act Article 37 relating to the declaration of non-financial performance, as well as duty of vigilance laws and Sapin Act II applicable to the BNP Paribas Group. • To comply with the European Directive pertaining to non-financial reporting (transposed into the law of European countries). • Enabling the improvement of BNP Paribas Real Estate's CSR performance
Issuer	CSR Department
Author	CSR Department - Julien WORTRAI revised Vincent VOUTE
Validator	CSR Department – Catherine PAPILLON
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PROTOCOL OBJECTIVES

This protocol describes the process to follow to measure and report economic, social and environmental indicators related to the activities of BNP Paribas Real Estate. It acts as the internal guide for contributors, validators and administrators and must be distributed, known and applied at all levels of the company that are involved in the generation and reporting of data. It also serves as a repository for a future possible external audit of the data.

The principles applied in this protocol are consistent with the general principles of the guidelines of the *Global Reporting Initiative (GRI)*, of ISO standards for environmental reporting, the GHG Protocol proposed by the WRI / WBCSD, of Article 225 of the Grenelle II law, of its application decree of 24 April 2012, of the protocol to measure greenhouse gas



defined by the Agence de l'Environnement et de la Maîtrise d'Energie (ADEME) in response to Article 75 of the Grenelle II law. This protocol will be updated each year taking into account all the amendments related to the reporting process.

Identified risks

- **Risk of damage to brand** and reputation from non-publication of indicators expected by customers, employees, shareholders, partners and NGOs
- **Risk of loss of customers from a lack of** commitment to non-financial performance
- **Physical risk** linked to climate change

CSR STRATEGY & CONSTITUTION OF PERFORMANCE INDICATORS

Context

Although annual reporting is not required by French and European regulations, the CSR department of BNP Paribas Real Estate is committed to a proactive approach by introducing a reporting process based on a relevant approach represented by a materiality matrix as part of its CSR strategy "Inspire Real Estate 2025".

Identification and criticality of our stakeholders

In 2021, in order to identify and classify the stakeholders of BNP Paribas Real Estate, important work was done in keeping with principle No. 1 of the ISO Standard 26000. The methodology for the involvement of stakeholders is based on GRI standards. A documented review accompanied by an international and sectoral benchmark, followed by a study into modes of dialogue have allowed for segmentation of the stakeholders into homogenous groups and sub-groups.

This mapping of stakeholders has been presented to the Steering Committee made up of CSR leaders from European countries where the company is established. A collaborative exercise has been undertaken to determine the criticality of the stakeholders and approve it.



INTERNAL PARTNERS

- Employees
- Supervisory Board, Management Board, Executive Committees
- Shareholders

BUSINESS PARTNERS

- Investors / Corporate / BNP Paribas Clients
 - Users (Occupiers)
- Local Authorities/Town Planners
 - Suppliers & Service Providers
 - Distributors

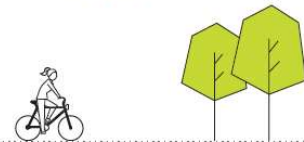


MARKET REGULATORS

- Regulatory Authorities
- Professional Federations and Professional Associations
- Certification and Accreditation Bodies

INFLUENCERS

- Media
- Analysts and Rating Agencies
- Associations / NGOs and Civil Society



Consultation of stakeholders and identification of stakeholders

In the interests of transparency and dialogue with its key stakeholders, the company invited more than 10 000 of them to respond to an online consultation. The online questionnaire available in 7 languages was issued in 11 European countries where the company is established. It brought together the views of stakeholders and also their appreciation of the company's commitment. Stakeholders have prioritised 22 CSR issues by order of importance. At a Steering Committee meeting, the materiality matrix emerging from the results was presented, approved and then presented to the company's governance bodies, who validated it. This ranking of issues has helped to determine a new vision **"INSPIRE Real Estate 2025"** and the **12 CSR commitments divided into 4 pillars:**

ECONOMIC RESPONSIBILITY

Increase the economic and in-use performance of buildings in an ethical and responsible manner

1. Integrating customer experience, quality of life and property value into our offers
2. Provide economically profitable products and services meeting ESG criteria
3. Ensuring professional ethics and appropriate governance in full transparency with our entire value chain

ENVIRONMENTAL RESPONSIBILITY

Adopt a low-carbon transition and reduce our environmental footprint

4. Reducing carbon emissions and adapting buildings to climate change
5. Tackling the erosion of biodiversity and optimising the management of natural resources
6. Reconciling environmental quality with health, safety and well-being objectives



SOCIAL RESPONSIBILITY

Ensure the development, commitment and well-being of our employees

7. Proposing a healthy, flexible and innovative work environment that fosters employee development
8. Be a learning company and strengthen the skills of our teams
9. Ensuring diversity, equal opportunities and inclusion

CIVIC RESPONSIBILITY

Be a committed player in the real estate sector and develop local and partnership initiatives

10. Promoting the culture and radiance of sustainable development in real estate businesses
11. Ensuring a positive contribution in our cities and territories
12. Supporting solidarity-based initiatives to contribute to a sustainable and inclusive city

Identification of performance indicators

The selection of performance indicators stems from the "Inspire Real Estate 2025" strategy work. Operationally, the CSR department is responsible for putting together several working groups made up of the various internal operational, CSR leaders of each business line and support functions in order to determine the most relevant indicators in terms of impacts, availability of the data and feasibility. The CSR department has also used MATERIALITY-Reporting, a CSR reporting advisor to guide it in this process.

With experience, the data will become more accurate and generally speaking, new indicators will be incorporated, while others will be discontinued over time. This is one of the reasons for this Protocol, which will be updated each year and will take into account all changes to indicators and scope.

TOOVALU REPORTING SOFTWARE

Since 2018, the reporting has been done using the online reporting tool TOOVALU. It is software as a service (SaaS; software installed on remote servers rather than on the user's machine). This software has been specially designed to facilitate corporate CSR reporting, simplifying the entry, readability and correction of data for contributors and administrators. This software also helps to identify anomalies or errors. The contributors directly fill in the online questionnaires, with a login and a password assigned by the CSR Department. One or more administrators are designated and are in charge of managing technical and operational settings as well as the smooth running of the CSR data collection process.

<https://app.toovalu.com/go/>

SCHEDULE 2022-2023

The schedule for the group's environmental reporting is the following:



- January 2023
 - Update of the reporting protocol in both languages (French & English)
 - Refresh for contributors about the use of TOOVALU CSR reporting tool
- 08th of February 2022
 - Organisation of one webinar in English in order to ease the handling of Toovalu reporting tool
 - Campaign launch for the collection of CSR data from BNP Paribas Real Estate for finished year 2022
- From 28th of February 2023:
 - Checking and Validation of the data by the BNPPRE CSR team
 - Consolidation of data
- March 2023:
 - Inclusion of the finalised data in the CSR reporting online of BNPPRE

DEFINITION OF THE REPORTING SCOPE

Organisational scope

The scope of consolidation of BNP Paribas Real Estate's CSR reporting concerns the entities over which BNP Paribas Real Estate has operational control and that have come from the Régent base (group listing of legal entities) which describes the whole legal structure of the group. The scope of the CSR reporting is the staff of BNP Paribas Real Estate reported by the Human Resources department on December 31 of the reporting year.

In terms of organisation this scope is defined by:

- The operational organisation is divided into 6 business lines: Commercial & Residential real estate development, Transaction, Investment Management, Property Management, Valuation and Advisory
- The geographic organisation divided into 10 direct establishments (France, Germany, Belgium, Spain, Ireland, Italy, Luxembourg, Netherlands, Poland and United Kingdom) and alliances around the world.

The reporting scope is not fixed. It will evolve according to the activities of BNP Paribas Real Estate. There are group repositories to understand the organisation of the company:

- The GRH Monde base, which shows the country and legal organisation.
- The France social assessment keeps an up-to-date record of staff at BNP Paribas Real Estate.
- The REFOG base, which shows the geographic organisation - site by site - of BNP Paribas Real Estate activities.
- The Enablon tool, which defines the characteristics of each BNP Paribas Real Estate site: type of the building, number of sqm occupied by entities.

The indicators are more often generic and independent of the business line, legal or geographical organisation, but some may be specific to the business line (notably the environmental indicators).

These are the business lines and the countries concerned by the reporting for finished year 2022:



		Perimeters										
Type of indicators	Business Lines or Services	Countries										Total Countries
		France	UK	Germany	Spain	Italy	Belgium	Ireland	Luxembourg	Netherlands	Poland	
Corporate Indicators	All Business lines	International										All countries
Enablon Indicators	All Business lines	X	X	X	X							4 countries
Residential Property Development Indicators	Residential Property Development	International										All countries where residential property development schemes are developed
Commercial Property Development Indicators	Commercial Property Development	International										All countries where commercial property development schemes are developed
Property Management Indicators	Property Management	X	X	X	X	X	X	X	X	X	X	10 countries
REIM Indicators	REIM	International										All countries where assets are listed in the CSR panel

DEFINITION OF THE REPORTING PERIOD

The data collected should preferably cover a period of 12 months:

- from January 1 of year N-1 to December 31 of year N-1,
- otherwise October 1 of year N-2 to September 30 of year N-1,

When it is not possible to give data relating to periods [Jan-Dec] or [Oct-Sep], the most recent entire 12-month period for which data is available will be taken into account, in order to include possible seasonal effects.

When the data available covers only a part of the period, the contributor must then communicate this real data and indicate what time period is actually covered. The Toovalu tool will then make the necessary extrapolations to obtain 12 months of data.

MEASURING DATA

Methodology for the measurement of CSR indicators

The data communicated comes from several sources: measurements made internally, those made by an external body, HR, accounting, legal or financial documents, invoices or delivery records, estimates and internal technical management. Any other measures will be specified.



EXTRAPOLATION

The extrapolation consists of using partial data to generalise a result covering the whole of a reporting scope (country, entity, period, etc).

The contributors must return the raw data that they have in the indicators concerned by their scope. If the data are absent, the contributor has the choice between clicking on:

- Not applicable when the indicator is not concerned by the scope
- Not available when the data is unavailable or unable to be collected

EXTERNAL AND INTERNAL CHECKING OF DATA

Internal Controls

The reporting process must include monitoring and analysis of the data contributed to ensure its relevance. Internal controls are firstly carried out by the contributors themselves, and are confirmed by the validators with the help of the Toovalu tool. In detail they include:

- checking of the scope covered.
- evaluation and explanation of variances in the data for year N-1 / year N, if these are significant.
- comparison of the results with relevant ratios.
- formalisation with an accompanying note of significant differences observed during the checks.
- review of explanatory elements on the scope covered in the comments.
- where applicable, request for percentage calculation elements (e.g. based on the sqm or ETP).
- monitoring consumption records by scope or by site to reveal any anomalies or confirm atypical ratios.
- in the event of an unexplained inconsistency (e.g. due to the typology of the site), questions to the contributor concerned.

External audit

The sources of data (invoices, meter readings, waste production records, etc.), measurement methods (exclusion and inclusion of certain places or equipment, etc.), data consolidation and extrapolation documents (calculation formulas, actual and extrapolated data) must be accessible for verification within the different operational entities carrying out the reporting. This will form part of an internal control or an external audit in the future, which may be requested by the auditors, General Inspection, or the main shareholders. In order to ensure their traceability, availability of the data must be guaranteed for a period of at least three years.



LIST OF INDICATORS for the finished year 2022

Economic Responsibility

1. Share of employees proud to work for BNP Paribas Real Estate

1. Responsibility and commitment

- Economic
- Strengthen partnerships and co-construction with our stakeholders

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
- %

3. Definition:

This is an HR indicator from the Flash Survey, question 19, Item Employee engagement. It determines the percentage of employees of BNP Paribas Real Estate proud to work for BNP Paribas Real Estate.

Unit

4. Methodology:

The indicator is obtained from the HR questionnaire Flash Survey published in May of each year (Item Employee engagement, question: I am proud to be associated with BNP Paribas Real Estate). Data completed by International CSR reporting officer.

2. Share of stakeholders assessing the company's level of CSR commitment as committed and pioneer

1. Responsibility and commitment

- Economic
- Strengthen partnerships and collaboration with our stakeholders

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
- %

3. Definition:



This indicator provides information on the level of our commitment to our stakeholders. It is derived from the materiality survey carried out in 2021. The company invited more than 10 000 of them to respond to an online survey. This online questionnaire available in 7 languages was undertaken in 11 countries of Europe where the company is established. It brought together the views of stakeholders and also their appreciation of the company's commitment.

4. Methodology:

The indicator is obtained via the materiality survey carried out in 2021.
Take into account the % of respondents who "deem our level of societal responsibility to be "pioneering to engaged" and the % of respondents who "expect a stronger commitment from us". Data completed by International CSR reporting officer.

3. Share of suppliers having signed our Sustainable CSR Charter for suppliers

1. Responsibility and Commitment

-Economic
-Strengthen partnerships and collaboration with our stakeholders

2. Scope and Unit:

-Europe
-All business lines and functions (excl. alliances)
-%

3. Definition:

This indicator provides information on the share of suppliers that have signed our sustainable procurement charter for contracts.

- Total number of suppliers related to the country entity
- Total number of suppliers related to the country entity signatory of the sustainable procurement charter

- Number of new suppliers for reporting year
- Number of new suppliers for the reporting year signatory of the sustainable procurement charter

4. Methodology:

Under construction: all our suppliers will be made to sign this charter for all of our business lines and countries. This is in addition to certain existing business line charters (ex: Green Site Charter for Real Estate Development & the CSR Charter of suppliers among REIM). COO of countries have signed and committed to enforce this sustainable procurement charter. Collection through procurement network.



Environmental Responsibility

4. Direct GHG emissions per employee (teqCO₂/FTE)

1. Responsibility and Commitment

Environmental -

- Take climate change issues into account in our operations and in our product and service offerings

2. Scope and Unit:

-Europe: France, Germany, Spain and United Kingdom

-All business lines and functions (excl. alliances)

-CO₂ tonne equivalent (teqCO₂)

3. Definition:

This indicator defines the greenhouse gas assessment of BNP Paribas Real Estate operational activities derived from the Enablon environmental reporting of the BNP Paribas group (see appendix)

The GHG assessment includes, insofar as possible, the six GHG of the Kyoto Protocol evaluated in tonne CO₂ equivalent (teqCO₂). For this, we used their global warming potential (PRG) over 100 years, as communicated by the *IPCC Fourth Assessment Report (AR4)*:

Emission sources covered:

Our GHG assessment in teqCO₂ is calculated from the following data, collected during the environmental reporting:

- The consumption of electricity, gas, fuel oil, urban heating, to heat, cool or light the buildings that we occupy,
- The consumption of electricity to power our IT: PC, data centers, etc.
- And the kilometres travelled (or litres of fuel consumed) by our employees in the cars, planes, trains for professional travel¹.

The calculation only includes the combustion phase of fossil fuels, it does not take into account either the extraction or the transport of fuels.

Selected countries significantly represent BNP PARIBAS REAL ESTATE through more than 89% of Full Time Equivalent for instance for the year 2020.

4. Methodology:

¹Home-work journeys were only collected in an Ile-de-France context in 2009, were not collected in 2016, and will be difficult to collect at the group level. We therefore do not include them in our carbon accounting.

Other elements of CSR policy (responsible procurement, paper policy, waste, etc.) are clearly necessary to the overall environmental performance of the group; but cannot be included in our CO₂ accounting due to the lack of simple or recognised conversion factors.



This indicator is obtained from the data provided by the Enablon report.

5. Primary energy savings achieved compared to the heat regulations at the declaration of start of works of buildings - Commercial Property Development

1. Responsibility and Commitment

Environmental -

- Take climate change issues into account in our operations and in our product and service offerings

2. Scope and Unit:

- France

- Commercial Property Development France

-%: Average % of energy savings for schemes: Project CEP ²/ ref max CEP³

3. Definition:

This indicator defines the percentage of primary energy saving gains made compared to the heat regulations on delivery buildings in Commercial Property Development.

Like the previous versions, the 2012 thermal regulation aims to reduce the energy cost of buildings.

Defined by the Grenelle Environmental directive, the purpose of this programme is to make savings on energy bills and save resources (electricity, gas, heating oil, etc.) in the construction phase.

The thermal regulation, often abbreviated to "RT", encompasses the thermal characteristics of new buildings. It sets the maximum amount of energy that a building can consume to be heated, illuminated, produce clean hot water, be air conditioned and ventilated. 5 RT have already been rolled out: the RT 1974, the RT 1988, RT 2000, the RT 2005 and the RT 2012, currently in force. Each of these thermal regulations brings increasing requirements in terms of energy saving, building insulation and ecology, with the use of materials and renewable energies.

This indicator tells us about the environmental performance of our constructed buildings relative to the thermal regulation.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Commercial Property Development France.

² project CEP: The project CEP refers to the energy consumption of the scheme calculated using software under conditions imposed by the RT, populated with the characteristics of the building (dimensions, thickness of insulation, glass measurements, materials used, etc.).

³ Cep Ref/max (Primary energy consumption standards): CEP ref = CEP max. The Cep ref means primary energy consumption of reference and designates the maximum threshold not to be exceeded, defined by the RT2012. This maximum threshold is specific to each building type (office, housing, hospitals, etc.) and to each building (modulation coefficients will alter its value such as the geographic location).



6. Primary energy savings achieved compared to the heat regulations at the declaration of start of works buildings - Residential Property Development

1. Responsibility and Commitment

Environmental -

- Take climate change issues into account in our operations and in our product and service offerings

2. Scope and Unit:

- France

- Residential Property Development France

-%: Average % of energy savings for schemes: Project CEP ⁴/ ref max CEP⁵

3. Definition:

This indicator defines the percentage of primary energy saving gains made to the heat regulations on delivery buildings in Residential Property Development (kWh/ Sqm.year)].

Like the previous versions, the 2012 thermal regulation aims to reduce the energy cost of buildings.

Defined by the Grenelle Environmental directive, the purpose of this programme is to make savings on energy bills and save resources (electricity, gas, heating oil, etc.) in the construction phase.

The thermal regulation, often abbreviated to "RT", encompasses the thermal characteristics of new buildings. It sets the maximum amount of energy that a building can consume to be heated, illuminated, produce clean hot water, be air conditioned and ventilated. 5 RT have already been rolled out: the RT 1974, the RT 1988, RT 2000, the RT 2005 and the RT 2012, currently in force. Each of these thermal regulations brings increasing requirements in terms of energy saving, building insulation and ecology, with the use of materials and renewable energies.

This indicator tells us about the environmental performance of our constructed buildings relative to the thermal regulation.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Residential Property Development France.

7. Primary energy savings achieved compared to the heat regulations on delivered buildings - Commercial Property Development

1. Responsibility and Commitment

Environmental -

- Take climate change issues into account in our operations and in our product and service offerings

⁴ project CEP: The project CEP refers to the energy consumption of the scheme calculated using software under conditions imposed by the RT, populated with the characteristics of the building (dimensions, thickness of insulation, glass measurements, materials used, etc.).

⁵ Cep Ref/max (Primary energy consumption standards): CEP ref = CEP max. The Cep ref means primary energy consumption of reference and designates the maximum threshold not to be exceeded, defined by the RT2012. This maximum threshold is specific to each building type (office, housing, hospitals, etc.) and to each building (modulation coefficients will alter its value such as the geographic location).



2. Scope and Unit:

- France
- Commercial Property Development France
- %: Average % of energy savings for schemes: Project CEP ⁶/ ref max CEP⁷

3. Definition:

This indicator defines the percentage of primary energy saving gains made compared to the heat regulations on delivery buildings in Commercial Property Development.

Like the previous versions, the 2012 thermal regulation aims to reduce the energy cost of buildings. Defined by the Grenelle Environmental directive, the purpose of this programme is to make savings on energy bills and save resources (electricity, gas, heating oil, etc.) in the construction phase.

The thermal regulation, often abbreviated to "RT", encompasses the thermal characteristics of new buildings. It sets the maximum amount of energy that a building can consume to be heated, illuminated, produce clean hot water, be air conditioned and ventilated. 5 RT have already been rolled out: the RT 1974, the RT 1988, RT 2000, the RT 2005 and the RT 2012, currently in force. Each of these thermal regulations brings increasing requirements in terms of energy saving, building insulation and ecology, with the use of materials and renewable energies.

This indicator tells us about the environmental performance of our constructed buildings relative to the thermal regulation.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Commercial Property Development France.

8. Primary energy savings achieved compared to the heat regulations on delivered buildings - Commercial Property Development

1. Responsibility and Commitment

- Environmental -
- Take climate change issues into account in our operations and in our product and service offerings

2. Scope and Unit:

- France
- Commercial Property Development France

⁶ project CEP: The project CEP refers to the energy consumption of the scheme calculated using software under conditions imposed by the RT, populated with the characteristics of the building (dimensions, thickness of insulation, glass measurements, materials used, etc.).

⁷ Cep Ref/max (Primary energy consumption standards): CEP ref = CEP max. The Cep ref means primary energy consumption of reference and designates the maximum threshold not to be exceeded, defined by the RT2012. This maximum threshold is specific to each building type (office, housing, hospitals, etc.) and to each building (modulation coefficients will alter its value such as the geographic location).



-%: Average % of energy savings for schemes: Project CEP ⁸/ ref max CEP⁹

3. Definition:

This indicator defines the percentage of primary energy saving gains made compared to the heat regulations on delivery buildings in Commercial Property Development.

Like the previous versions, the 2012 thermal regulation aims to reduce the energy cost of buildings.

Defined by the Grenelle Environmental directive, the purpose of this programme is to make savings on energy bills and save resources (electricity, gas, heating oil, etc.) in the construction phase.

The thermal regulation, often abbreviated to "RT", encompasses the thermal characteristics of new buildings. It sets the maximum amount of energy that a building can consume to be heated, illuminated, produce clean hot water, be air conditioned and ventilated. 5 RT have already been rolled out: the RT 1974, the RT 1988, RT 2000, the RT 2005 and the RT 2012, currently in force. Each of these thermal regulations brings increasing requirements in terms of energy saving, building insulation and ecology, with the use of materials and renewable energies.

This indicator tells us about the environmental performance of our constructed buildings relative to the thermal regulation.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Commercial Property Development France.

9. Share of buildings delivered benefiting from a carbon footprint assessment - Commercial Property Development

1. Responsibility and Commitment

Environmental -

- Taking climate change issues into account in our service and product offers

2. Scope and Unit:

-France

-Commercial Property Development

-%: Number of operations delivered with carbon footprint assessment/ Number of operations delivered in total

3. Definition:

This indicator defines the rate of operations in commercial property development with a carbon footprint assessment in the construction phase.

⁸ project CEP: The project CEP refers to the energy consumption of the scheme calculated using software under conditions imposed by the RT, populated with the characteristics of the building (dimensions, thickness of insulation, glass measurements, materials used, etc.).

⁹ Cep Ref/max (Primary energy consumption standards): CEP ref = CEP max. The Cep ref means primary energy consumption of reference and designates the maximum threshold not to be exceeded, defined by the RT2012. This maximum threshold is specific to each building type (office, housing, hospitals, etc.) and to each building (modulation coefficients will alter its value such as the geographic location).



Like the previous versions, the 2012 thermal regulation aims to reduce the energy cost of buildings. Defined by the Grenelle Environment, the purpose of this program is to make savings on its energy bill and resource savings (electricity, gas, heating oil, etc.).

The thermal regulation, often abbreviated to "RT", encompasses the thermal characteristics of new buildings. It sets the maximum amount of energy that a building can consume to be heated, illuminated, produce clean hot water, be air conditioned and ventilated. 5 RT have already been rolled out: the RT 1974, the RT 1988, RT 2000, the RT 2005 and the RT 2012, currently in force. Each of these thermal regulations features increasing requirements for energy saving, insulation of existing buildings and ecology, with the use of renewable materials and energy.

This indicator tells us about how the carbon impact from the construction of our buildings is taken into account.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Commercial Property Development France.

10. Share of buildings delivered benefiting from a carbon footprint assessment - Residential Property Development

1. Responsibility and Commitment

Environmental -

- Taking climate change issues into account in our service and product offers

2. Scope and Unit:

-France

-Residential Property Development

-%: Number of operations delivered with carbon footprint assessment/ Number of operations delivered in total

3. Definition:

This indicator defines the rate of operations in residential property development with a carbon footprint assessment in the construction phase.

Like the previous versions, the 2012 thermal regulation aims to reduce the energy cost of buildings.

Defined by the Grenelle Environment, the purpose of this program is to make savings on its energy bill and resource savings (electricity, gas, heating oil, etc.).

The thermal regulation, often abbreviated to "RT", encompasses the thermal characteristics of new buildings. It sets the maximum amount of energy that a building can consume to be heated, illuminated, produce clean hot water, be air conditioned and ventilated. 5 RT have already been rolled out: the RT 1974, the RT 1988, RT 2000, the RT 2005 and the RT 2012, currently in force. Each of these thermal regulations features increasing requirements for energy saving, insulation of existing buildings and ecology, with the use of renewable materials and energy.

This indicator tells us about how the carbon impact from the construction of our buildings is taken into account.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Residential Property Development France.



11. Share of assets which have an energy age higher than the year 2000 - REIM

1. Responsibility and Commitment

Environmental -

- Taking climate change issues into account in our service and product offers

2. Scope and Unit:

-France, Germany, Italy

-REIM International (France, Germany, Italy)

-%: Number of assets having an energy age higher than the year 2000/ number of assets in total

3. Definition:

This indicator defines the rate of assets having a relative energy age higher than the year 2000.

The energy age analysis helps to control obsolescence and creates and preserves the value of our assets. Modernising our assets involves reducing its energy consumption. The initial age of a building is its year of construction. The energy age is then the year in which work is carried out. If work is carried out in several stages, the year considered is the year in which the earliest work was carried out.

A property is renewed if the work concerns:

- 1 - The envelope of the building (e.g. change of framework, improvement of insulation, etc.)
- 2 - Replacement of heating or cooling equipment
- 3 - Realisation of an Energy Performance Diagnosis (or similar)

4. Methodology:

This indicator is derived from data provided by the REIM's CSR report or directly by the CSR leaders of each country.

12. Energy consumption in the common spaces of our managed buildings - Property Management

1. Responsibility and Commitment

Environmental -

- Taking climate change issues into account in our service and product offers

2. Scope and Unit:

-11 Countries: France, UK, Germany, Spain, Italy, Belgium, Ireland, Luxembourg, The Netherlands, Poland, Czech Republic

-Property Management International

- kWh FE/sqm: Overall average of kWh/sqm in common spaces of the countries managed, weighted for the sqm managed by country

3. Definition:

This indicator defines the annual average energy consumed in the common parts of the buildings operationally managed by the Property Management teams. 13 countries are concerned. The overall average is calculated from a weighted



average per sqm managed per country. The consumption of energy corresponding to the final energy consumed. The **final energy** is the energy consumed and charged to each building, taking into account the losses during the production, transport and transformation of the fuel.
The sqm recorded correspond to the gross area of the premises.

4. Methodology:

This indicator is derived from data provided by the property managers of each country. The data are then approved by the head of Property Management International or the European Head of Sustainability.

13. Energy consumption of our managed buildings (overall consumption) - Property Management

1. Responsibility and Commitment

Environmental -
- Taking climate change issues into account in our service and product offers

2. Scope and Unit:

-13 Countries: France, UK, Germany, Spain, Italy, Belgium, Ireland, Luxembourg, The Netherlands, Poland, Czech Republic
-Property Management International
- kWh FE/sqm: Overall average of kWh/sqm of the countries managed, weighted for the sqm managed by country

3. Definition:

This indicator defines the annual average energy consumed in buildings operationally managed by the Property Management teams (common + private parts). 11 countries are concerned. The overall average is calculated from a weighted average per sqm managed per country. The consumption of energy corresponding to the final energy consumed. The **final energy** is the energy consumed and charged to each building, taking into account the losses during the production, transport and transformation of the fuel.
The sqm recorded correspond to the gross area of the premises.

4. Methodology:

This indicator is derived from data provided by the property managers of each country. The data are then approved by the head of Property Management International or the European Head of Sustainability.

14. Share of company cars with an emission rate ≤ 110g CO₂/km

1. Responsibility and Commitment

Environmental -
- Reduce the direct environmental footprint of our fleet vehicles

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
%: Number of company cars ordered with a rate of 110g CO₂/km/ Number of vehicles ordered in total

3. Definition:

This indicator defines the rate of company cars ordered with an emission rate ≤ 110g CO₂/km.



This indicator reflects our soft mobility policy. Indeed, with its company car allocation policy, BNP Paribas Real Estate reduces the choice of vehicles with high CO₂ emissions and increases the number of electric and/ or hybrid company cars.

4. Methodology:

This indicator is derived from data provided by Arval via the Working Environment Department in the various countries the group is established (excl. Ireland where the company car system does not apply)

15. Share of paper consumption from responsible sources

1. Responsibility and Commitment

Environmental -
-Optimise the environmental footprint and encourage the circular economy

2. Scope and Unit:

- Europe
- All business lines and functions
-%: Tonnes of paper from responsible sources/ tonnes of paper consumed in total

3. Definition:

This indicator defines the rate of consumption of paper from responsible sources. It is the average of three types of paper purchased:

The BNP Paribas Group considers recycled paper or paper from sustainably managed forests as "responsible":

- if it contains at least 50% recycled fibres post consumer and if it features one of the following labels:
 - preferably, FSC recycled or Blue Angel (Der Blaue Engel): which guarantee that 100% of the paper is recycled,
 - otherwise, APUR or Anneau de Moëbius (when a recycling rate is specified): which self-declare the share of recycled fibres contained in the paper,
- Or if it is certified and / or labelled by one of the following labels: preferably FSC (100% or Mixed Sources), otherwise PEFC: which certifies that the forest it comes from is responsibly managed.

This measure includes all types of paper for all types of uses: internal, commercial, marketing, contractual correspondence with clients, specifications, etc.

The proposed indicators are:

- o Internal Paper = paper copy / print A3 / A4 all included colours consumed by group employees
- o Client Paper = Marketing paper + account statements + letterhead paper + transfer forms
- o Other Paper = envelopes, thermal paper, special paper such as photo paper, business cards, etc.

This indicator informs the Group Policy concerning the purchase and consumption of paper.

4. Methodology:

Data are from orders placed with suppliers and passed on with the group's reporting tool, which is Enablon.



16. Share of waste collected for recycling or reuse

1. Responsibility and Commitment

Environmental -
-Optimise the environmental footprint and encourage the circular economy

2. Scope and Unit:

-Europe
-All business lines and functions
-%: Tonnes of recycled waste / tonnes of waste collected

3. Definition:

This indicator defines the rate of waste collected for recycling or reuse.
Only the production of ordinary waste collected for recycling or reuse stemming from the professional use of our offices is taken into account.
The indicator is expressed in tonnes. It is the sum of all other waste collected to be recycled or reused through dedicated bodies.
Waste related to the construction and renovation of buildings is also excluded.

This indicator informs the Policy Group regarding the management of our waste.

4. Methodology:

This indicator consolidates the sum of all the waste collected to be recycled or reused from our offices and reported in Enablon on the perimeter DE/ES/FR/UK.

17. Share of employees feeling that the company respects the environment

1. Responsibility and Commitment

- Environmental
- Optimise the environmental footprint and encourage the circular economy

2. Scope and Unit:

-Europe
-All business lines and functions
-%: Number of employees who feel that the company respects the environment/Number of employees who have completed the questionnaire

3. Definition:

This is an HR indicator from the Global People Survey (GPS). It determines the percentage of BNP Paribas Real Estate employees who believe that the company respects the environment

4. Methodology:

The indicator is obtained via the Global People Survey's HR questionnaire which comes out each year (Question 1: My company is respectful of the environment, sustainable commitment item)

18. Share of sqm delivered with a certification - Commercial Property Development



1. Responsibility and Commitment
Environmental - - Make the environmental quality of our products and services a source of financial performance and use
2. Scope and Unit:
- Europe - Commercial Property Development France -%: sqm delivered with certification/ Sum of total delivered sqm
3. Definition:
This indicator defines the rate of schemes completed with certification in commercial property development Any certification or any label awarded by an accredited certification body is taken into account (e.g. Certivea). This certification must state the environmental, energy, comfort, health, eco-construction, eco-management and connectivity performances, corresponding to the current best practices. It highlights performance and the intrinsic qualities of buildings with specific and comparable measurements. Here is an example list of international benchmark certifications: <i>HQE™, BREEAM®, LEED®, NF HABITAT™, etc.</i> This indicator informs us about the intrinsic performance of our buildings. It is also a way to compare buildings in our portfolio with those of the market at an international level.
4. Methodology:
This indicator is derived from data provided by the reporting of our CSR leaders in Commercial Property Development.

19. Share of housing units delivered with a certification - Residential Property Development

1. Responsibility and Commitment
Environmental - - Make the environmental quality of our products and services a source of financial performance and use
2. Scope and Unit:
- Europe - Residential Property Development France -%: Number of schemes completed with certification/ Number of schemes completed in total
3. Definition:
This indicator defines the rate of schemes completed with certification in residential property development. Any certification or any label awarded by an accredited certification body is taken into account (e.g. Certivea). This certification must state the environmental, energy, comfort, health, eco-construction, eco-management and connectivity performances, corresponding to the current best practices. It highlights performance and the intrinsic qualities of buildings with specific and comparable measurements. Here is an example list of international benchmark certifications: <i>HQE™, BREEAM®, LEED®, NF HABITAT™</i>



This indicator informs us about the intrinsic performance of our buildings. It is also a way to compare buildings in our portfolio with those of the market at an international level.

4. Methodology:

This indicator is derived from data provided by the reporting of our CSR leaders in Residential Property Development

20. Share of sqm delivered with the two highest levels of certification - Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Make the environmental quality of our products and services a source of financial performance and use

2. Scope and Unit:

- Europe
- Commercial Property Development France
- %: Sqm delivered with the two highest certification levels / Number sqm delivered in total

3. Definition:

This indicator defines the rate of sqm completed achieving the two highest certification levels in Commercial Real Estate

All certifications and labels awarded by an accredited certification body are taken into consideration (e.g. Certivea). This certification must state the environmental, energy, comfort, health, eco-construction, eco-management and connectivity performance corresponding to current best practices. It highlights performance and the intrinsic qualities of buildings with specific and comparable measurements.

Here is a list of international benchmark certifications:

HQE™, BREEAM®, LEED®, NF HABITAT™, DGNB, WELL®, BIODIVERCITY®

This indicator informs us about the intrinsic performance of our buildings. It is also a way to compare buildings in our portfolio with those of the market at an international level.

4. Methodology:

This indicator is derived from data provided by the reporting of our CSR leaders in Commercial Property Development

21. Sqm managed with an in-use certification - Property Management

1. Responsibility and Commitment

- Environmental
- Make the environmental quality of our products and services a source of financial performance and use

2. Scope and Unit:

- 1 1 Countries: France, UK, Germany, Spain, Italy, Belgium, Ireland, Luxembourg, The Netherlands, Poland, Czech Republic
- Property Management International
- %: certified sqm managed/sum of total sqm managed

3. Definition:

This indicator defines the rate of buildings managed with certification (in operation) at the international level.



Any certification and any label awarded by an accredited certification body is taken into consideration (e.g. Certivea). This certification must state the environmental, energy, comfort, health, eco-construction and eco-management performance corresponding to current best practices. It highlights the performance and the intrinsic qualities of buildings with specific and comparable measurements in operating phase.

Here is an exemple list of international benchmark certifications:
HQE™, BREEAM®, LEED®, etc.

This indicator informs us about the intrinsic performance of the buildings managed by the Property Management teams. It is also a way to compare buildings in our management portfolio with those of our competitors at an international level.

4. Methodology:

This indicator is derived from data provided by the property managers of each country. The data are then approved by the head of Property Management International.

22. Share of certified heavy renovations - REIM

1. Responsibility and Commitment

Environmental -
- Taking climate change issues into account in our service and product offers

2. Scope and Unit:

- France, Germany, Italy
-REIM International (France, Germany, Italy)
-%: Number of certified heavy renovations/ number of heavy renovations launched

3. Definition:

This indicator defines the rate of certified heavy renovation assets.

The certification of an asset thereby guarantees high quality construction or renovation and also enables justification of its value upon resale or rental.

4. Methodology:

This indicator is derived from data provided by REIM's CSR report or directly by the REIM's head of CSR.

23. Sustainable Management for REPM clients' sites – Property Management

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Property Management
-%: Number of managed site benefitting from a green committee contract / number of site managed

3. Definition:

This indicator defines the rate of of site managed by REPM benefitting from a green committee contract.



Green committees enable dialogue with the client and the owner on sustainable management issues (recycling, energy, water, biodiversity, etc.). It is also a way to deliver more services to clients while providing a sustainable development approach.

4. Methodology:

This indicator is derived from data provided by the Head of REPM Sustainability Europe

24. Biodiversity Offers to REPM clients – Property Management

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Property Management International
- unit: Number

3. Definition:

This indicator defines the number of offers to clients on biodiversity.

These may include offering diagnosis or sustainable management of green spaces, biodiversity thematic certification, participatory animations, etc.

4. Methodology:

This indicator is derived from data provided by the Head of REPM Sustainability Europe

25. Contracts with biodiversity management plan – Property Management

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Property Management International
- unit: Number

3. Definition:

This indicator defines the number of contracts with a sustainable biodiversity and green area management plan.

Sustainable management may include measures such as on-site crushing and composting of green waste, non-use of pesticides, rainwater recovery and management of green waste, the non-use of plant protection products, the recovery of rainwater and the rational management of irrigation water, replacement of regular mowing with green grazing or biennial grass mowing, etc.

4. Methodology:



This indicator is derived from data provided by the Head of REPM Sustainability Europe

26. Assessment of the biodiversity potential of the assets managed – Property Management

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Property Management
- %: Score expressed in percentage

3. Definition:

This indicator defines the average score obtained, by assets under REPM management with a green committee, using the grid for assessing the biodiversity potential of an asset.

4. Methodology:

This indicator is derived from data provided by the Head of REPM Sustainability Europe

27. Assessment of the biodiversity potential of CSR Panel’s assets - REIM

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe – CSR Panel
- REIM
- %: Score expressed in percentage

3. Definition:

This indicator defines the average score obtained, by assets of CSR Panel under REIM management, using the grid for assessing the biodiversity potential of an asset.

4. Methodology:

This indicator is derived from data provided by the Head of REIM CSR or the CSR officer of REIM

28. Forest under certified sustainable management – Property Management

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- UK
- Property Management
- %: Forest area under John Clegg & Co and Rural Strutt & Parker management with certified management / Forest area under the management by John Clegg & Co and Rural Strutt & Parker



3. Definition:

This indicator defines the share of forests managed by John Clegg & Co and Rural Strutt & Parker entities through sustainable certification.

The sustainable forest management certifications under consideration are PEFC and FSC.

4. Methodology:

This indicator is derived from data provided by the Property Management UK contact

29. Fight against soil artificialization – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- unit : sqm. Comparison of situation changes BEFORE/AFTER projects

3. Definition:

This indicator defines the un-artificialized area for the reporting year. The indicator compares the variation of free surfaces (free surface = plot surface – floor right of the frame – circulations) BEFORE and AFTER the project for all operations where the declaration of start of works is submitted within the reporting year.

Soil artificialization is the loss of land surface to the built environment or to vegetation for horticultural or landscape purposes on a shallow soil depth or on a ground with a subterranean structure (slab, gardener, parking, etc.).

Thus, for operations where the declaration of start of works is submitted in the reporting year, we sum the increase or decrease in the open-ground area regarding to before/after project scenario with before project situation as a reference

4. Methodology:

This indicator is obtained through sustainable development property development contact

30. Fight against soil artificialization – Residential Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- unit : sqm. Comparison of situation changes BEFORE/AFTER project

3. Definition:

This indicator defines the un-artificialized area for the reporting year. The indicator compares the variation of free surfaces (free surface = plot surface – floor right of the frame – circulations) BEFORE and AFTER the project for all operations where the declaration of start of works is submitted within the reporting year.



Soil artificialization is the loss of land surface to the built environment or to vegetation for horticultural or landscape purposes on a shallow soil depth or on a ground with a subterranean structure (slab, gardener, parking, etc.).

Thus, for operations where the declaration of start of works is submitted in the reporting year, we sum the increase or decrease in the open-ground area regarding to before/after project scenario with before project situation as a reference

4. Methodology:

This indicator is obtained through sustainable development property development contact

31. Creation of vegetalized spaces – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- unit : sqm. Comparison of situation changes BEFORE/AFTER project

3. Definition:

This indicator defines the creation of vegetalized spaces by comparing situations BEFORE/AFTER project for operation where the declaration of start of works is submitted within the reporting year.

The variations of green space on the plot are summed regardless of the depth of the soil. Thus, green areas in the open ground, lawns on slab or above underground parking, vegetated terraced roofs, plant walls, etc. are included.

Thus, for operations where the declaration of start of works is submitted in the reporting year, we sum the increase or decrease in the surface area of vegetalized spaces regarding to before/after project scenario with before project situation as a reference

4. Methodology:

This indicator is obtained through sustainable development property development contact

32. Creation of vegetalized spaces – Residential Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- unit : sqm. Comparison of situation changes BEFORE/AFTER project for operations where the building permit is submitted in the reporting year

3. Definition:

This indicator defines the creation of vegetalized spaces by comparing situations BEFORE/AFTER project for operation where the declaration of start of works is submitted within the reporting year.



The variations of green space on the plot are summed regardless of the depth of the soil. Thus, green areas in the open ground, lawns on slab or above underground parking, vegetated terraced roofs, plant walls, etc. are included.

Thus, for operations where the declaration of start of works is submitted in the reporting year, we sum the increase or decrease in the surface area of vegetalized spaces regarding to before/after project scenario with before project situation as a reference

4. Methodology:

This indicator is obtained through sustainable development property development contact

33. Operations aiming at a biodiversity certification – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- % : Number of operations where the declaration of start of works is submitted during the reporting year aiming at biodiversity-oriented label / Number of operations where the declaration of start of works is submitted during the reporting year

3. Definition:

This indicator defines the rate of operations, with submitted declaration of start of works during the reporting year, committed to obtain a biodiversity label

Examples of such biodiversity-oriented labels include BiodiverCity Conception/Construction or the EffiNature label

4. Methodology:

This indicator is obtained through sustainable development property development contact

34. Operations aiming at a biodiversity certification – Residential Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- Europe
- Commercial Property Development
- % : Number of operations where the declaration of start of works is submitted during the reporting year aiming at biodiversity-oriented label / Number of operations where the declaration of start of works is submitted during the reporting year

3. Definition:



This indicator defines the rate of operations, with submitted declaration of start of works during the reporting year, committed to obtain a biodiversity label

Examples of such biodiversity-oriented labels include BiodiverCity Conception/Construction or the EffiNature label

4. Methodology:

This indicator is obtained through sustainable development property development contact

35. Carbon performance of the energy in relation to environmental regulation RE2020 at declaration of start of works submission - Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- France
- Commercial Property Development
- %: Average % of carbon savings on operation's energy: ICEnergy project¹⁰/ ICEnergy max¹¹

3. Definition:

This indicator defines the percentage of "carbon" gains in emissions associated with the energy component in relation to French environmental regulation at the time of the submission of the project's declaration of start of works within the year of reporting (from 2022 onwards). The average gain is weighted by the m² of each project. The projected Carbon Energy Index of the project (ICEnergy project) is compared to the Maximal Carbon Energy Index of the project (ICEnergy Max).

Like previous versions, Environmental Regulation 2020 aims to reduce energy expenditure on buildings. It also aims for the first time to reduce greenhouse gas emissions from new buildings. This concerns the scope of the materials and equipment used and the emissions induced by the energy consumption of the building throughout its life.

This indicator gives information on the carbon performance of our buildings in relation to the energy consumption component of environmental regulations.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Property Development

36. Carbon performance of the energy in relation to environmental regulation RE2020 at declaration of start of works submission - Residential Property Development

1. Responsibility and Commitment

¹⁰ IC Energy project: Calculation of the carbon energy index as provided by French RE2020 calculation method for the project as envisaged at building permit submission, calculated theoretical performance of the building

¹¹ IC Energy max: Calculation of the maximum carbon energy index as provided by French RE2020 calculation method for the project as envisaged at building permit submission, maximal regulated threshold allowed for the building



- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- France
- Residential Property Development France
- %: Average % of carbon savings on operation's energy: ICEnergy project¹²/ ICEnergy max¹³

3. Definition:

This indicator defines the percentage of "carbon" gains in emissions associated with the energy component in relation to French environmental regulation at the time of the submission of the project's declaration of start of works within the year of reporting (from 2023 onwards). The average gain is weighted by the m² of each project. The projected Carbon Energy Index of the project (ICEnergy project) is compared to the Maximal Carbon Energy Index of the project (ICEnergy Max).

Like previous versions, Environmental Regulation 2020 aims to reduce energy expenditure on buildings. It also aims for the first time to reduce greenhouse gas emissions from new buildings. This concerns the scope of the materials and equipment used and the emissions induced by the energy consumption of the building throughout its life.

This indicator gives information on the carbon performance of our buildings in relation to the energy consumption component of environmental regulations.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Property Development

37. Carbon performance of the materials in relation to environmental regulation RE2020 at declaration of start of works submission - Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- France
- Commercial Property Development
- %: Average % of carbon savings on operation's materials: ICBuilding project¹⁴/ ICBuilding max¹⁵

3. Definition:

¹² IC Energy project: Calculation of the carbon energy index as provided by French RE2020 calculation method for the project as envisaged at building permit submission, calculated theoretical performance of the building

¹³ IC Energy max: Calculation of the maximum carbon energy index as provided by French RE2020 calculation method for the project as envisaged at building permit submission, maximal regulated threshold allowed for the building

¹⁴ ICComponent project: Calculation of the carbon index of the materials and equipment as provided by French RE2020 calculation method for the project as envisaged at building permit submission, calculated theoretical performance of the building

¹⁵ ICComponent max: Calculation of the maximum carbon index of the materials and equipment as provided by French RE2020 calculation method for the project as envisaged at building permit submission, maximal regulated threshold allowed for the building



This indicator defines the percentage of "carbon" gains in emissions associated with the materials and equipment in relation to French environmental regulation at the time of the submission of the project's building permit. The average gain is weighted by the m² of each project. The projected Carbon Index of the project's components (ICBuilding project) is compared to the Maximal Carbon Index of the project's components (ICBuilding Max).

Like previous versions, Environmental Regulation 2020 aims to reduce energy expenditure on buildings. It also aims for the first time to reduce greenhouse gas emissions from new buildings. This concerns the scope of the materials and equipment used and the emissions induced by the energy consumption of the building throughout its life.

This indicator gives information on the carbon performance of our buildings in relation to the materials and equipment part of environmental regulations.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Property Development

38. Carbon performance of the materials in relation to environmental regulation RE2020 at declaration of start of works submission - Residential Property Development

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- France
- Residential Property Development France
- %: Average % of carbon savings on operation's materials: ICBuilding project¹⁶/ ICBuilding max¹⁷

3. Definition:

This indicator defines the percentage of "carbon" gains in emissions associated with the materials and equipment in relation to French environmental regulation at the time of the submission of the project's declaration of start of works. The average gain is weighted by the m² of each project. The projected Carbon Index of the project's components (ICBuilding project) is compared to the Maximal Carbon Index of the project's components (ICBuilding Max).

Like previous versions, Environmental Regulation 2020 aims to reduce energy expenditure on buildings. It also aims for the first time to reduce greenhouse gas emissions from new buildings. This concerns the scope of the materials and equipment used and the emissions induced by the energy consumption of the building throughout its life.

This indicator gives information on the carbon performance of our buildings in relation to the materials and equipment part of environmental regulations.

4. Methodology:

This indicator is derived from data provided by the site assessments of our CSR leaders in Property Development

¹⁶ IComponent project: Calculation of the carbon index of the materials and equipment as provided by French RE2020 calculation method for the project as envisaged at building permit submission, calculated theoretical performance of the building

¹⁷ IComponent max: Calculation of the maximum carbon index of the materials and equipment as provided by French RE2020 calculation method for the project as envisaged at building permit submission, maximal regulated threshold allowed for the building



39. Share of managed assets with known carbon performance – Property Management

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- France
- Property Management
- %: Area of sites for which carbon performance is known / Total area of sites under management

3. Definition:

This indicator defines the share of the REPM-managed assets in Europe for which the greenhouse gas emissions from the sites are known. Areas of managed sites for which we have annual emissions associated with these sites are accounted for. This ratio is based on the entire fleet under the management of the REPM.

Emissions are accounted for mainly on the basis of the energy consumption of the sites under management, the contractual energy mix of these sites and, finally, specific emission factors (electricity contracts with guarantees of origin e.g.) or national emission factors. Knowledge of these emission is a first step towards steering.

4. Methodology:

This indicator is derived from data provided by country's property managers

40. Number of assets within CSR Panel - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator defines the total number of assets included within REIM CSR Panel

4. Methodology:

This indicator is derived from data provided by REIM CSR

41. CSR Panel total area - REIM

1. Responsibility and Commitment

- Environmental



- Reducing carbon emissions and adapting buildings to climate change
2. Scope and Unit:
- Europe - Real Estate Investment Management - unit: sqm
3. Definition:
This indicator defines the total area of assets included within REIM CSR Panel
4. Methodology:
This indicator is derived from data provided by REIM CSR

42. CSR Panel's assets with known energy consumption - REIM

1. Responsibility and Commitment
- Environmental - Reducing carbon emissions and adapting buildings to climate change
2. Scope and Unit:
- Europe - Real Estate Investment Management - unit: Number of CSR Pannel's assets with known energy consumption / CSR Panel total number of assets
3. Definition:
This indicator defines the panel share for which we have energy consumption for the reporting year. It is defined as the ratio between the number of assets at known energy consumption for the reporting year divided by the total number of assets constituting the REIM CSR panel.
Knowing these consumptions is a preliminary step to steering their optimization and thus the reduction of greenhouse gas emissions from the REIM CSR panel.
4. Methodology:
This indicator is derived from data provided by REIM CSR

43. CSR Panel's surface with known energy consumption - REIM

1. Responsibility and Commitment
- Environmental - Reducing carbon emissions and adapting buildings to climate change
2. Scope and Unit:
- Europe - Real Estate Investment Management - unit: total sqm of CSR Pannel's assets with known energy consumption
3. Definition:
This indicator defines the panel area for which we have energy consumption over the reporting year. It is defined as the sum of the areas of assets with known energy consumption for the reporting year.



Knowing these consumptions is a preliminary step to steering their optimization and thus the reduction of greenhouse gas emissions from the REIM CSR panel.

4. Methodology:

This indicator is derived from data provided by REIM CSR

44. CSR Panel's energy consumption - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: kWh/yr

3. Definition:

This indicator defines the total energy consumption of the CSR Panel in absolute terms. These energy consumptions are those for the reporting year of the assets constituting the CSR panel.

Knowing these consumptions is a preliminary step to steering their optimization and thus the reduction of greenhouse gas emissions from the REIM CSR panel.

4. Methodology:

This indicator is derived from data provided by REIM CSR

45. CSR Panel's assets with known carbon emissions - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number of CSR Pannel's assets with known carbon emissions / CSR Panel total number of assets

3. Definition:

This indicator defines the panel share for which we have greenhouse gases emissions for the reporting year. It is defined as the ratio between the number of assets at known greenhouse gases emissions for the reporting year divided by the total number of assets constituting the REIM CSR panel.

Knowing these emissions is a preliminary step to steering their optimization.

4. Methodology:

This indicator is derived from data provided by REIM CSR



46. CSR Panel's surface with known carbon emissions - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: total sqm of CSR Pannel's assets with known greenhouse gases emissions

3. Definition:

This indicator defines the panel area for which we have greenhouse gases emissions over the reporting year. It is defined as the sum of the areas of assets with known greenhouse gases emissions for the reporting year.

Knowing these emissions is a preliminary step to steering their optimization.

4. Methodology:

This indicator is derived from data provided by REIM CSR

47. CSR Panel's carbon emissions - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: tCO₂eq/yr

3. Definition:

This indicator defines the total greenhouse gases emissions of the CSR Panel in absolute terms. These greenhouse gases emissions are those for the reporting year of the assets constituting the CSR panel.

Knowing these consumptions is a preliminary step to steering their optimization.

4. Methodology:

This indicator is derived from data provided by REIM CSR

48. Assessment of energy and associated carbon emissions reduction plan - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe



- Real Estate Investment Management
- unit: % / m²

3. Definition:

This indicator defines the results of energy and associated carbon emissions plans offered by REIM for the assets of the CSR panel.

4. Methodology:

This indicator is derived from data provided by REIM CSR

49. Avoided carbon emissions - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: tCO₂ eq

3. Definition:

This indicator defines the avoided carbon emissions in absolute value obtained thanks to the energy and associated carbon emissions plans offered by REIM for the assets of the CSR panel..

4. Methodology:

This indicator is derived from data provided by REIM CSR

50. Available to collection funds - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator defines the number of funds managed by REIM still open to collection.

4. Methodology:

This indicator is derived from data provided by REIM CSR

51. Funds with energy consumption target - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change



2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator defines the number of funds available for collection proposed by REIM with a defined target on the fund's energy consumption. There is simply a count of the number of funds available for collection with targets on this theme.

This objective can be proposed as a threshold average value (XXX kWh/m²/year) or as a reduction (-XX% kWh/year Vs. a reference year).

4. Methodology:

This indicator is derived from data provided by REIM CSR

52. Funds with carbon emission target - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator defines the number of funds available for collection proposed by REIM with a defined target on the fund's greenhouse gas emissions. There is simply a count of the number of funds available for collection with targets on this theme.

This objective can be proposed as a threshold average value (XXX tCO₂eq/m²/year) or as a reduction (-XX% tCO₂eq/year Vs. a reference year).

4. Methodology:

This indicator is derived from data provided by REIM CSR

53. Exposure to climate change physical risk - REIM

1. Responsibility and Commitment

- Environmental
- Reducing carbon emissions and adapting buildings to climate change

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:



This indicator defines the number of funds available for collection proposed by REIM with an assessment of their sensitivity to the physical risks of climate change. The number of funds available for collection with this strategy is simply counted.

The assessment of exposure to the physical risks of climate change is clearly mentioned in the Fund's guidance documents. This can result in the identification of the most material risks and the drafting and implementation of an action plan to remedy the weaknesses identified (sensitivity to natural disasters and sea flooding, deterioration of summer comfort, etc. according to asset typologies). These measures make it possible to maintain the attractiveness of assets and anticipate market demands or those of the legislator and the regulatory authority.

4. Methodology:

This indicator is derived from data provided by REIM CSR

54. Renovation delivered - REIM

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator keeps count of REIM renovations delivered within reporting year among managed assets.

4. Methodology:

This indicator is derived from data provided by REIM CSR

55. Blank renovation delivered - REIM

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator defines the number of blank renovations delivered in the reporting year. A renovation operation is considered to be delivered in blank if it does not involve personalization and the floor carpeting or decoration work is left to the prospective tenant.

The purpose of this type of renovation is to prevent the waste of new non-essential materials or components that would be removed by the future tenant upon arrival.



4. Methodology:

This indicator is derived from data provided by REIM CSR

56. Renovations including re-used materials or equipment - REIM

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Real Estate Investment Management
- unit: Number

3. Definition:

This indicator accounts for the number of renovations within the REIM assets with materials or equipment resulting from reuse, recycling or circular economy. This indicator concerns renovations delivered in the reporting year.

Including re-use or upcycled materials reduces the work site's carbon balance and helps to reduce the scarcity of natural resources.

4. Methodology:

This indicator is derived from data provided by REIM CSR

57. Operations including re-used materials or equipment – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- Unit: Number

3. Definition:

This indicator accounts for the number of operations delivered in the reporting year involving materials or equipment resulting from reuse, recycling or circular economy.

Including re-use or upcycled materials reduces the carbon balance of the operation and helps to reduce the scarcity of natural resources.

4. Methodology:

This indicator is derived from data provided by the CSR Property Development contact



58. Operations including re-used materials or equipment – Residential Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- Unit: Number

3. Definition:

This indicator accounts for the number of operations delivered in the reporting year involving materials or equipment resulting from reuse, recycling or circular economy.

Including re-use or upcycled materials reduces the carbon balance of the operation and helps to reduce the scarcity of natural resources.

4. Methodology:

This indicator is derived from data provided by the CSR Property Development contact

59. Demolition/Reconstruction and heavy Restructuring operations – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimizing the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- Unit : Number

3. Definition:

The indicator counts the number of operations with a declaration of start of works submitted within the year of reporting that are moving towards total deconstruction or major restructuring of an existing building.

These operations will constitute important banks of resources. They have great potential to supply materials for other operations or for the implementation of re-use materials and equipment or products of the circular economy on site.

4. Methodology:

This indicator is obtained through sustainable development property development contact

60. Demolition/Reconstruction and heavy Restructuring operations – Residential Property Development



1. Responsibility and Commitment
- Environmental - Tackling the erosion of biodiversity and optimizing the management of natural resources
2. Scope and Unit:
- Europe - Residential Property Development - Unit: Number
3. Definition:
The indicator counts the number of operations with a declaration of start of works submitted within the year of reporting that are moving towards total deconstruction or major restructuring of an existing building. These operations will constitute important banks of resources. They have great potential to supply materials for other operations or for the implementation of re-use materials and equipment or products of the circular economy on site.
4. Methodology:
This indicator is obtained through sustainable development property development contact

61. Demolition and selective removal – Commercial Property Development

1. Responsibility and Commitment
- Environmental - Tackling the erosion of biodiversity and optimizing the management of natural resources
2. Scope and Unit:
- Europe - Commercial Property Development - %: Number of deconstruction or major restructuring operations including selective deposit where the declaration of start of works is submitted in the reporting year / Number of deconstruction or major restructuring operations where the declaration of start of workis submitted in the reporting year
3. Definition:
This indicator defines the share of operations that are moving towards total deconstruction or major restructuring of an existing building, including a selective deposit approach among deconstruction or restructuring operations where the declaration of start of work is submitted in the reporting year. These operations will constitute important sources of resources. They have great potential to supply materials for other operations or for the implementation of re-use materials and equipment or products of the circular economy on this site.
4. Methodology:
This indicator is obtained through sustainable development property development contact

62. Demolition and selective removal – Residential Property Development

1. Responsibility and Commitment
- Environmental - Tackling the erosion of biodiversity and optimizing the management of natural resources
2. Scope and Unit:



- Europe
- Residential Property Development
- Unit: Number

3. Definition:

This indicator defines the share of operations that are moving towards total deconstruction or major restructuring of an existing building, including a selective deposit approach among deconstruction or restructuring operations where the declaration of start of works is submitted in the reporting year.

These operations will constitute important sources of resources. They have great potential to supply materials for other operations or for the implementation of re-use materials and equipment or products of the circular economy on this site.

4. Methodology:

This indicator is obtained through sustainable development property development contact

63. Quantity of materials and equipment re-used in our operations – Commercial property development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- Unit: sqm or t or m³ or Number

3. Definition:

This indicator accounts for the quantity of materials re-used or upcycled in our operations where the declaration of start of works is submitted in the reporting year. Materials and equipment may come from BNP Paribas Real Estate sites or from other companies.

The aim is to capture the volume and effort involved in integrating the circular economy into our workings.

4. Methodology:

This indicator is obtained through sustainable development property development contact

64. Quantity of materials and equipment re-used in our operations – Residential property development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development



- Unit: sqm or t or m³ or Number

3. Definition:

This indicator accounts for the quantity of materials re-used or upcycled in our operations where the declaration of start of works is submitted in the reporting year. Materials and equipment may come from BNP Paribas Real Estate sites or from other companies.

The aim is to capture the volume and effort involved in integrating the circular economy into our workings.

4. Methodology:

This indicator is obtained through sustainable development property development contact

65. Quantity of materials and equipment removed from our operations – Commercial property development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- Unit: sqm or t or m³ or Number

3. Definition:

This indicator accounts for the quantity of material resulting from the selective deposition of our construction operations where the declaration of start of works is submitted in the reporting year. These are materials and equipment coming exclusively from BNP Paribas Real Estate sites.

The aim is to capture the volumes and efforts made to contribute to the supply of circular economy products.

4. Methodology:

This indicator is obtained through sustainable development property development contact

66. Quantity of materials and equipment removed from our operations – Residential property development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- Unit: sqm or t or m³ or Number

3. Definition:



This indicator accounts for the quantity of material resulting from the selective deposition of our construction operations where the declaration of start of works is submitted in the reporting year. These are materials and equipment coming exclusively from BNP Paribas Real Estate sites.

The aim is to capture the volumes and efforts made to contribute to the supply of circular economy products.

4. Methodology:

This indicator is obtained through sustainable development property development contact

67. Operations tenders phase – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- Unit: Number

3. Definition:

This indicator records the number of operations that were in the tender documents examination phase during the reporting year.

The aim of this indicator is to monitor the advisability of including re-use or recycling requirements for materials and equipment in our workings.

4. Methodology:

This indicator is derived from data provided by sustainable development property development contact

68. Operations tenders phase – Residential Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- Unit: Number

3. Definition:

This indicator records the number of operations that were in the tender documents examination phase during the reporting year.

The aim of this indicator is to monitor the advisability of including re-use or recycling requirements for materials and equipment in our workings.

4. Methodology:

This indicator is derived from data provided by sustainable development property development contact



69. Reuse in tenders phase – Commercial Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Commercial Property Development
- Unit: Number

3. Definition:

This indicator records the number of transactions that were in tenders document examination phase during the reporting year and that allocated at least 3 lots (false-ceiling, plumbing, bulkheads, technical false floor, floor covering, etc.) with specific re-use material and equipment requirements.

The aim of this indicator is to be able to follow the requirements for the reuse or recycling of materials and equipment made and retained in our workings.

4. Methodology:

This indicator is derived from data provided by sustainable development property development contact

70. Reuse in tenders phase – Residential Property Development

1. Responsibility and Commitment

- Environmental
- Tackling the erosion of biodiversity and optimising the management of natural resources

2. Scope and Unit:

- Europe
- Residential Property Development
- Unit: Number

3. Definition:

This indicator records the number of transactions that were in tenders document examination phase during the reporting year and that allocated at least 3 lots (false-ceiling, plumbing, bulkheads, technical false floor, floor covering, etc.) with specific re-use material and equipment requirements.

The aim of this indicator is to be able to follow the requirements for the reuse or recycling of materials and equipment made and retained in our workings.

4. Methodology:

This indicator is derived from data provided by sustainable development property development contact



Social Responsibility

71. Share of employees feeling that their job gives them a sense of personal accomplishment

1. Responsibility and Commitment

- Social
- Propose a healthy, flexible and innovative work setting, fostering the wellbeing of employees

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
- %: Number of employees who feel that their work give them a sense of personal accomplishment/ Number of employees that answered the Flash Survey questionnaire

3. Definition:

This is an HR indicator originating from the Flash Survey. It determines the percentage of BNP Paribas Real Estate employees that find their job gives a sense of personal accomplishment.

4. Methodology:

The indicator is obtained via the HR questionnaire of the Flash Survey submitted each year (Question *My work gives me a sense of personal accomplishment*, Well Being Item)

72. Share of employees finding that they have a good work/life balance.

1. Responsibility and Commitment

- Social
- Propose a healthy, flexible and innovative work setting, fostering the wellbeing of employees

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
- %: Number of employees who believe that they have a good work/life balance / Number of employees that answered the Flash Survey questionnaire

3. Definition:

This is an HR indicator originating from the Flash Survey. It determines the percentage of BNP Paribas Real Estate employees who consider they have a good work/life balance.

4. Methodology:



The indicator is obtained via the HR questionnaire of the Flash Survey which is submitted each year (question: *I am generally able to balance my work and my personal responsibilities*, Well Being Item)

73. Share of employees recommending the company as a good place to work

1. Responsibility and Commitment

- Social
- Propose a healthy, flexible and innovative work setting, fostering the wellbeing of employees

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
- %: Number of employees recommending the company as an excellent employer / Number of employees who have answered the Flash Survey questionnaire

3. Definition:

This is an HR indicator originating from the Flash Survey. It determines the percentage of BNP Paribas Real Estate employees recommending the company as an excellent employer.

4. Methodology:

The indicator is obtained via the HR questionnaire of the Flash Survey which is submitted each year (Question *I would recommend BNP Paribas Real Estate as a good place to work*, Employee Engagement Item)

74. Share of employees having at least four training course during the year

1. Responsibility and Commitment

- Social
- Promote diversity, equal opportunities and the employability of our teams

2. Scope and Unit:

- Europe
- All business lines
- %: Number of employees who have taken at least four training courses during the year / Total number of employees

3. Definition:

This is an HR indicator originating from the Training Department. It determines the percentage of employees that have taken at least four training courses during the year.

It tracks the training policy that is intended to help our employee's progress and develop their employability so that they can rise to the future challenges of the organisation.

4. Methodology:

The indicator is obtained via the HR Department



75. Share of employees having at least one training course on sustainable development during the year

1. Responsibility and Commitment

- Social
- Being a learning enterprise and strengthen the skills of our teams

2. Scope and Unit:

- Europe
- All business lines
- %: Number of employees who have taken at least one training course on sustainable development during the year / Total number of employees

3. Definition:

This is a HR indicator originating from the various trainings available during the year It determines the percentage of employees that have taken at least one training course on sustainable development during the year.

It tracks the training policy that is intended to help our employee's progress and develop their employability so that they can rise to the future challenges of the organisation.

4. Methodology:

The indicator is obtained via the the training officer of the HR

76. Share of women executives

1. Responsibility and Commitment

- Social
- Promote diversity, equal opportunities and the employability of our teams

2. Scope and Unit:

- France
- All business lines and functions
- %: Number of female executives / total number of executives

3. Definition:

This indicator determines the rate of women among executive staff at the national level. It tracks the professional equality between women and men in senior positions nationally.

4. Methodology:

The data is provided to us through the HR document "Bilan Social France"

77. Share of women among SMPs (Senior Management Positions) in Europe

1. Responsabilité et Engagement

- Social



- Promote diversity, equal opportunities and the employability of our teams

2. Périmètre et Unité:

- Europe
- All business lines and functions
- % : Number of female among Senior Management Positions / Total number of Senior Management Position

3. Définition :

This indicator determines the share of women among Senior Management positions at the European level.

It tracks the professional equality between women and men in senior positions nationally.

4. Méthodologie :

The indicator is obtained from the HR Department.

78. Share of women among Talents

1. Responsabilité et Engagement

- Social
- Promote diversity, equal opportunities and the employability of our teams

2. Périmètre et Unité:

- Europe
- All business lines and functions
- % : Number of female among Talents / Total number of Talents

3. Définition :

This indicator is a HR indicator measuring the share of women among Talents.

Talents are employees whose level in terms of performance and potential was identified as high.

4. Méthodologie :

The indicator is obtained from the HR Department.

Civic responsibility

79. Continuation of initiatives in favor of schoolchildren, students and young professionals of the real estate trades

1. Responsibility and Commitment

- Civic
- Promote the knowledge and spread of CSR across the Real Estate sector



2. Scope and Unit:

- Europe
 - All business lines and functions (excl. alliances)
 Quantity: The number of schoolchildren, students and young professionals in the real estate business assisted as part of the company's initiatives in total

3. Definition:

This indicator determines the number of students and young real estate professionals assisted as part of initiatives supported by the company

This indicator reflects the willingness of BNP Paribas Real Estate to assist students, future professionals in our business lines building this sustainable city.

4. Methodology:

The data are collected directly from CSR leaders in each of the countries concerned (France, United Kingdom, Germany, Italy).

80. EVG&D (direct economic value generated and distributed) paid to the tax authority.

1. Responsibility and Commitment

- Civic
 - Foster the development of the local economy

2. Scope and Unit:

- Europe
 - All business lines and functions
 %: rate of the EVG&D repaid to the tax authority

3. Definition:

This indicator determines the rate of the EVG&D repaid to the tax authority of each country in total.

The direct economic value generated and distributed (DVG&D), which is calculated as follows:

- direct economic value generated: revenues
- Economic value distributed: operating costs, wages and benefits of employees, payments to capital providers, payments to the government of each country and the investments in favor of the community: the expenditure broken down by types of stakeholders
- reserved economic value: the "direct economic value generated" from which we subtract the "economic value distributed": the result

4. Methodology:

The data are provided to us by the head of Finance Consolidation for BNP Paribas Real Estate



81. Amounts allocated to solidarity initiatives (in EUR)

1. Responsibility and Commitment

- Civic
- Supporting solidarity initiatives

2. Scope and Unit:

- Europe
- All business lines and functions (excl. alliances)
- €: Amount dedicated to solidarity initiatives in total

3. Definition:

This indicator determines the amount allocated to the solidarity initiatives (sponsorship, NGO partnerships, solidarity events, etc.).

This indicator reflects the willingness and commitment of BNP Paribas Real Estate and its collaborators to support solidarity projects with a societal impact

4. Methodology:

The data are collected directly from the CSR leaders of each country of the scope concerned (France, United Kingdom, Germany, Italy).

Appendix I: Methodology for Greenhouse Gas assessment (GHG Assessment) for the BNP Paribas Group

The Group formulates its GHG assessment in accordance with the methodology prescribed by the GHG Protocol (*The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition - WRI / WBCSD*) which is one of the most recognised standards at the international level.

NB: the construction of the assessment of greenhouse gas emissions in France for which the purpose is to meet the obligation of article 75 of the Act Grenelle II, is based on a methodology imposed by the French public authorities (cf. <http://www.developpement-durable.gouv.fr/Bilans-des-emissions-de-gaz-a.html>) which differs slightly from that described here and used for the GHG assessment for the whole group.

Greenhouse gases concerned:

The GHG assessment includes, insofar as possible, the six GHG of the Kyoto Protocol evaluated in tonnes CO₂ equivalent (teqCO₂). For this, we used their global warming potential (PRG) over 100 years, as communicated by the *IPCC Fourth Assessment Report (AR4)*:



- Carbon dioxide (CO₂),
- Methane (CH₄), with 1 t CH₄ = 25 teqCO₂,
- Nitrous oxide (N₂O), with 1 T N₂O = 298 teqCO₂,
- Fluorinated hydrocarbons (HFCS), with 1 t HFCS = 124 to 14 800 teqCO₂,
- Perfluorocarbores (PFC), with 1 t PFC₄ = 7 390 to 12 200 teqCO₂,
- Sulphur hexafluoride (SF₆), with 1 t SF₆ = 22 800 teqCO₂.

Water vapour is not taken into account but we follow the scientific debate concerning the magnitude of its impact on the greenhouse effect. Among the standards of accounting carbon, only the [®] Ademe carbon assessment currently takes into account water vapour emitted by air transport in the stratosphere and which would double the eqCO₂ emission per passenger km for this mode of transport.

Emission sources covered:

Our GHG assessment in teqCO₂ is calculated from the following data, collected during the environmental reporting:

- The consumption of electricity, gas, fuel oil, of urban heating, to heat, cool or light our buildings,
- The consumption of electricity to power our IT: PC, data centres etc., and
- The kilometres travelled (or litres of fuel consumed) by our employees by car, plane, train for work travel ¹⁸.

The calculation only includes the combustion phase of fossil fuels, it does not take into account either the extraction or the transport of fuels.

The indicator "distance of travel in long term rental vehicle - Electric" is not used to calculate the GHG balance of the BNP PARIBAS Group. Indeed, it is acknowledged that the electricity consumption of electric vehicles is included in the "consumption of electricity" indicators as the vast majority of recharges are in group buildings.

Scope of activity concerned:

The GHG assessment focuses on as wide a geographic activity as possible.

To date, 18 countries, covering more than 85% of group staff globally, are requested to report their environmental data, including the energy consumption that will be converted to GHG emissions.

Location-based/Market-based methodology:

¹⁸The home-work journeys have been collected within the Ile de France region in 2009, were not collected in 2016, and would be extremely complicated to collect at the Group level. We therefore do not include them in our carbon accounting. Other elements of CSR policy (responsible procurement, paper policy, waste, etc.) are clearly necessary to the overall environmental performance of the group; but cannot be included in our CO₂ accounting due to the lack of simple or recognised conversion factors.



The calculation of emissions for Scope 2 requires a method to account for emissions associated with electricity consumption. The GHG Protocol has developed two methods to account for these emissions: the geographical approach (rental-based approach) and the market approach (market-based approach).

The "rental-based" approach implies the use of an average emission factor of the country in which the entity operates. We have used this methodology since establishing this reporting. The group target to reduce GHG emissions by -25% by 2020 have been set using this method.

In a "market-based" approach, the consumption of electricity reflects the electricity that we have chosen to buy. The emissions factor then applied depends on the technology used for the generation of this electricity.

- If your electricity has a green certificate of type REC, i-REC, GO, National Systems, the emissions factor associated with the consumption of this electricity will be 0 gCO₂/kWh. If your electricity supplier is unable to provide you with this certificate, it must provide you with an emission factor related to the purchase of this power.
- If your electricity benefits from a specific contract with your local supplier and the latter is able to provide you with an emission factor, that is what will be taken into account in our calculations,
- With regard to the renewable electricity produced and consumed directly on site (i.e. not resold to the network), the emission factor is zero.

If you are unable to obtain an emission factor specific to your power consumption, we will use an emission factor from the residual electric mix or the average electricity mix of the country. The residual electrical mix will be obtained from specific databases. This is the case in Europe for the REDISS project (http://www.reliable-disclosure.org/upload/65-RE-DISS_2013_Residual_Mix_Results_v1-0_2014-05-15.pdf). We refer to the regional rules defined by the CDP in paragraph 3 of the following document (<https://www.cdp.net/Documents/Guidance/2016/CDP-technical-note-Accounting-of-Scope-2-Emissions-2016.pdf>). The factor of emissions from the electric mix means it is communicated to us by the IEA for each country.

This methodology has been defined in keeping with the guidelines of the new methodology of the GHG Protocol Scope 2 Guidance (http://ghgprotocol.org/files/ghgp/Scope%202%20Guidance_Final.pdf)



Appendix II: Extract from the group policy on paper

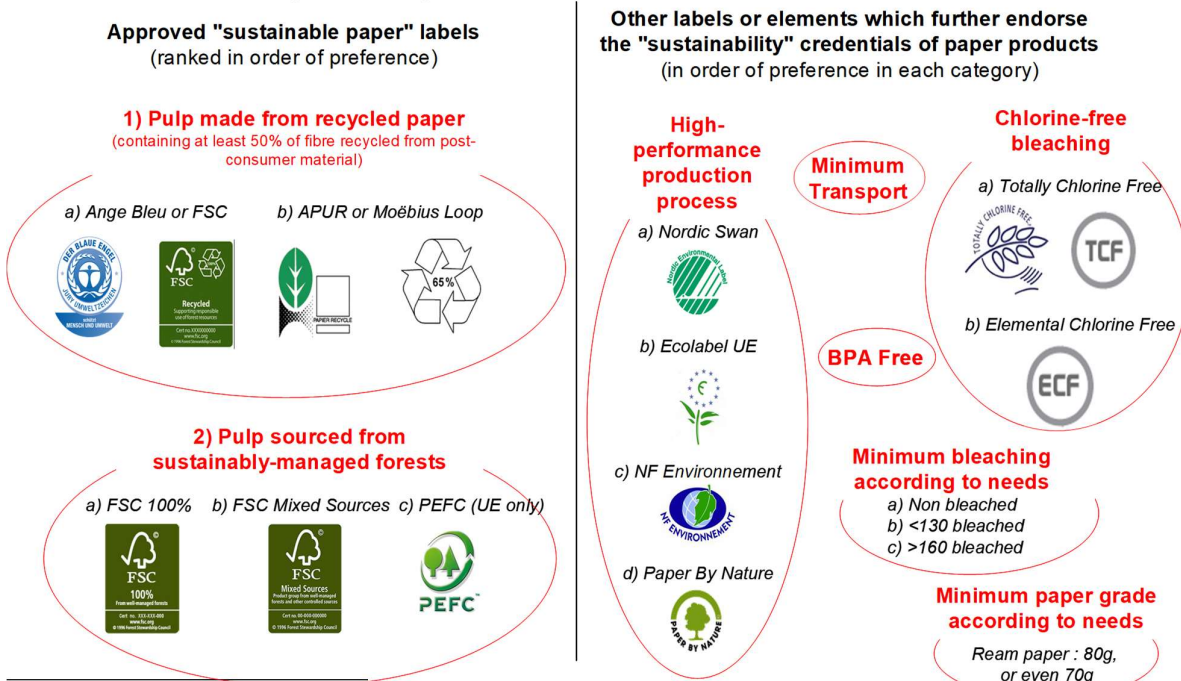
We consider paper from recycling or sustainably managed forests as "responsible":

- ⇒ if it contains at least 50% recycled fibers in post consumption¹⁹ and if it features one of the following labels:
 - Preferably, **FSC recycled** or **Blue Angel** (Der Blaue Engel): ensure that 100% of paper stems from recycling,
 - otherwise, **APUR** ou **Anneau de Moëbius** (when a recycling rate is specified): self-declaration on the rate of recycled fibres contained in the paper,
- ⇒ or if it is certified and / or labelled by one of the following labels: Preferably **FSC** (100% or mixed sources), otherwise **PEFC** : certify that the forest that the paper comes from is managed responsibly²⁰.

Because of its environmental performance²¹, **we prefer recycled paper to paper from certified forests.**

Other labels strengthen the environmental performance of the paper and are therefore highly recommended (but not mandatory):

- **Eco-label EU, Nordic Ecolabel (Nordic Swan), NF Environment, Paper by Nature:** guarantee a good environmental performance of the manufacturing process,
- **Totally chlorine free (TCF) and Elemental Chlorine Free (ECF):** Ensure that the paper is laundered²² via a method eliminating or reducing the use of chlorine.



¹⁹As opposed to recycled fibers in pre use, which come from the manufacturing residues of production plants and the processing of paper and which are less advantageous from an environmental point of view

²⁰It is however recommended to only consider the PEFC label for European forests as the PEFC certification outside Europe was recently the subject of substantial controversy.

²¹The paper is recycled up to 5 times; and the transformation of paper to pulp consumes less energy and water than that of chopping wood:

	Cons. of water (m ³ /tonne)	Cons. of electricity (kWh/tonne)
Non-recycled paper	25 - 70	5000 - 10.700
Recycled paper	10 - 15	1.700 - 5.500

²²The whiteness requires optical brighteners that have been shown to have a harmful impact on the environment.. A whiteness of 120 (CIE standard) is often sufficient; and seldom justified beyond 160. The Blue Angel label guarantees the absence of optical brighteners.



Bisphenol **A (BPA)** is an element that is notably found in thermal papers (i.e. which are printed by a heat source, such as tickets from ticket machines), and whose harmful effects on human health are recognized beyond certain doses. We do not currently know of a label attesting to BPA-free paper production; it is therefore recommended to ask the service provider to provide paper without BPA.

Finally it should be noted that paper is more responsible when it comes from local **forests and local paper makers**, which will minimize its **transport** and the associated environmental impacts.

Combinations will therefore be sought to ensure both the environmental performance of the paper fibres and that of the manufacturing process and its transport.

Important: *This list of labels is probably not exhaustive, and in any case not fixed in time; everyone is invited to add labels that have proved their environmental soundness. Conversely, an ISO 14001 certification of the paper producer's site is not a guarantee of the product's environmental performance and is therefore not taken into account.*



Glossary

Charter of responsible growth: The charter of responsible growth (under construction) aims to meet the expectations of our customers, our partners and communities in a manner consistent with the management of risks and aligned with BNPPRE business units as well as with the CSR strategy.

Enablon: Since 2011, BNP Paribas Group reporting has been done using the reporting software Enablon. This software has been specially designed to facilitate corporate environmental reporting, simplifying the data entry, readability and the correction of data for contributors and administrators. This software also helps to identify anomalies or errors. The contributors complete the online questionnaires directly, with a login and a password assigned by the DRSE.

GPS: The Global People Survey or GPS is an annual internal survey aiming to determine employees' expectations in the BNP Paribas Group as well as to measure the perception of the company. Since 2013, it has been an important index in the context of dialogue with internal stakeholders.

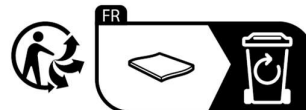
CSR leader: Internal employee of BNP Paribas Real Estate selected each year by the CSR Department to be the CSR ambassador in their profession and in their country. Each year they are invited to participate in the annual CSR seminar, and webinars;

Mydevelopment: Online training platform of the BNP Paribas Group for all BNP Paribas employees

SaaS (Software in SaaS mode): Software as a Service (SaaS), or Software as a service in French, is a model of software distribution within which a third party provider hosts the applications and makes them available to its customers through the Internet. Thanks to SaaS software, businesses no longer need to install and launch applications on their own computers or on their data centers. The acquisition cost of equipment is thus eliminated, in the same way as supply and maintenance, software licence, installation and support costs. ²³

Toovalu: Reporting software in SaaS mode used for the reporting process of BNP Paribas Real Estate. TOOVALU is a company specialized in measuring CSR performance (Corporate Social Responsibility) and the regulatory assessment of Greenhouse Gas (GHG) emissions. TOOVALU has designed and developed a comprehensive solution to web management (SaaS) with standard and customisable functions allowing businesses to structure their CSR management and achieve their GHG assessments while preserving the review of assessments and the data constituting these assessments.

N° ADEME : FR200182_03KLJL



²³ <https://www.lebigdata.fr/definition-saas>