BNP PARIBAS & BP2S

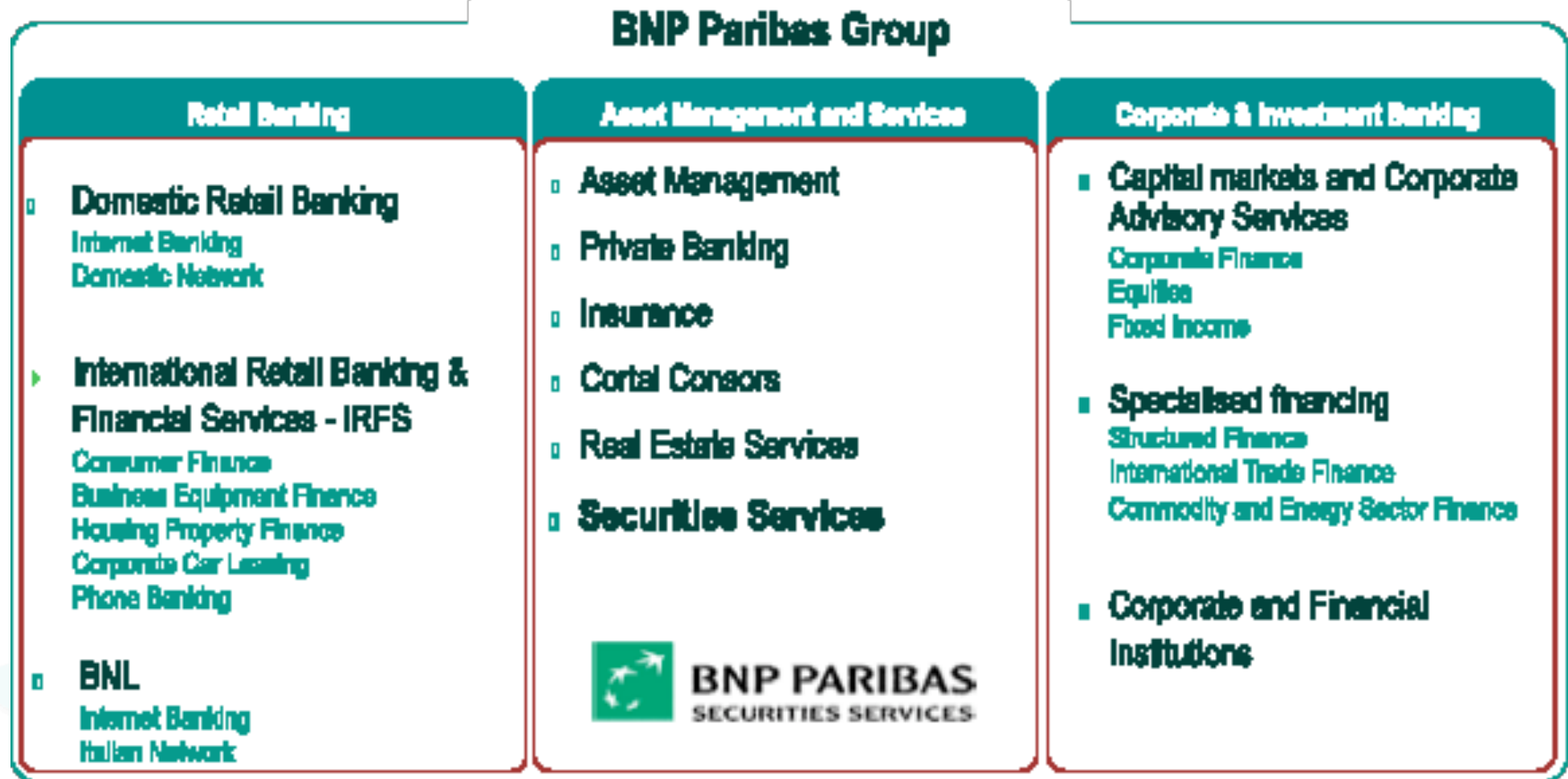## September.08

Vanda Fernandes

BNP PARIBAS GROUP

- A universal Bank:
  - Nº 1 in France
  - Nº 6 in the World
  - 85 countries
  - 5 continents
- 165 000 employees
  - 123 000 Europe (60.000 in France)
  - 15 000 EUA
  - 6 000 Asia
  - 11 000 Rest of the World

- Merger in 2000 of BNP with Paribas

- 2008: For the third consecutive year BNP Paribas ranks number one as preferred employer among students with business and marketing degrees, and number two among those with engineering degress (Paris Classification)
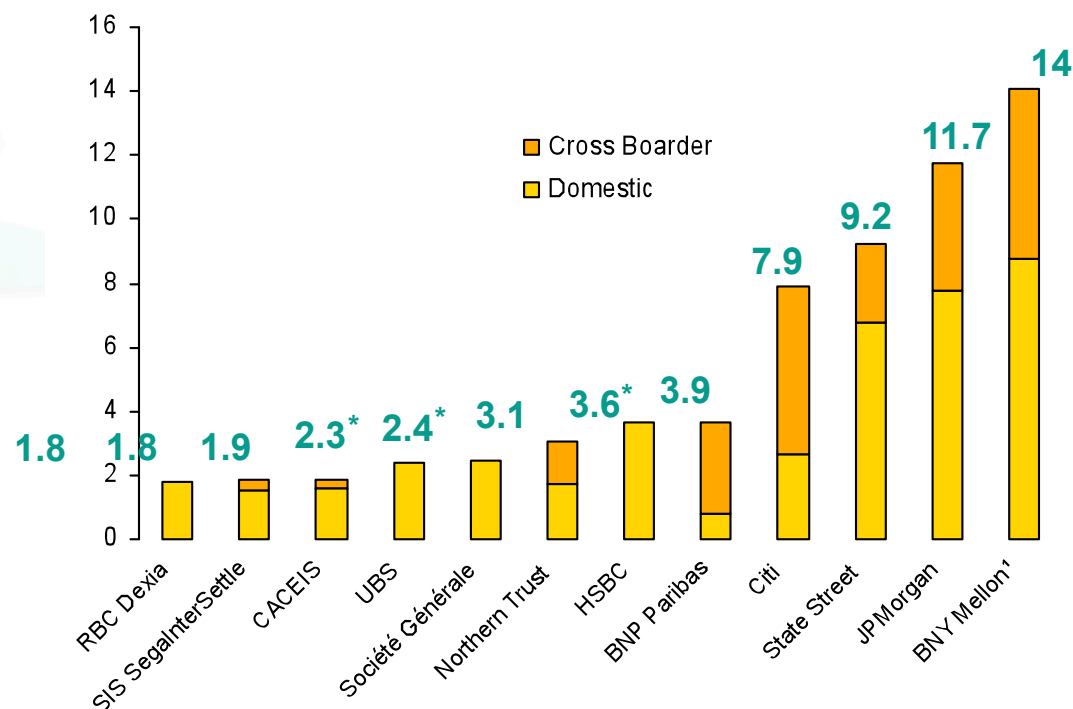
BNP Paribas Group

Retail Banking

- **Domestic Retail Banking**
  Internet Banking
  Domestic Network

- **International Retail Banking & Financial Services - IRFS**
  Consumer Finance
  Business Equipment Finance
  Housing Property Finance
  Corporate Car Leasing
  Phone Banking

- **BNL**
  Internet Banking
  Italian Network

Asset Management and Services

- Asset Management
- Private Banking
- Insurance
- Cortal Consors
- Real Estate Services
- **Securities Services**

BNP PARIBAS
SECURITIES SERVICES

Corporate & Investment Banking

- **Capital markets and Corporate Advisory Services**
  Corporate Finance
  Equities
  Fixed Income

- **Specialised financing**
  Structured Finance
  International Trade Finance
  Commodity and Energy Sector Finance

- **Corporate and Financial Institutions**

BNP PARIBAS
SECURITIES SERVICES

- ❖ RESPONSIVNESS
- ❖ CREATIVITY
- ❖ COMMITTEMENT
- ❖ AMBITION

BNP PARIBAS
SECURITIES SERVICES

BNP Paribas in Portugal

- ❖ Since 1985 (the first international private bank implemented)
- ❖ 750 employees (1000 em 2010)
- ❖ Several entity's and activity's:
    - ❖ Securities Services
    - ❖ Corporate & Investment Banking
    - ❖ Private Banking
    - ❖ Factor
    - ❖ Lease
    - ❖ Arval – vehicules renting
    - ❖ Cardiff -insurances
    - ❖ Cetelem – personal credit
    - ❖ UCI – imobiliário credit

BNP PARIBAS
SECURITIES SERVICES

Securities Services Values

- ❖ Client Focus

- ❖ Team Orientation

- ❖ Fun

- ❖ Innovation

- ❖ Respect

- ❖ Excellence

Securities Services – Leader in Europe and one of the Largest in the World
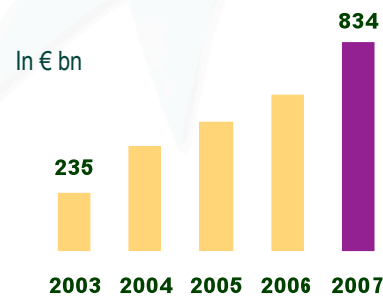

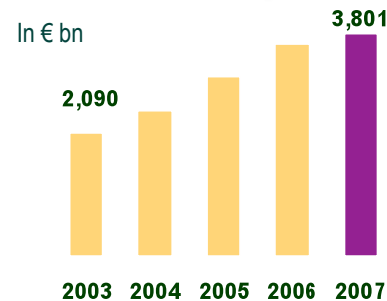**#1 worldwide in percentage of cross-border assets under custody**

Securities and Fund Services – Growth in Assets

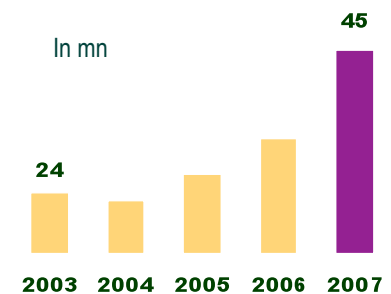❖ Continuous double digit growth – 2007 (31%; MAS: 27%)

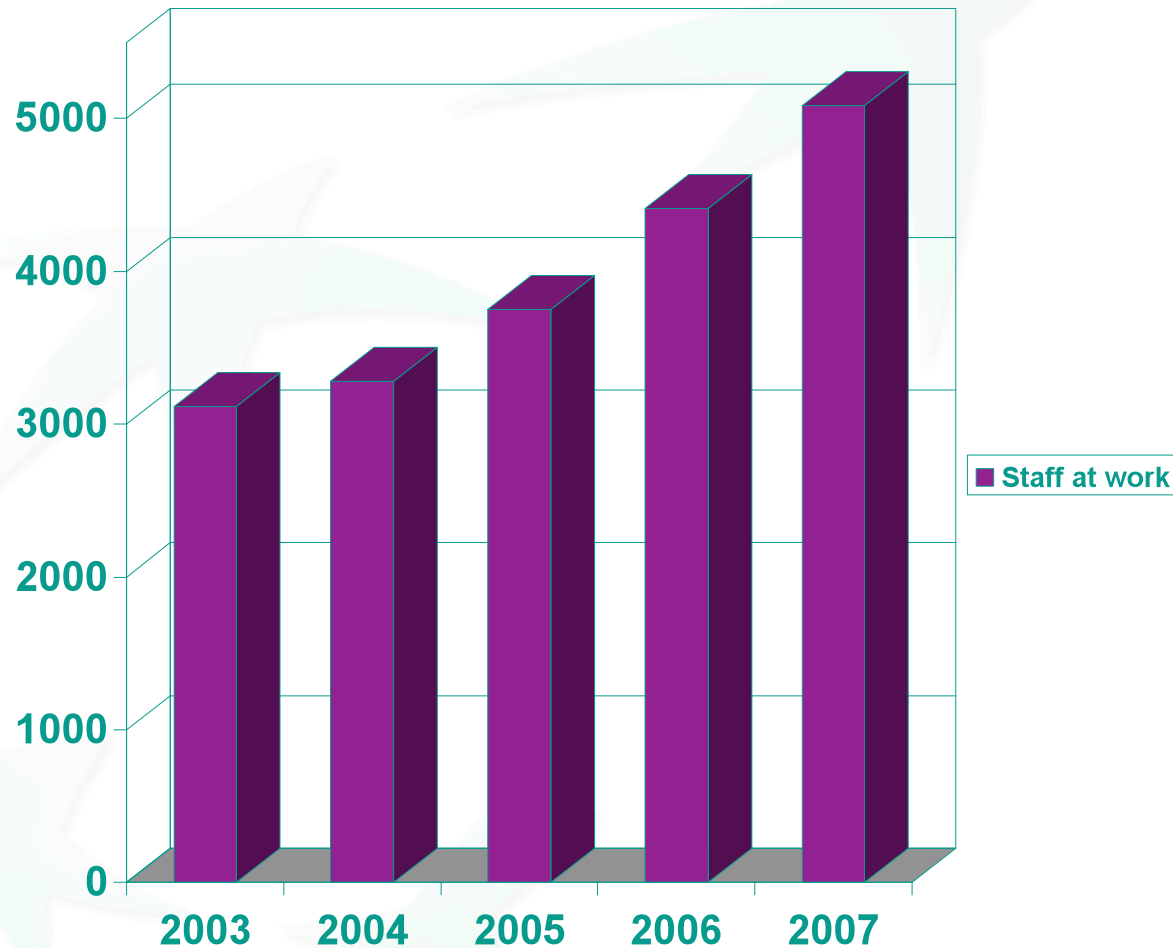## Assets under administration
+ 255 % in 5 years

In € bn

834

235

2003 2004 2005 2006 2007

Assets under custody
+82% in 5 years

In € bn

2,090

3,801

2003 2004 2005 2006 2007

Number of transactions
+87.5% in 5 years

In mn

24

45

2003 2004 2005 2006 2007

BNP PARIBAS
SECURITIES SERVICES

Staff worldwide
5,500 employees

Multicultural staff
76 different nationalities

Local presence
30 locations in 25 countries (global coverage of 92 markets)

+63% of staff in 5 years (60% of AMS with less than 18 months; 30% with less than 6 months)

BNP PARIBAS
SECURITIES SERVICES

- ❖ AMBITION 2010: + 52% in 3 years

- ❖ PRIORITIES FOR 2008:
    - ❖ Client focus
    - ❖ Service delivery
    - ❖ Profitability
    - ❖ Globalisation

BNP PARIBAS
SECURITIES SERVICES

"In October 2007 the General Manager of BNP Paribas Securities Services Paris, defining the Business Continuity Plan (BCP) as a strategic key for a great custodian like BNP Paribas Securities Services, and following the European market authorities recommendations in terms of operational safety (art.11 CESR 2007*), announced the decision to implement what is called the "**Dual Office**" operational model:

❖ "….split some operations of BNP Paribas Securities Services Paris into two different operational sites, one continuing operating in Paris, and one processing in parallel in Lisbon. The application of the Dual Office model is to be considered as the best market practice in terms of BCP as it allows, in case of severe crises (i.e. terrorism, avian flu, etc.) the business resumption (and not the business recovery) immediately after the occurrence of a disruption at one of the 2 sites".

* (Bis Recommendation)

❖ **Why Lisbon?**

  ❖ Distance to Paris

  ❖ EU and Euronext zone

  ❖ Development of Lisbon BP2S structure

  ❖ Some time zone, regulation, currency, payment system

❖ **What kind of functions?**

  ❖ In the next 3 years – 300 employees – Custody, Settlement, Cash….

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SECURITIES SERVICES

❖ Profile:

  ❖ Superior Degree in any background

  ❖ English fluency (working language)

  ❖ Good knowledge of other languages, namely French

❖ What we offer:

  ❖ Integration in a solid and growing company

  ❖ Development project

  ❖ General Training in Portugal – 5 weeks

  ❖ Training On the Job in Paris – 1 to 6 months

Please send your cv with the reference DO to the following adress:

BNPPPT.Recrutamento@BNPPARIBAS.com

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SECURITIES SERVICES

Thank you!

BNP PARIBAS
SECURITIES SERVICES

BNP PARIBAS SECURITIES SERVICES

M DJIAN / IT Cross Client Services and Control Systems LISBOA

"LISBOA APPLICATIONS DELIVERY CENTER" **– A nearshore experience**

10th of September 2008

BNP PARIBAS
SECURITIES SERVICES

Agenda

- ❖ Hall of Fame

- ❖ Welcome to the IT world

- ❖ February 2007 : A new IT team in Lisbon

- ❖ Profiles / Our offer

- ❖ Life Cycle

- ❖ Next Steps

- ❖ Conclusions & questions

BNP PARIBAS
SECURITIES SERVICES

- ❖ 2006 Most innovative securities services provider in Europe

- ❖ 2006 "Top Rated" in 7 European markets

- ❖ 2006 Best Sub-Custodian in Western Europe

- ❖ 2006 Regional Sub-Custodian of the Year
    - ❖ North European Region / South European Region

- ❖ 2005 Fund Administrator of the Year

- ❖ 2005 Securities Services House of the Year - Europe

financial *i*

GLOBAL CUSTODIAN

GLOBAL FINANCE

ICFA online

funds europe awards 2005

The Banker
Bank of the Year 2005
Securities Services House of the Year – Europe

BNP PARIBAS
SECURITIES SERVICES

THE IT TECHNOLOGY WITHIN BP2S

• Behind each Client request, each new market, there is an IT Team who analyse, write specifications, estimate the cost, perform the change (development), perform the technical tests, guide the users into their acceptance tests, and deliver into production the new release of the applications

• Behind each Market evolution, there is also an IT team to perform the change .

• Behind each user, there is an IT team:
  - to maintain his applications accessible and operational,
  - to support, to guide, to train and to advise in case of problem,
  - to take into account the little evolutions requests that save time,

BNP PARIBAS SECURITIES SERVICES IT DPT IN FIGURES
- > 400 Applications (softwares or inhouse applications)
- > 700 Analysts, Developpers, project managers, architects or DBA close to the business
- > 220 millions Euros of budget each year

BNP PARIBAS
SECURITIES SERVICES

Reason of this creation:
Part of Business Continuity Plan strategy - In case of disaster in Main location (Paris), our Lisbon Office continues to provide the same level of services to our customers. This project is also linked to Economic and Risk Mitigation needs

Why Portugal ?
• Only 2 hours flight from Paris – 1 hour difference only between the 2 countries
• Very good cultural fit between France and Portugal.
• High level of IT Programs delivered in Universities
• Portuguese people are naturally good in learning Languages (english is almost talked everywhere and French is easy to acquire)

Since february 2007 , The Lisbon Team :
• is Based in Lisbon in the BNP Paribas Building (Entrecampos) but soon in Expo,
   • Accesses directly to BNP Paribas Securities Services Network as easy as if it was in Paris,
   • Speaks English and French (courses provided),
   • Is trained on our technology and on all BP2S technical specificities,
   • Is trained on all Business Functional Aspects,
   • Is trained on our Quality model (CMMI) in project management

Technologies :

3 groups of technologies
- **Internet / intranet applications developped in Java/J2ee**
- **Client Server Applications (softwares or Inhouse developments)**
- **Mainframe Applications (CICS, Cobol)**

Databases
Oracle, Sybase, Sql Server

Development tools & Programming languages, softwares.
Struts, Tomcat, Eclipse, Sweet Dev, Websphere
Unix, SQL, T-SQL, XML, Perl
Powerbuilder, Crystal Report, Business Object, MQseries, Datastage

Main applications maintained partly in Portugal
Mainly Cross applications used by all Departments of BP2S (Referentials, Billing, Risk control tools, Internet Site for Customers etc…) but also Transaction & orders applications, Money transfer applications …

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Profiles

- Superior Degree in IT (engineers or Master)
- English fluency (working language)
- Team Spirit
- Open minded to the Business Knowledge
- Open to mobility to France for short periods (1 to 3 months)
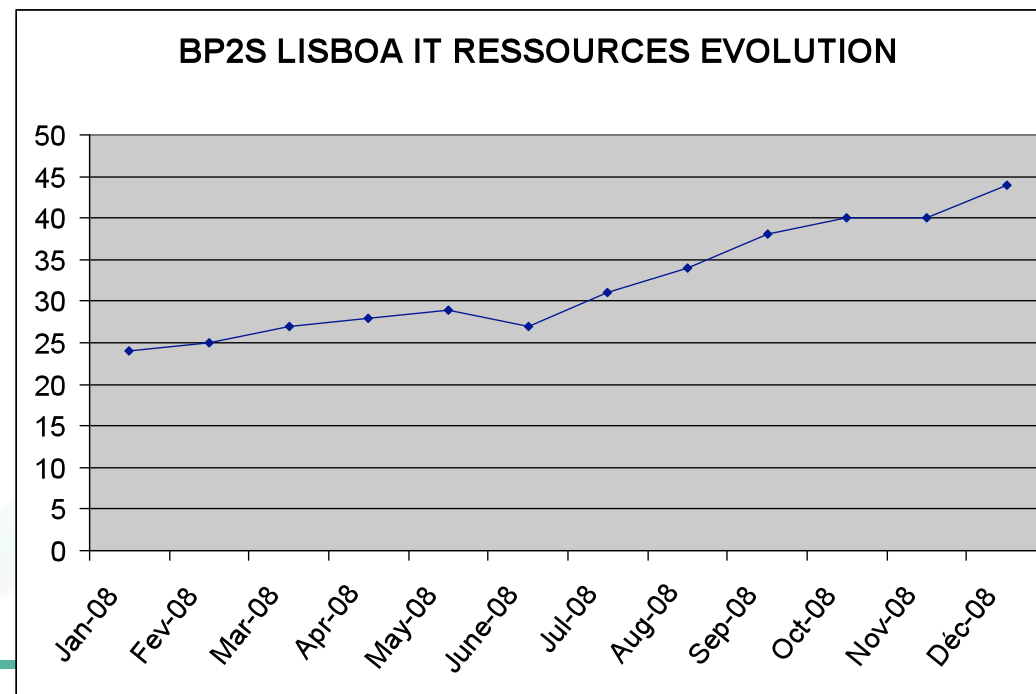- French langage would be an interesting Skill

What we offer

- Integration in expert teams
- Transversal knowledge given (Application development, maintenances, support and analysis)
- Full training on IT project quality management processes (CMMI)
- Evolution

BNP PARIBAS
SECURITIES SERVICES

Progressive program in 4 Steps:

1. Very selective recruitment (internaly or consultants) after RFP is launched by Paris : Interviews and Technical Tests,

2. Selected candidates go to Paris and integrate their IT team for 3 months in order to be trained to all functional and technical aspects of the application they will have to maintain - They are also trained on our project and development and support methodology,

3. Candidates come back to Lisbon and start to work maintaining the collaboration spirit with their team in Paris thanks to interactive tools (chat/video camera on computer),

4. The training is maintained and high level of expertise is expected to be acquired within the years. The IT teams work in an international environment and interact with all our branches on a daily basis

Currently (as of 31st of August) :

- 1 IT Local Manager,
- 40 analyst/developers in Lisbon already working on 16 Applications ,
- 5 analyst developers being trained in Paris and Luxemburg for 3 more Applications

BP2S LISBOA IT RESSOURCES EVOLUTION

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