

PRESS RELEASE

BPCE certified Great Place To Work® 2026 in a very large majority of its entities, from the first participation

Paris, September 7th 2026

As part of its Vision 2030 strategic plan, Groupe BPCE places quality of life at work at the heart of its priorities, with the ambition of being "the employer that makes a difference". This is why BPCE and its subsidiaries have committed to the Great Place To Work®¹ approach, in order to give employees a voice to measure trust and experience at work, and to identify areas for improvement with them. Following this survey conducted in June 2026, BPCE and a very large majority of its subsidiaries in France and abroad have been awarded this certification, with the following highlights:

- **strong mobilization: 79% of employees, or nearly 32,000, responded to the survey;**
- **a Trust Index® of 73%** (8 points above the minimum certification threshold of 65%)² ;
- **a positive overall perception of 78%** reflecting the perceived quality of the work experience;
- **84% of the participating entities are labelled in France and abroad.**

Great Place To Work® is the global benchmark for employee experience. The certification is based on the Trust Index®, an anonymous questionnaire that assesses employee perceptions around five key dimensions of trust: credibility, respect, fairness, pride and friendliness².

At the end of this first participation, 69 companies from BPCE's business group in 23 countries obtained Great Place To Work® certification, including BPCE SA, BPCE Assurances, BPCE Payments, Oney, the group's IT subsidiaries, the Financial Solutions & Expertise division, Natixis Investment Managers and Natixis CIB.

The results of the survey highlight the quality of the work environment, the level of autonomy (78%) and the empowerment of the teams (73%). Pride in one's individual contribution (82%) as well as that related to collective achievements (80%) also stands out as a strong marker.

On the managerial level, the level of trust in the decisions of the management team reaches 87%, supported by the positive perception of managerial skills (77%). The survey shows a strong alignment of management, at all levels of the organization.

An inclusive environment and a recognized quality of work atmosphere

The results also highlight the attention paid to the inclusion of all: employees say they are treated fairly regardless of sexual orientation (94%), ethnic origin (92%) or gender (87%).

They appreciate the working atmosphere. 85% say they have the resources and equipment they need to do their work and 90% consider new employees to be welcomed.

For Béatrice Lafaurie, Chief Executive Officer in charge of Human Resources at Groupe BPCE: "Receiving the Great Place To Work® certification for BPCE and a very large majority of its subsidiaries from our first participation is a magnificent recognition. It values our collective mobilization to offer each employee a stimulating and fulfilling professional environment, and reflects our commitments in terms of diversity, inclusion and talent development." »

For Cécile Tricon Bossard, BPCE's Director of Human Resources: *"For more than 15 years, we have been regularly measuring the quality of life at work of employees through our internal barometers. This year, the Great Place To Work® certification process has enabled us to go further by relying on a demanding global benchmark. I would like to warmly thank all the employees of BPCE and its subsidiaries for their exceptional commitment. This label reflects our desire to develop an environment of trust, innovation and performance. It is a great lever for continuing to improve our practices, particularly managerial practices, and enhancing our employer image by relying on the experience of our employees."*

Jullien Brezun, CEO of Great Place To Work France , said: *"Congratulations to Groupe BPCE, which is a pioneer in being the first major French financial group committed to the Great Place To Work approach. This recognition is first and foremost that of the thousands of employees who, through their anonymous responses, are turning listening into action. The teams have mobilized to say, share and build the future of BPCE. This excellence is reflected in the certification of a large number of Groupe BPCE entities. The momentum has been given!"*

- 1- <https://www.greatplacetowork.fr/methodologie>
- 2- <https://www.greatplacetowork.fr/entreprises-certifiees>

About Groupe BPCE

Groupe BPCE is the second-largest banking player in France and the fourth-largest in the euro area in terms of equity. A cooperative group serving the real economy, it supports 36 million customers worldwide thanks to the commitment of its 110,000 employees.

In France, Groupe BPCE relies on its large local networks Banque Populaire and Caisse d'Epargne, which are deeply rooted in the regions, and on Palatine. It operates in all banking and insurance businesses. In Europe, it supports its clients with Novobanco, Portugal's fourth-largest bank, BPCE Equipment Solutions, the European leader in capital goods leasing, and Oney, a major player in consumer financing in retail. Internationally, it deploys its expertise in corporate and investment banking with Natixis CIB and in asset management with Natixis IM.

Groupe BPCE relies on the diversity of its businesses to offer local solutions that are accessible to all and contribute to a sustainable positive impact. Its financial strength is recognized by four rating agencies: Standard & Poor's (A+, stable outlook), Fitch (A+, stable outlook), Moody's (A2, stable outlook) and R&I (A+, stable outlook).

Groupe BPCE press contact

Fanny Kerecki: 06 17 42 16 33
fanny.kerecki@bpce.fr - groupebpce.com

