

Paris, February 4, 2019

Natixis achieves Top Employer France certification for the third year in a row

Natixis is one of 77 companies awarded the Top Employer France 2019 certification for the quality of its human resources policies. The title attests to Natixis' position as a company of choice that creates a high-quality working environment and promotes its staff's development.

The Top Employer Institute awards the certification to a total of 1,300 companies across 116 countries after a detailed independent audit of their human resources policies and practices.

The institute assessed the range of programs on offer for Natixis' staff across the various aspects of its human resources policy i.e. talent development, learning and skills development programs, performance management, corporate culture, compensation and benefits.

Supporting change

Natixis particularly focused on initiatives to support change, including:

- **Agility and transformation:** Natixis has streamlined its organizational set-up, cutting back the number of management levels and reviewing leadership roles with the aim of fostering initiative and ownership for all staff.
- **Wellbeing at work:** Natixis has rolled out a number of initiatives to promote work-life balance, such as increased remote working, which is used by 40% of the company's staff in France. Meanwhile, new work spaces for 3,500 staff encourage teamwork and cross-business cooperation, and new office equipment has been provided with laptops for almost 10,000 employees. The company also offers new amenities across its various office buildings, such as a concierge service.
- **Employability:** Natixis encourages life-long learning and is continually enhancing its range of training programs to take advantage of the latest technological progress, such as digital learning platforms for both individual staff and teams, peer knowledge sharing platforms, smartphone apps to learn English, virtual reality technology, in-house training networks, etc.

"This certification is a clear testament to our HR teams' commitment to working alongside managers in supporting the company's transformation. It also reflects our high-quality solutions that actively promote talent development and give all our staff the resources to grow and build their individual career paths, while promoting a positive employee experience" notes Cécile Tricon-Bossard, Deputy Chief Human Resources Officer at Natixis.

About Natixis

Natixis is the international corporate and investment banking, asset management, insurance and financial services arm of Groupe BPCE, the 2nd-largest banking group in France with 31 million clients spread over two retail banking networks, Banque Populaire and Caisse d'Epargne.

With more than 21,000 employees, Natixis has a number of areas of expertise that are organized into four main business lines: Asset & Wealth Management, Corporate & Investment Banking, Insurance and Specialized Financial Services.

A global player, Natixis has its own client base of companies, financial institutions and institutional investors as well as the client base of individuals, professionals and small and medium-size businesses of Groupe BPCE's banking networks.

Listed on the Paris stock exchange, it has a solid financial base with a CET1 capital under Basel 3⁽¹⁾ of €12 billion, a Basel 3 CET1 Ratio ⁽¹⁾ of 10.9 % and quality long-term ratings (Standard & Poor's: A+ / Moody's: A1 / Fitch Ratings: A+).

⁽¹⁾Based on CRR-CRD4 rules as reported on June 26, 2013, including the Danish compromise - without phase-in .

Figures as at September 30, 2018

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