

Paris, June 18, 2021

Natixis signs the L'Autre Cercle LGBT+ charter

By signing the LGBT+ Commitment Charter established by L'Autre Cercle, Natixis' senior management committee is committing to fostering inclusion and equal rights for LGBT+ employees. This commitment strengthens Natixis' diversity and inclusion policy in order to support a respectful work environment for all.

By signing the charter, Natixis reaffirms its commitment to guaranteeing all of its employees an inclusive work environment where they can be themselves and feel supported and understood regardless of their sexual orientation or gender identity.

Natixis joins the other signatories of the charter established by L'Autre Cercle, and thus adopts its four fundamental commitments:

- Create an inclusive environment for LGBT+ employees;
- Ensure equal rights and treatment for all employees regardless of their sexual orientation or gender identity;
- Support employees who are victims of discriminatory comments or acts; and
- Measure progress and share best practices to foster change in the overall professional work environment.

"All forms of discrimination are in contradiction with Natixis' values. We are acting to ensure that each and every one of our employees be respected for who they are and be able to flourish within their team and with their colleagues and peers. This is a basic component underpinning our shared commitment and success. Signing this charter is a further step that strengthens Natixis' commitment to building an inclusive workplace that is respectful of the diversity of our employees" said Nicolas Namias, Chief Executive Officer of Natixis.

"Today, LGBT+ people are faced with multiple forms of discrimination, both in their daily and professional lives" said Christophe Berthier, President of L'Autre Cercle. "This is why we are delighted that Natixis has confirmed its commitment to our charter, signing up is a genuine testimony to the company's societal and ethical approach."

"The signature of this charter is unquestionably an indication of the commitment of Natixis to support and reassure the LGBT+ community while also implementing a framework based on respect and obligations", added Catherine Tripon, spokesperson and co-lead for L'Autre Cercle's LGBT+ Commitment Charter.

"Our goal is to enable the inclusion of all forms of diversity within our company. With this charter and the support of the entire senior management committee, we pursue our collective action in the struggle against all forms of discrimination and prejudice in order to support equal opportunities and professional equality, and to raise our teams' awareness and promote best practices" underlined Cécile Tricon-Bossard, Chief Human Resources Officer at Natixis.

About Natixis' diversity and inclusion policy

Through its diversity and inclusion policy, Natixis is acting to build a work environment that is respectful of all, where everyone can be themselves while contributing every day to the shared mission of the company.

Natixis aims to support all of its employees and their careers in the company, regardless of their age, ethnic origin, handicap, sex and nationality, gender or sexual orientation. Natixis aims for a diversity profile that reflects that of its clients and of society.

Signing L'Autre Cercle's Commitment Charter represents a significant new chapter for Natixis and reflects the company's determination to foster greater inclusion of the LGBT+ community in line with existing initiatives, notably its support for the creation of employee LGBT+ networks, the Natixis Pride Network, created in London in November 2019, and the All Equals network founded in Paris in 2020, counting several hundred members worldwide.

About L'Autre Cercle

Created in 1997, L'Autre Cercle is a benchmark French association that promotes the inclusion of the LGBT+ community in the workplace. Its founding values are respect, humanism, independence, engagement and pragmatism. It champions workplaces in which employees are self-fulfilled, included and respected in all their diversity, regardless of their sexual orientation or gender identity. In addition to its role as an observatory, it provides support for organisations and promotes best practices. At the end of 2020, the association included more than 160 public and private organisations that had signed the LGBT+ Engagement Charter, encompassing 1.6 million employees and agents. www.autrecercle.org

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About Natixis

Natixis is a French multinational financial services firm specialized in asset & wealth management, corporate & investment banking, insurance and payments. A subsidiary of Groupe BPCE, the second largest banking group in France via the network of Banque Populaire and Caisse d'Epargne retail banking networks, Natixis has more than 16,000 employees in 36 different countries. Natixis supports and advises its own clientele of corporate customers, financial institutions and institutional investors in addition to Groupe BPCE's retail customers. Listed on the Paris stock exchange, Natixis has a solid financial base with a CET1 capital under Basel 3⁽¹⁾ of €12.3 billion, a Basel 3 CET1 Ratio⁽¹⁾ of 11.6% 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 March 31, 2021

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