Since its foundation in 2015, the BNP Paribas Stiftung has been providing support to young people and has made a positive impact in Germany – thus executing our commitment to social and civic responsibility.

Social responsibility and commitment are vital subjects for BNP Paribas and all its entities in Germany. Through the foundation, they combine their efforts to create opportunities for youths.

Young people face a variety of challenges today. Social differences are not declining and many of them feel left behind. Young people with a migration or refugee background struggle to integrate into German society. Inclusion of disabled children and adolescents is still not at the level we would all desire.

Through selected projects all over Germany, the BNP Paribas Stiftung gives young people opportunities to contribute their skills to society and to feel better integrated in return.

**Dirk-Michael Mitter**
Head of CSR Germany
Chairman Foundation Council

**Astrid Schülke**
CSR Manager Germany
Member Foundation Management

**About BNP Paribas Stiftung**

BNP Paribas Group’s foundation in Germany was established in 2015. It supports educational, solidarity, art and culture projects throughout the country.

In doing so, it specifically supports children and youths who have to overcome hurdles and obstacles in their own personal biography, for example as a result of social disadvantage, disability, a migration or refugee background. All children and young people should be given equal opportunities to discover their own strengths and talents to be able to develop and evolve in the best possible way.

Since 2015, more than 40,000 young people have benefitted from BNP Paribas Stiftung’s funding.
THE FOUNDATION’S PROJECT PORTFOLIO

IN 2019, THE BNP PARIBAS STIFTUNG SUPPORTED 23 ORGANISATIONS.

EDUCATION

PERSONAL DEVELOPMENT THROUGH ARTS

SOLIDARITY

REFUGEE PROJECTS

HELP2HELP BY BNP PARIBAS STIFTUNG

DEUTSCHE ROTES KREUZ

DEUTSCHES KINDER- UND JUGENDSTIFTUNG

MÜNCHENER KAMMERSPIELE

Stiftung Zu hören

SDW

INTERNATIONALER JUGENDAUSTAUSCH

PIN - FREUNDE DER PAKISTANER DER MODERNE e.V.

Deutsches Kinderhilfswerk

CHILDLIFE

WORLD CHILDHOOD FOUNDATION

FINANCED BY THE GLOBAL BANK OF STRONGER
“Lilo Lausch – Zuhören verbindet”

**Goal:** Develop **listening and German language skills** as the basis for **successful participation in school and society**

**Implementation in day care centres with a high concentration of social problems** in Frankfurt and Berlin

**Kindergarten teachers** participate in a **two-day training**. The day care centres receive a **comprehensive material box** incl. materials in 50 languages

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“Leseclubs”

**Goal:** Increase motivation to **read** through creative activities around books at schools with focus on inclusion

**Five new reading clubs were opened in 2019, all in BNP Paribas city locations**

**BNP Paribas employees** engage in the reading clubs as corporate volunteers

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**Reading Club Location**

- MÜNCHEN
- STUTTGART
- NÜRNBERG
- FRANKFURT
- KÖLN
- DÜSSELDORF
- ESSEN
- HAMBURG

**BNP Paribas city locations**

**“Leseclubs”**
“25next”

Goal: The aim of 25next is to develop future educational programmes which will prepare youths better for their future life

Workshops “Bildung neu denken” (re-thinking education) were held throughout Germany

The results of the initiative were communicated widely and presented to representatives from politics, economy, and science

“Talent Akademie”

Goal: TalentAkademie supports teenagers in discovering their personal talents and developing their skills during a summer camp and a follow-up workshop six months later

During follow-up workshops Human Resources from different BNP Paribas entities supported with information on options after school and training for job interviews

“GamesTalente”

Goal: GamesTalente is a competition regarding digital game development for children (14-16 years)

The best submissions in each category are invited to attend an academy with focus on development of computer games

Goal: Prepare young people for a digital world with the respective competencies needed. The participants develop from gaming consumers to become creative producers
“International Scholarships for Engaged Youths”

- **International exchange programmes** for young people from 15 to 19 years old
- Scholarships for children who are engaged in society and cannot afford the participation fee to spend a school year abroad
- **Goal:** Increase the participation of children with socio-economic disadvantages in international exchange programmes. Although they benefit over-proportionally according to studies, they are underrepresented.

“Zeig, was du kannst”

- “Show your talents” is a 3-year programme for pupils starting in 8th grade
- **Goal:** Preparing underprivileged pupils for an apprenticeship - success rate of 90%
- Employees of BNP Paribas accompany the youths as mentors/coaches
**“Deutschland Stipendium”**

**Goal:** Support talented students at Goethe-Universität Frankfurt with financial needs, to enable them to concentrate on their studies.

Financial support is complemented by a programme including mentorships and workshops.

The donations are doubled by the state.

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**“Academic Welcome Programme Bad Homburg”**

**Goal:** Prepare refugees with residence permit status for studies at a German university.

The two-year programme includes:
- Language and cultural courses plus peer with German students
- Monthly allowance to buy study material needed
- Summer academy to train academic working

**Goethe University Frankfurt** and **Accadis Business School** Bad Homburg are partners of the programme.
“Code1000”

+ **Goal:** Qualifying 1,000 people as IT specialists within three years (2018-2020)
+ Coding workshops with comprehensive, up-to-date training for today’s IT and software job market
+ Aimed at young people (up to 30 years old)

“Scholarship for Young Musicians”

+ One-year scholarship granted to young musicians with economic needs
+ Curriculum includes mentoring, participation in rehearsals and concerts of the Konzerthaus Orchestra, audition training, and coaching by a music psychologist
+ **Goal:** Enabling young musicians to concentrate on orchestra education

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2

PERSONAL DEVELOPMENT THROUGH ARTS
“IMPULS”

- **Goal:** Opening up arts to children through exposure to theatre, dance and music and allowing personal creative experiences

- Classes from primary and secondary schools with **clear educational and social challenges** may apply

- The pupils work over a **period of six to ten weeks** on a production either from theatre, opera or ballet, guided by artists and art educators

“Kammerklicke”

- **Theatre production** by young people between 14 and 21 years of age who have **very limited access to education, training and professions**

- **Goal:** Achieving skills in different theatre disciplines (acting, directing, scenery, light, sound), and **personality development**

- Participants are put forward by social institutions

- The programme is led by a **professional team** (director, musician, back-stage staff) and accompanied by a social worker
“Good to See You”

- **Goal**: Stiftung Kunstsammlung NRW has developed “Good to see you” art workshops to help youths express feelings and thoughts with artistic language and other means.
- Kunstsammlung NRW partners with Alfred-Adler-Schule. The school is part of a hospital for children with psychosomatic diseases.
- The programme comprises weekly workshops and project weeks.

“Summer Club”

- **Goal**: The aim is not only to get to know the arts and promote creativity, but also to take into account the social aspect and the formation of a community that unites children from different social backgrounds and cultures.
- **Participants**: children between 6 and 12 years, partly selected by a social organisation from families in need, mostly with migration background.

- Summer break offer for children.
3

SOLIDARITY
“Inclusion Coach for Handicapped Youths”

+ Inclusion coaches support pupils in special schools for handicapped children before, during and after internships on the regular job market. They also advise employers and family members.

+ Goal: Positioning on the regular job market for comprehensive social inclusion.

+ An early start of special measures and advice increases the chance that handicapped people will not work in secured workshops but on the regular job market. Often this possibility is not even considered.

“Follow-Up Care Teams - Children & Dogs”

+ VITA provides assistance dogs to handicapped people regardless of their financial situation.

+ Goal: An assistance dog supports in daily life and is a loyal friend for the handicapped children who gain self-confidence and become more independent.

+ The teams come back to the training centre regularly. Sharing experience among the teams is an important part.
Resilience training programme for families with seriously ill or handicapped children, developed in cooperation with the Institute for applied education (Graz)

Goal: Families with a member who attended a resilience training are more balanced – including children, parents, siblings, and other relatives concerned.

“Strengthening Resilience”

A Childhood-Haus is a shelter for abused children where doctors, police, court and social services act together for the sake of the child.

Goal: Limited interrogations carried out in an appropriate environment for the child.

World Childhood Foundation has the aim of preventing sexual abuse of children and limiting the suffering of abused children.

“Childhood-Haus Berlin”

Wer arbeitet im Childhood-Haus zusammen?

Polizei
Medizin
Soziale Dienste
Gericht
Help2Help is a world-wide programme of BNP Paribas to recognize employee engagement. In Germany, BNP Paribas Stiftung implemented the initiative.

The voluntary commitment of the employees impresses each year again. The variety of associations range from support for underprivileged children up to hospices.

“Help2Help Germany”

Support of non-profit organisations in which BNP Paribas employees are engaged as volunteers

Help2Help is a world-wide programme of BNP Paribas to recognize employee engagement. In Germany, BNP Paribas Stiftung implemented the initiative.

The voluntary commitment of the employees impresses each year again. The variety of associations range from support for underprivileged children up to hospices.

“startsocial”

+ **Nationwide competition** for organizations addressing social challenges in Germany
+ More than 300 projects apply for 100 four-month **coachings**
+ Jurors and coaches are **experienced professional volunteers** who aim to support the realization and development of social projects
+ BNP Paribas employees engage as volunteers
4
REFUGEE PROJECTS
“Refugee Projects”

Within BNP Paribas Group’s commitments to refugees, six projects were supported in 2019. The focus was on integration through language and education.

- **Deutsches Kinderhilfswerk**: Financing of school bags for refugees in different German cities
- **Deutsche Universitätsstiftung**: Projects „Welcome“ (bachelor) and „hochform“ (master) - Scholarships for refugee students
- **Evangelisches Migrationszentrum**: Project “Pass auf, was du unterschreibst! – Verbraucherbildung für Geflüchtete“ - Workshops to educate refugees on different kinds of legal contracts
- **Joblinge gAG**: Project “Kompass” - Qualification and job/apprenticeship placement for young refugees
- **Pinakothek der Moderne**: Project “Yes we’re open” - Art classes and discussion for mixed groups of refugees and locals
- **Stiftung Lesen**: Project “Zeitschriften – Lese- und Lebenswelten” - Providing magazines and tutorial material for teachers to use while instructing German language in Welcome classes
GOVERNANCE

5
The BNP Paribas Stiftung was founded as a trustee foundation in 2015. The Stifterverband für die Deutsche Wissenschaft e.V. acts as trustee.

Members of the Foundation Council
(as of December 31, 2019)

+ Tino Benker-Schwuchow, BNP Paribas Deutschland
+ Lutz Diederichs, BNP Paribas Deutschland
+ David Furtwängler, BNP Paribas Cardif
+ Jean-Jacques Goron, Fondation BNP Paribas
+ Barbara Jarzombek, BNP Paribas Asset Management
+ Dr. Stefan Mette, Consors Finanz
+ Dirk-Michael Mitter, BNP Paribas Deutschland (Chairman)
+ Marcus Schulz, Arval Deutschland
+ Andreas Völker, BNP Paribas Real Estate

Members of the Foundation Management
(as of December 31, 2019)

+ Joanne Harrison-Gross, BNP Paribas Securities Services
+ Astrid Schülke, BNP Paribas Deutschland
+ Dr. Benedikt Sedlak, BNP Paribas Deutschland

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