

Natixis certified Top Employer France for the second year in a row

Natixis has been certified as one of the Top Employers France for the second year in a row for the quality of its Human Resources policies.

Awarded by The Top Employers Institute, the label recognizes Natixis as an employer of choice that creates a quality work environment and fosters the development of its talents.

The Top Employers Institute awards the label to a panel of companies in 110 countries after a detailed and independent audit of HR solutions and practices, notably assessing career and talent management solutions, training, working conditions, employee commitment and company benefits.

The certification underscores Natixis' ability to:

- **Offer diversified career plans** by implementing graduate programs, an articulated talent management set-up across all business lines, a strong internal mobility policy, and international short-term assignments.
- **Improve Quality of Life at Work** via the comprehensive "Work & Life at Natixis" program, which includes measures such as teleworking for more than 3,000 staff in France.
- **Give staff a key role in the company's transformation via three key initiatives:**
 - Promoting new ways of working based on collaborative work spaces, simplified work tools and mobile work equipment;
 - Reducing the number of management levels and defining new leadership roles to bolster initiative and innovation capabilities, while valorizing the diversity of staff profiles;
 - Implementing a new leadership model, focused on "caring & demanding", to make our leaders real drivers of the company's transformation.

"Natixis is proud to be singled out again for this certification, which is the result of the dialogue and close teamwork between HR teams and managers, as we help our talents develop and seek to promote professional growth for all our staff. This certification rewards the HR teams' commitment, working hand-in-hand with the businesses, in supporting Natixis' transformation as it becomes a more open and agile company" commented Anne Lebel, Chief Human Resources Officer.

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 31.2 million clients spread over two retail banking networks, Banque Populaire and Caisse d'Epargne. With more than 17,000 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.

Figures as at September 30, 2017

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