



Assessment of Bpifrance – Principal Adverse Impact (PAI) indicators disclosure under the Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (SFDR)

Thematic Scope	Principal Adverse Impact Indicator	Bpifrance
Greenhouse gas emissions	1. GHG emissions (Scope 1,2,3 and total)	Bpifrance is in the process of recalculating its carbon footprint, due to a methodology change. Forward results for PAI 1 to PAI 3 upon completion, will be provided
Greenhouse gas emissions	2. Carbon footprint	
Greenhouse gas emissions	3. GHG intensity of investee companies	
Greenhouse gas emissions	4. Exposure to companies active in the fossil fuel sector	Bpifrance does not have any economic activity in the fossil fuel sector (including extraction, processing, storage and transportation of petroleum products, natural gas, and thermal and metallurgical coal)
Greenhouse gas emissions	5. Share of non-renewable energy consumption and production	Bpifrance share of non-renewable energy consumptions and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources is 20%
Greenhouse gas emissions	6. Energy consumption intensity per high impact climate sector	Bpifrance energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector is 0.008GWh/M€
Biodiversity	7. Activities negatively affecting biodiversity sensitive areas	Bpifrance does not have sites and or operations located in or near to biodiversity-sensitive areas. Bpifrance does not have yet any strategy towards conservation of biological diversity, including your upstream and downstream value chain
Water	8. Emissions to water	Bpifrance has reduced its water consumption by 28.6% between 2020 and 2021 through various water conservation measures. However, its usage is limited to human consumption at its offices (no industrial usage). KPI not material for Bpifrance
Water	9. Hazardous waste ratio	Bpifrance does not generate hazardous waste (financial services)
Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Bpifrance is not a signatory of UNGC principles and OECD Guidelines for Multinational Enterprises at the moment. Bpifrance is currently exploring the opportunity to join. Bpifrance has not been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises
Social and employee matters	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Bpifrance does not have due diligence policies to monitor compliance with the UNGC principles and OECD Guidelines for Multinational Enterprises
Social and employee matters	12. Unadjusted gender pay gap	Bpifrance 's difference between the average gross hourly earnings of male and female employees is -16% (as a percentage of male gross earnings). <i>For information the French national average, all sectors gap is -22%</i>
Social and employee matters	13. Board gender diversity	Bpifrance board is composed of 9 women. 43%
Social and employee matters	14. Exposure to controversial weapons (antipersonnel mines, cluster munitions, chemical weapons and biological weapons)	Bpifrance is not involved in the manufacture or selling of controversial weapons (e.g., anti-personnel mines, cluster munitions, chemical weapons and biological weapons)

Bpifrance assessment of energy transition risks:

Bpifrance group is gradually integrating the assessment of climate change risks including energy transition risks, into its risk management system. Monitoring climate and energy transition risks is of paramount importance for **Bpifrance** in the context of its strategic objective as a "green bank" and its Climate Plan launched in 2020.

Started in 2021, our climate risk management system is being extended to all of **Bpifrance's** business lines and will continue to be developed in 2022 in accordance with the action plan produced by the Group Risk Department. The implementation of this system will be carried out by the new Climate Risk Department created in 2021. In addition, a Climate Risk Committee has been established.

The other main areas of development will focus on:

- Taking climate-related risks into account in the credit granting process and in investment decisions;
- The strengthening of the system for identifying and assessing climate risk factors and their impact on the Group's risk mapping;
- The deployment of the management framework ensuring the monitoring and steering of **Bpifrance's** exposure to climate risks.

For more details, please refer to section 3.1.8 and 3.3.5 of our 2021 Universal Registration Document Annual report

Bpifrance monitoring of upstream & downstream Scope 3 emissions

Bpifrance monitors and discloses some of its scope 3 emissions (purchase, mobility). **Bpifrance** has also started evaluating its financed and invested emissions. Information is not disclosed yet

Bpifrance measures taken to conserve energy consumption (e.g., switching to less energy intensive production processes, buildings insulation, turn off lights after office hours)

Most recent measures to reduce energy consumption include:

- switching to LED lighting on all sites, regardless of their occupancy mode
- insulation work on the upper floor of the first basement and heating pipes at the Maisons Alfort headquarters.
- measures taken as part of the IT Department's climate change roadmap, which resulted in the deletion of 100 virtual machines and 5 terabytes of stored email, and the introduction of a 30-day retention period for certain categories of email (unwanted and deleted).

As a result, energy consumption has decreased by 13% per active employee

Bpifrance has policies in regards to social issues - e.g. modern slavery, gender pay gap, (gender) diversity

Bpifrance policies on social issues covers both internal and external aspects.

Internal, as its HR policy covers training, professional equality, quality of life in the workplace and the way in which functions are performed in a health context that has changed dramatically, as well as the health and safety of the Group's employees.

Also, integration of social considerations in its financial and investment decisions is one of the corner stone of its responsible finance approach. More information can be found on its website (<https://www.bpifrance.fr/nous-decouvrir/nos-engagements> ;in French)

Bpifrance use controlled (with compensable actors) pay gap

Bpifrance uses the Gender equality Index. The Index, out of 100 points, is composed of 5 indicators:

- The gender pay gap,
- The gender pay gap in individual increases,
- The gender pay gap in promotions (only in companies with more than 250 employees),
- The number of female employees who receive a raise upon return from maternity leave,
- Parity among the 10 highest paid employees.