

2018

THE GROUP'S SOCIAL & ENVIRONMENTAL COMMITMENTS

NON-FINANCIAL
PERFORMANCE REPORT



ODDO BHF

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Dear clients, dear employees, dear partners



Our entrepreneurial DNA and the ambitious long-term targets we have set ourselves aim to offer the highest quality service. More than ever, they lead us to make a commitment to you – clients, employees and partners – to a sustainable and cohesive future, as well as to reduce our environmental impact and to fight financial crime together.

Many measures have been taken by our foundations, both in France and Germany, and by all our management teams, particularly in the field of human relations. We are committed to addressing the challenge of upholding our responsibilities in our advisory and capital management businesses.

We are one of the European leaders in financial analysis in the ESG sector, both in equities and bonds. We are extending our expertise in this area to a growing share of our assets under management.

We began formulating quantitative benchmarks in 2018 that we are committed to improving in the years ahead. We monitor the results and the corresponding action plans several times each year.

Businesses have a growing role today in our societies. We are committed to playing a full role in this.

In the name of our company and its teams, I would like to express my deepest gratitude to you all, dear clients, employees and partners.

A handwritten signature in black ink, appearing to read 'Philippe Oddo', with a stylized, cursive script.

PHILIPPE ODDO
Managing Partner



Our values

Entrepreneurial

A family company in which the interests of shareholder employees are aligned with those of clients.

Stable

A relationship built on long-term trust and integrity with our clients, partners and employees.

Driven

Women and men driven by a passion for excellence and a constantly renewed commitment.

Independent

Freedom of spirit and action recognised by our clients.

Unique

A Franco-German group offering a relationship of unique quality.

An independent and European financial operator at the heart of the real economy for 170 years

1849

- **CAMILLE GAUTIER**
Currency broker

1854

- **CREATION** of Frankfurter Bank



1856

- **CREATION** of
Berliner-Handelsgesellschaft

1970

- **MERGER** of Berliner-
Handelsgesellschaft
& la Frankfurter Bank

1971

- **BERNARD ODDO**
Great grandson of Camille Gautier,
Currency broker

1984

- **PASCAL ODDO**
Managing Partner

1987

- **PHILIPPE ODDO**
Managing Partner

1995

- **CREATION**
of the Management Board

1997

- **ACQUISITION**
of Delahaye Finance

1999

- **CREATION** of the BHF BANK
Stiftung foundation



2000

- **ACQUISITION** of Pinatton

2003

- **CREATION** of Génération Vie,
a joint venture with Allianz
- **ACQUISITION** of NFMDA

2004

- **ACQUISITION**
of Crédit Lyonnais' European
equity brokerage activities

2005

- **ACQUISITION** of Cyril Finance

2006

- **CREATION** of Oddo Metals

2009

- **LAUNCH** of Oddo Research
Institute in Tunis

2010

- **ACQUISITION**
of Banque Robeco

2011

- **ACQUISITION**
of Banque d'Orsay



2017

- **TRANSFORMATION**
The Group becomes ODDO BHF

2018

- **TRANSFER** of Natixis' equity
brokerage and research business
in France
- **ACQUISITION** of ACG Capital
(private equity)

2012

- **CREATION** of endowment
fund Oddo Agir pour Demain

2013

- **OPENING OF THE SHARE
CAPITAL** to all employees

2014

- **ACQUISITION**
of Close Brothers Seydler

2015

- **ACQUISITION** of Meriten
Investment Management

2016

- **ACQUISITION** of BHF-BANK



The leading Franco-German financial group

FRANCE & TUNISIA
1,000

GERMANY
1,300

3 BUSINESS LINES

Managed transversally between France and Germany

- Private wealth management
- Asset management
- Corporates & markets

- FRANCE**

 - Bordeaux
 - Lyon
 - Marseille
 - Paris
 - Strasbourg
- SPAIN**

 - Madrid
- LUXEMBOURG**

 - Luxembourg
- SWEDEN**

 - Stockholm
- UNITED STATES**

 - New York
- UNITED ARAB EMIRATES**

 - Abu Dhabi
- VIETNAM**

 - Hô-Chi-Minh-Ville
- CHINA**

 - Hong Kong
- TUNISIA**

 - Tunis
- GERMANY**

 - Baden-Baden
 - Berlin
 - Cologne
 - Düsseldorf
 - Essen
 - Frankfurt
 - Hamburg
 - Hanover
 - Mainz
 - Munich
 - Münster
 - Nuremberg
 - Stuttgart
- SWITZERLAND**

 - Geneva
 - Zurich
- ITALY**

 - Milan

RESULTS

16.6%
SOLVENCY RATIO

€ 591 m
OF NET BANKING INCOME

€ 100 bn
OF CLIENT ASSETS

€ 6.6 bn
OF ESG INTEGRATION ASSETS

RESOURCES

2,300
EMPLOYEES

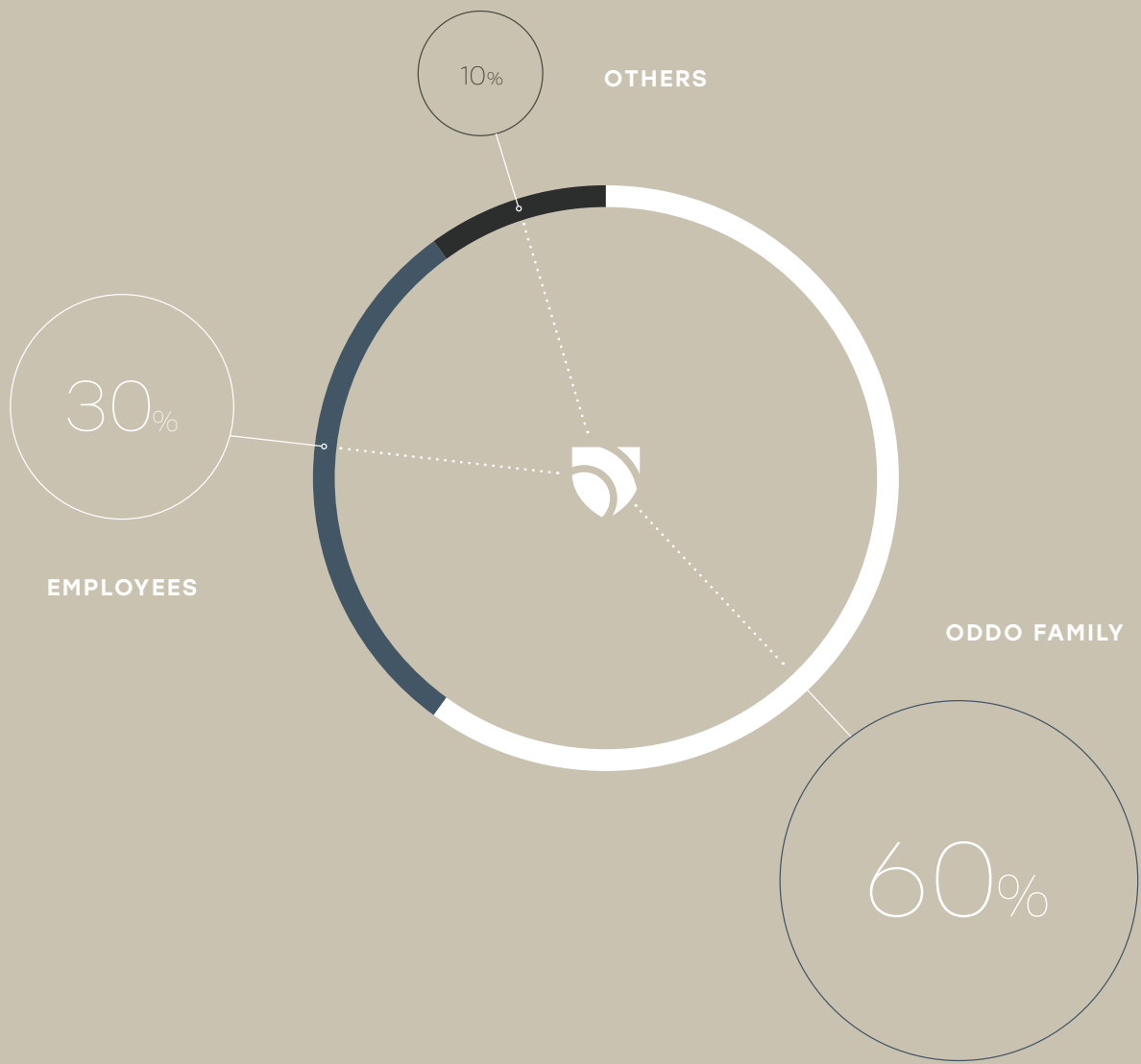
€ 866 m
OF SHAREHOLDERS' EQUITY

9,582 KWH
CONSUMED*

*Full Time Equivalent (FTE) in 2018

Capital structure

64% of French employees and 28% of German employees have invested in the Group’s share capital, a very **important sign of mutual commitment** that ensures our long-term growth with deeply involved teams.



The Group invests 20% of its revenues in two sectors

- 1

Financial analysis
 - Equity & bond research
 - Intermediation
- 2

Information systems
 - Control of the value chain
 - Bespoke solutions for our clients
 - Independence
 - Permanent R&D

ROLE	CLIENTS	BUSINESSES	SERVICES
Help women, men & companies to grow	Companies (Large caps, mid and small caps, next caps, unlisted companies, funds)	→ Corporates & markets	<div>Aid companies over the long term with their corporate finance operations.</div> <div>Provide independent financial analysis and a comprehensive execution service.</div> <div>Finance companies' exports and growth.</div> <div>Arrange solutions to supply metals, logistics, hedging and financing.</div>
	Institutional investors Asset managers, insurers, private banks, regional banks, pension funds, bond issuers, specialist funds, hedge funds	→ Asset management	<div>Manage funds in all asset classes and distribute them.</div> <div>Design innovative and flexible investment products, comprehensive pensions and employee savings offer.</div>
	Private clients Retail clients, associations, congregations, foundations, company heads, family offices	→ Private wealth management	<div>Provide bespoke wealth structuring and investment solutions to private clients.</div>

CSR roadmap

→ Foster a sustainable future within our businesses	REF. PAGE
Cover more issuers through our internal ESG model and actively cover a larger investment universe thanks to an external data provider	18 - 23
Extend ESG integration to more areas of expertise (Equity small cap Europe, Convertible bonds, Quant Equity Europe, Private Equity, Credit High Yield)	18 - 23
Extend ESG integration to a bigger share of assets under management	18 - 23
Certify a selection of open-ended funds	18 - 23
Introduce climate reporting for all ESG integration funds	18 - 23
Improve and deepen our climate approach to measure the alignment of ESG integration portfolios with the 2°C trajectory	18 - 23
Train employees in investment, sales and marketing departments	18 - 23
Publish best responsible investment practices annually	18 - 23
→ Work towards a cohesive society	REF. PAGE
Apply partnership agreements signed between the endowment fund and its partners and involve employees in the fund's actions	30 - 33

→ Committed to our employees	REF. PAGE
Raise the share of employees under the age of 30 in the Group's total workforce	40 - 41
Apply the same procedure for recruiting employees on permanent contracts in Germany and France	42 - 45
Maintain a system for helping employees with disabilities who require aid to perform their role in the best conditions	46 - 47
Lead awareness campaigns in the framework of the Disability project in France and Germany	
Provide training in response to requests by employees and the Group's current and future needs	48 - 49
→ Reduce our environmental impact	REF. PAGE
Extend the scope of suppliers evaluated by EcoVadis to the whole Group	56 - 57
Reduce electricity consumption	58 - 59
Reduce paper consumption	60 - 61
→ Fight corruption and tax evasion	REF. PAGE
The Group commits to complying with all rules relating to the fight against corruption and tax evasion, and more concretely to:	
→ Make available to employees an up-to-date body of procedures covering all these risks.	64 - 67
→ Provide regular training for Group employees.	
→ Monitor all activities to ensure regulatory compliance.	

FOSTER A SUSTAINABLE FUTURE WITHIN OUR BUSINESSES

Our business lines are deeply involved in CSR. Our asset management business has put in place a general process for incorporating ESG criteria that directly influence (for ESG criteria) the construction of our portfolios. Our equity research department has had an ESG team since 2005 and our metals trading business is ISO 9001 – ISO 14001 certified.

Develop a responsible investment offer

ODDO BHF ASSET MANAGEMENT

ODDO BHF has considered ESG (Environment, Social, Governance) to be a core issue for several years.

Aware of its responsibilities as an investor, **ODDO BHF Asset Management**, the Group’s asset management division, has developed a long-term investment philosophy founded on its convictions.

The ESG (*Environment, Social, Governance*) approach and ODDO BHF Asset Management’s climate approach aim to impact the portfolio construction process, with a twofold requirement:

1 Comply with French and shortly European regulations on environmental subjects

→ Climate reporting has become a key component of an investment strategy integrating ESG factors. Besides regulatory requirements (Article 173 of the French energy transition law for green growth), it helps to promote awareness amount investment teams of the financial risks relating to climate change.

→ It also encourages the allocation of more investment flows to sectors and companies that make a positive contribution to the transition to a low-carbon economy.

2 Meet growing demand from SRI (socially responsible investment) and mainstream institutional investors for long-term research that takes into account social, environmental and governance criteria, in addition to financial criteria

→ Around 40% of companies questioned said they are concerned or very concerned about the potential impacts of climate change on their value chain*, including on their production (35%), supplies (45%) or distribution (45%).

We have identified four priority areas to develop our ESG integration approach, notably on the basis of SRI certifications, and to become a dominant player in responsible investment.

4 PILLARS	8 OBJECTIVES
ESG coverage	→ OBAM investment universe covered by our internal model
	→ Active coverage of a broader universe thanks to our external data supplier (Sustainalytics)
ESG integration	→ Extension of ESG integration to different areas of expertise (European small caps, convertible bonds, quantitative management of European equities, Private Equity and High Yield credit)
	→ Certification of a selection of open-ended funds
Climate strategy	→ Provide climate reporting for all ESG integration funds
	→ Adopt a continuous improvement-based approach to measure the alignment of ESG integration portfolios with the 2°C warming trajectory
Training & promotion	→ Internal training of investment, sales and marketing teams
	→ Publication and exchange of best practices in the area of responsible investment

* “2015 Corporate Adaptation Survey”, published in May 2015 by 427 Climate Solutions, ND-GAIN, and BSR.

Policy

A signatory to the United Nations Principles for Responsible Investment (PRI) since 2010 and the Carbon Disclosure Project (CDP) since 2006, ODDO BHF Asset Management participates in several global initiatives and working groups in France and Germany to foster a sustainable investment approach.



For its entire range of funds, ODDO BHF AM is also committed to ensuring that its portfolios comply with the Ottawa Treaty of 1997 and the Oslo Convention of 2008, leading to the exclusion of companies involved in antipersonnel mines and cluster bombs.

Addressing long-term sustainable development issues while delivering financial performance for our clients requires a renewed ESG integration process with two characteristics:

- **The adoption of an absolute approach** (“best-in-universe”)
- **The search for progress through dialogue with companies**

ESG analysis and portfolio construction

Our methodology is based on an internal model of 42 criteria prioritising the most tangible elements in each of the three areas: **Environment** (environmental risks and/or opportunities of products and services), **Social** (human capital, quality of the management team) and **Governance** (corporate governance). This ESG analysis draws on external data suppliers (Sustainalytics, Bloomberg, Factset), brokers selected for their ESG expertise and regular meetings with issuers. This information contributes to the in-depth internal analysis performed by our teams.

We also take into account in our analytical grid controversies (industrial accidents, pollution, convictions for corruption, anti-competitive practices, product safety, supply chain management, etc.), notably using information supplied by Sustainalytics. This consequently has a direct impact on the final ESG rating of each company.

By identifying the execution risk of a company’s long-term strategy, the results of our ESG analysis impact the construction of our portfolios (valuations of securities, weighting of positions, buy and sell discipline).

Dialogue with companies

On the most material ESG subjects, we meet companies we are invested in that have the lowest ratings in an improvement rather than exclusion approach. The decision to engage in dialogue is taken by our ESG Committee, which meets every quarter and incorporates all areas of investment expertise (equities, credit, large and midcaps).

Our approach is considered fruitful if the dialogue with an issuer results in greater ESG transparency and/or an improvement in ESG practices over time. If this engagement is unsuccessful (nonexistent or

unsatisfactory dialogue), portfolio management teams may decide to divest their positions if necessary.

Voting policy

ODDO BHF AM believes that the exercising of voting rights is an integral part of its shareholder responsibility, consistent with its commitments as a signatory to the PRI regarding environmental, social and governance criteria. The ESG analysis constitutes one of the cornerstones, on a case by case basis, of the voting policy at Annual General

Meetings, with a priority placed on governance practices and human capital management (quality of management/human resources).

Our voting policy can be found on our website:
https://am.oddo-bhf.com/france/fr/investisseur_professionnel/infos_reglementaire

ODDO BHF AM votes systematically for all companies present in portfolios integrating ESG criteria in the investment process.

Our climate change approach

Besides simply measuring carbon emissions, OBAM takes a differentiated approach by integrating a qualitative analysis of the contribution of its portfolios to attaining climate objectives. For this purpose, we have developed an energy transition analysis (ETA) to measure the contribution of each company to a low-carbon economy.

ETA | Our “energy transition” internal analysis score of companies*

SECTOR POSITIONING	ENVIRONMENTAL ANALYSIS	
Clean energies (ODD 7, 13)	Environmental management system	
Energy efficiency (ODD 7, 9, 11)		
Biodiversity (ODD 6, 12, 14, 15)		
Circular economy (ODD 11, 12)	Products and/or services <ul style="list-style-type: none">• Environmental opportunities• Environmental risks	
Sustainable mobility (ODD 9, 11, 13)		
ETA SCORE: 30%		
ETA SCORE: 70%		

* Internal rating scale out of 5 | Source: ODDO BHF AM

Results

€6.6 bn
of ESG integration **assets**.

2 
expertise in ESG integration:
equities and credit.

2 white papers
published in 2018 on climate change
and cybersecurity.

The rise in cyber-risks, which has become inevitable with the digital transformation of the economy, makes an analysis of this component indispensable in the financial and non-financial analysis of a company.

ODDO BHF AM already integrates it in its ESG analysis model and cybersecurity is today one of the recurring subjects that we address in our dialogue with companies.

40 
employees in investment, distribution and marketing departments were trained in 2018.

320 
issuers monitored using our
internal ESG model.

04/18 → Climate
Action 100+

In April 2018, ODDO BHF AM became
a signatory to the Climate Action 100+ initiative, with the objective of participating in joint efforts by investors to encourage dialogue with the 100 most greenhouse-gas emitting companies in the world.



European Finance and Sustainable
Development Research Awards

ODDO BHF is one of the founding forces behind the Prix européens de la recherche Finance et Développement Durable (European Finance and Sustainable Development Awards), created in 2005 and supported by the FIR, Eurosif and PRI.

These awards cover the entire research chain (students, researchers, scholarships, Master’s/PhD theses, articles, etc.) on the subjects of finance and sustainable development (SRI, microfinance, socially-responsible finance, etc.).

The 13th awards ceremony took place in Paris in October 2018 during the annual PRI conference.



The integration of our ESG approach in our euro investment grade credit portfolios is a logical step for us as a European asset manager. We have observed in parallel a similar trend by institutional investors and growing demand.

In addition, as a pioneer in the integration of ESG criteria in asset management, we are already prepared for possible regulatory changes, such as the action plan recently unveiled by the European Commission for sustainable finance.



NICOLAS JACOB
Head of ESG research
at ODDO BHF Asset Management SAS



Performance

1/3 
of relevant indicators
(carbon intensity, exposure
to fossil fuels, green share)
taken into account in climate
reporting.

12% 
of assets under management
are in ESG integration.

INTERVIEW WITH ODDO BHF CORPORATES & MARKETS

ESG expertise has been developed within the Research Department of ODDO BHF Corporates & Markets since 2005. The team comprises today three experienced analysts combining experiences in the buy-side, sell-side and advisory.

Interview with two ESG analysts at ODDO BHF Corporates & Markets’ Research Department.



JEAN-BAPTISTE
ROUPHAËL



VALENTIN
PERNET

Can you tell us more about your research?

Our historical expertise focuses on governance. We analyse between 200 and 250 companies each year (small, mid and large caps), all covered by the financial analysts of ODDO BHF Corporates & Markets. We work with them to combine our financial and non-financial analysis in our final recommendations.

Our methodology is based on recommendations of what we consider to be the best governance standards (Scandinavian and Anglo-Saxon). We analyse indicators of the composition and functioning of the board of directors, the organisation of the management succession process, respect of the rights of minorities, the quality of financial communication and internal control, the coherence and appropriateness of the remuneration policy, the balance of powers, etc.

We draw on the expertise of financial analysts, academic research and our reading of regulated documentation to establish this rating. **Every study we have made demonstrates that companies with the best governance tend to be the best performers in our benchmark index – the Stoxx 600.** In 2014, we launched a tri-annual study of management quality. It is based on the analysis of four pillars:

The chief executive: expertise, organisation of the succession process, reliability, consistency between what is said and done, digital strategy, coherence of the remuneration policy, etc.

The Executive Committee.

Intermediate management and human resources: employee health and safety, capacity to attract talented employees, and the state of employee dialogue. As in our governance study, companies with the best management tend to outperform our benchmark index, the Stoxx 600.

Who does this analysis address?

Our clients are institutional investors or asset management companies specialising for many years in SRI, together with new players in this investment area. In recent months, we have seen several asset management companies shift toward offering SRI products. This demonstrates the momentum of this market in our view. ●

ODDO BHF METALS CERTIFICATIONS

Control the quality and environmental impact of our metals trading business

ODDO BHF METALS, a department of ODDO BHF that supplies nonferrous industrial metals and provides hedging of commodity risks, has to work constantly on improving its customers' satisfaction and the efficiency of its internal organisation.

Technical product developments, the increasingly sophisticated demands of our clients and the competitive environment encourage us to improve our services constantly by listening to our customers and focusing on customer service. We are also committed to working with an eye on environmental protection and compliance with rules applicable to our activity.

Having launched the project in 2014, ODDO BHF Metals obtained in June 2015 **the ISO 9001** (*quality management*) and **ISO 14001** (*environmental management*) certifications in their 2008 version. These certifications, valid for three years, were confirmed in May 2018 in their 2015 version.

A surveillance day is organised every year with the certification entity during the two years following its attribution to adjust procedures and follow-ups where necessary. To obtain these certifications, the scope has been clearly defined, and audits verify the procedures implemented in the four processes involved: Quality Management, Purchases, Sales and Resources.

The Chief Quality Officer, who reports directly to the Director of ODDO BHF Metals, is in charge of managing these certifications and monitoring commitments.

The choice of the double ISO 9001 & 14001 certification governs and formalises our Quality & Environment System. In this way, we are able to maintain our reputation over time with all our customers and stakeholders (*suppliers, service providers, etc.*).

Our Quality & Environment System sets out all rules applicable to our business. These methods and rules are the result of work by all employees.



WORK TOWARDS A COHESIVE SOCIETY

Through our dedicated entities, ODDO BHF Agir pour Demain and the independent foundation BHF BANK Stiftung, we work to encourage the development of regions where we operate by supporting education, social and artistic projects.

ODDO BHF

Agir pour Demain



The ODDO BHF Group is committed to sponsorship actions. Its employees and clients are associated with these through the ODDO BHF Agir pour Demain endowment fund.

ODDO BHF Agir pour Demain was created in 2012 with a twofold objective:

- 1** To involve our teams in common actions and projects
- 2** To structure and sustain social actions initiated within the Group in two areas:
 - Mobilisation in the event of an emergency: natural, ecological or humanitarian disasters, social emergencies, etc.
 - Research support: scientific or medical in collaboration with schools and universities.

The Group therefore wishes to encourage the collective dynamic by enabling employees to unite around a common cause and demonstrate that the values underpinning the company and its activities are also reflected in their approach to life within society.

The challenge for ODDO BHF is therefore to take actions consistent with its values and the bylaws of the fund established at its creation. The involvement of employees is the key to success for the ODDO BHF Agir pour Demain initiative.

ODDO BHF pledges to apply the partnership agreements signed between the endowment fund and its partners and to involve employees in the fund's actions.

Policy

The fund’s legal structure guarantees the sustainability of the Group’s social actions.

ODDO BHF Agir pour Demain consists of a non-expendable capital endowment, which enables ODDO BHF to structure its philanthropic initiative by making long-term commitments vis-à-vis its partners and ensuring that partnership contracts are complied with and monitored.

To guarantee the correction functioning of the endowment fund, a Group employee holds the position of fund coordinator. In close cooperation with Management, he defines and controls the monitoring of the fund’s sponsorship agreements, budget and activities. He organises a monthly committee meeting with Management, with the Group Communication also in attendance.

3 PARTNERSHIPS

→ Foundation for Alzheimer’s Research

The ODDO BHF Group has supported the Foundation for Alzheimer’s Research since its creation 14 years ago. Each year, we help to organise a gala evening around a concert, whose proceeds are allocated to research into Alzheimer’s disease.

→ Médecins Sans Frontières (Doctors Without Borders)

The partnership between ODDO BHF and MSF has existed since 2014. Despite working in different fields of expertise, ODDO BHF and MSF share certain values: independence, responsiveness and long-term commitment. This partnership allows ODDO BHF to respond rapidly to ecological and humanitarian catastrophes with an internal appeal for donations process, coupled with a matching contribution by the endowment fund.



CHRISTOPHE ROUX
Head of accounting at CIB & coordinator of the endowment fund

The endowment fund's initiative forms part of the Group’s DNA: as a financial expert, ODDO BHF lives and breathes the news cycles that affect market movements, but also invests in long-term research.

Results

1 appeal for donations 

rounded out in 2018 by the MSF’s paediatric programme in Chad, which was facing a malnutrition peak.

140 

employees participated in this appeal for donations.

1 cohesion race 

with 29 employees and 21 clients.

1 Gala 

organised in February 2018 in cooperation with the Foundation for Alzheimer’s Research.

1  information meeting

to support the MSF centre in Pantin for unaccompanied minors.

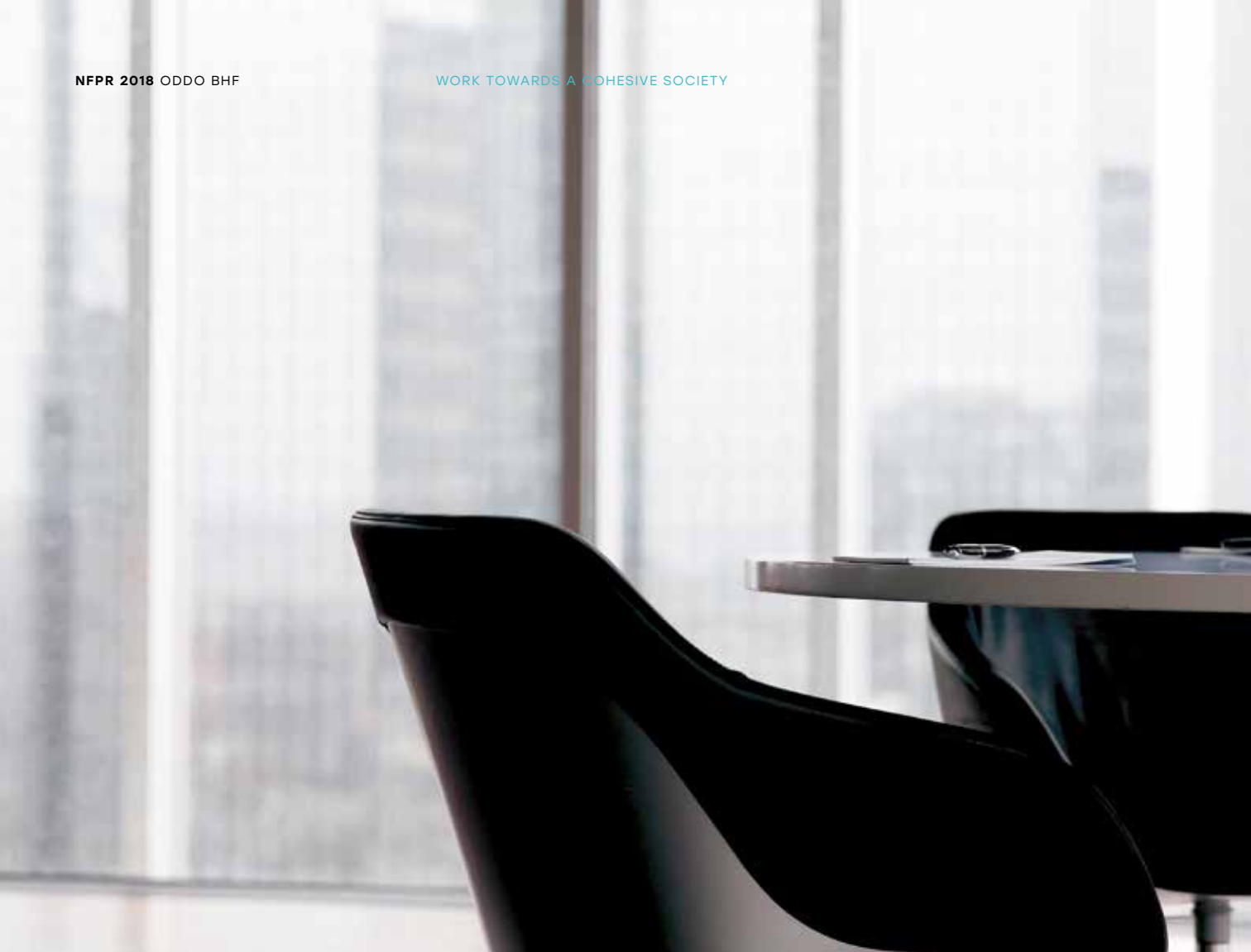
Performance

 7%

of employees involved in the endowment fund’s actions.

 €144

average donation per employee.



BHF BANK Stiftung

New ways, new outlooks

Created in 1999, BHF BANK Stiftung is a German not for profit foundation.

This is an operational foundation and, in many cases, is the originator of ideas and initiatives taken.

Working independently, it encourages projects that lie outside the mainstream and attempt to develop unconventional ideas by looking deeper into old and new social subjects. Its slogan is: **“Neue Wege, neue Sichtweisen”** (“*New ways, new outlooks*”). The foundation has a longterm perspective and aims to promote social progress through model projects that can subsequently be taken up by other entities, particularly public ones.

BHF BANK Stiftung has initiated projects in several sectors. In the social area, its actions aim to protect and aid children and their families from birth.

The foundation is also active in the field of human sciences to improve the daily life of the elderly. Lastly, the foundation launches projects in the contemporary arts and cultural education.

THE FOUNDATION'S PRINCIPAL PROJECTS

IN THE SOCIAL AND SCIENTIFIC FIELDS WITH A SOCIOPOLITICAL CHARACTER

→ The Frankfurt Forum for Interdisciplinary Ageing Research (FFIA)

Founded in 2014, this forum is dedicated to research into improving the living conditions of the elderly. The BHF BANK Stiftung Foundation has been active in this area since 2004 by supporting university chairs, which have gradually been grouped within the FFIA.

→ Sprachentdecker

This project provides a framework for successful language learning at kindergartens and primary schools.

→ Boxcamp Gallus

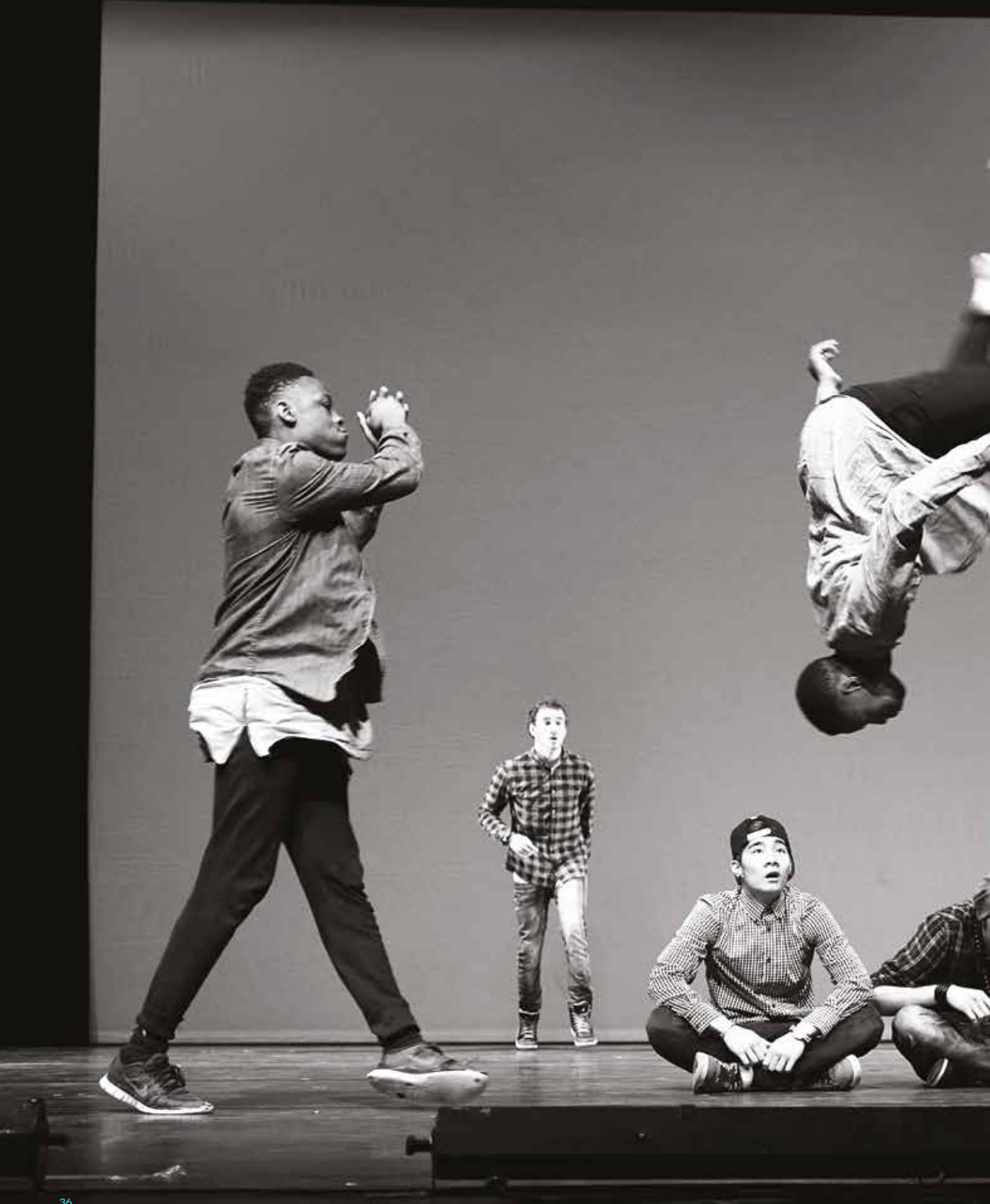
This project allows more than 100 young people of more than 30 different nationalities to train daily in the two Gallus and Zeilsheim boxing camps at Frankfurt am Main.

→ Familienstart

Coaching for very young unemployed mothers.

→ Babylotse

A prevention and consultation service for families in difficulty from a child's birth.



THE FOUNDATION INITIATING ART PROJECTS

→ Frankfurter Positionen

In cooperation with large cultural institutions, this interdisciplinary festival presents every two years new creations by international contemporary artists on the same newsworthy socio-political theme selected by the BHF BANK Stiftung Foundation.

→ Brücke Berlin

Literature and translation award.

→ goEast

Festival of Central and Eastern European films.

→ UNART

This competition allows young people aged between 14 and 20 to receive coaching by well-known artists and later to train groups and present their performance at prestigious theatres in Germany (Schauspiel in Frankfurt, Thalia in Hamburg, Deutsches Theater in Berlin and Staatsschauspiel in Dresden).

→ Frankfurt LAB

A venue for contemporary theatre productions.

In 2018, the BHF BANK Stiftung foundation was awarded the Deutscher Kulturförderpreis prize for the UNART project.

www.bhf-bank-stiftung.de

COMMITTED TO OUR EMPLOYEES

Our employees, who own 30% of the share capital, are the cornerstone of the Group's strategy. A range of measures has been taken to help retain talented people and facilitate and encourage professional development in accordance with the Group's current needs and the ambitions of our employees.

Control headcount

Controlling headcount is of primordial importance for the ODDO BHF Group. Understaffing can put the Group’s current and future operations at risk and create a work overload for its teams. In contrast, overstaffing can create unnecessary additional costs. The Human Resources Department has therefore created a headcount monitoring system that allows it to track developments and react by

adopting appropriate measures for the phenomena observed. Today, the Group’s principal challenge is to recruit young people aged under 30 to ensure the transmission of the company’s expertise and to guarantee the Group’s long-term performance.

ODDO BHF is committed to increasing the share of employees aged under 30 in the Group’s total headcount.

Policy

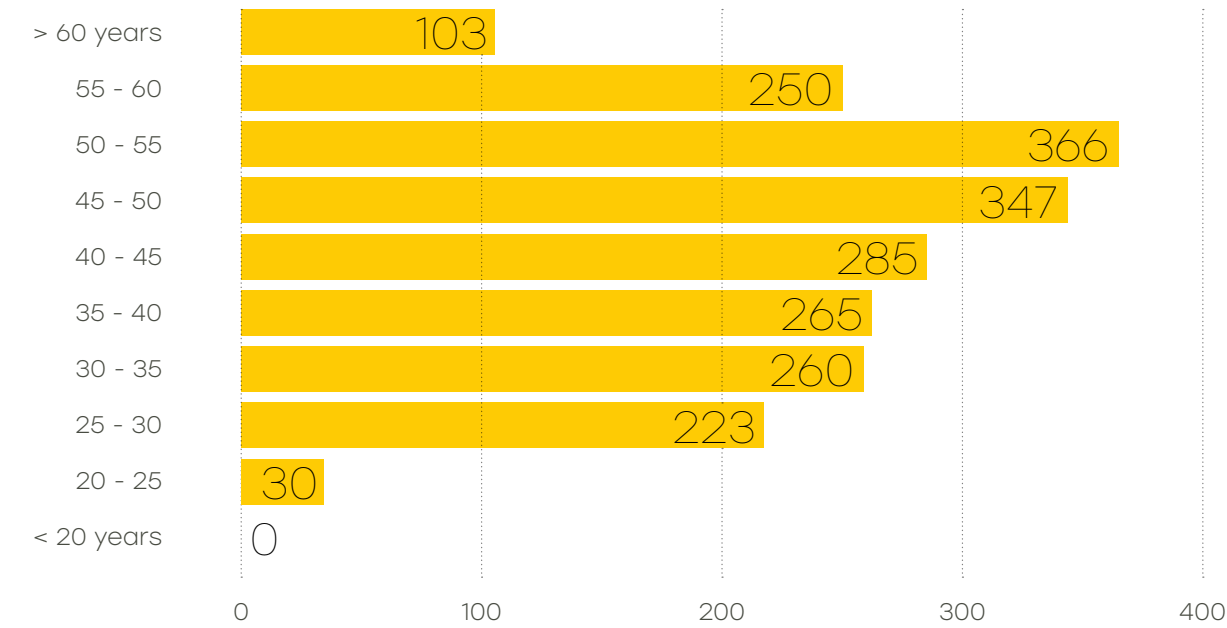
Each month a report is presented by the Human Resources Department to the Group’s management committee. This report, or scorecard, is a human resources management tool. It tracks changes in headcount and allows corrective measures to be taken if necessary. It comprises a number of different indicators, such as:

- staff entries and exits,
- transfers,
- fixed payroll.

Through a detailed analysis (business line, type of contract, age, gender, seniority, etc.), the Group has been able to launch a youth recruitment policy. This aims to balance the workforce in terms of seniority and to develop the Group’s activities over the long term. In addition, recruitment and departure forecasts provide long-term visibility on headcount changes.

Results

BREAKDOWN OF EMPLOYEES ON PERMANENT CONTRACTS BY AGE GROUP



Performance

11.88 % of employees were under the age of 30 in 2018.

→ Collective agreements

The ODDO BHF Group consists of several companies, both in France and Germany, with their own staff representative bodies. In 2018, the Group did not have to hold any negotiations leading to a profound modification of the collective status.

The principal subjects that could have given rise to negotiations and the signing of a collective agreement in 2018 within the Group relate to the conditions in which the Companies aid each business line with its development or organisation.

Recruit successfully

The recruitment of talented staff is of strategic importance for the ODDO BHF Group. Recruitment errors can create a mismatch between the recruited employee and the needs of the position and/or the Group and result in resignations or lay-offs.

ODDO BHF is committed to applying the same recruitment procedure for employees on permanent contracts in Germany and France to maintain a post-trial period approval rate of above 90%.



AUORE VAN DER WERF
Head of Human Resources



Attracting talented employees is central to our strategy. The partnership put in place by the Group is a key component of our human resources policy. This partnership system, open to all employees, is a very important guarantee of reciprocal commitment that ensures our long-term development.



Policy

Each recruitment is a commitment that constitutes a long-term investment. The Group consequently strives to attract the best experts to its teams and to recruit high-potential candidates with a view to providing career opportunities within the Group.

Each interview is also an opportunity to present the ODDO BHF Group's strengths: the candidate, whether selected or not, may speak positively or negatively about his experience as a candidate to future clients, candidates or partners.

To ensure the quality of its recruitments, the Group has developed a recruitment kit to assist employees with the recruitment process from the moment a need is identified to when the final decision is taken.

The recruitment process is comprehensive and reflects the group's recruitment commitments.

The key stages of this process are:

- definition of the position and profile by the manager in cooperation with the Human Resources team;
- analysis of search channels. Internal mobility is favoured in most cases,
- the selection process is based on a number of interviews conducted by the manager and Human Resources team, as well as by an employee of another business line,
- The Management Committee participates in this process. Each job application must be formally approved after the presentation of the candidate's CV and feedback from management interviews.

Results

To attract talented young graduates to the ODDO BHF Group, the Human Resources Department has taken a number of measures to boost the Group's visibility.

Campus Management events promote the Group's image and the recruitment of young graduates in France and Germany. They are held each year at the campuses of colleges or universities and during forums, professional lunches and themed workshops.

In Paris, the Group also opens its doors for a number of recruitment events, such as the CFA Research Challenge, which the Group has been a partner of since 2012.

In parallel, the Human Resources Department has continued to develop partnerships with Franco-German training bodies. The Group has extended partnerships formed in 2016 with the Franco-German campus of Sciences Po Paris in Nancy and the Franco-German apprenticeship course of the University of Paris Dauphine. In addition, employees in France and Germany have participated in several recruitment forums in these two countries.

The Human Resources Department has also created several targeted development programmes to help employees with their careers.

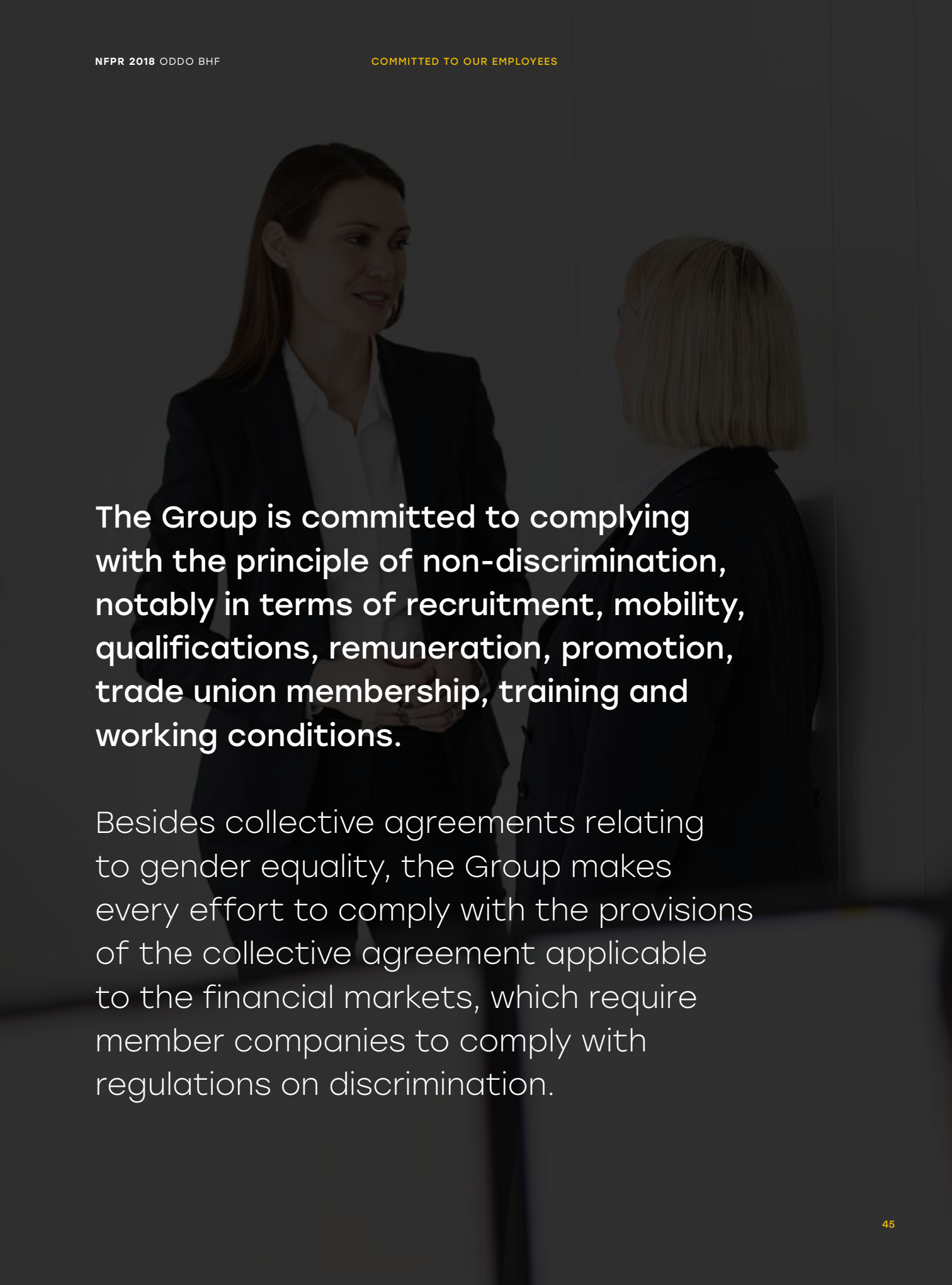
For example, the European Talent Programme is a highly selective programme that combines responsibility, sponsorship and foreign mobility. Over a period of three years, it allows young French and German graduates to join the Group on permanent contracts, with specific assistance during the whole period. During these first three years, the employee spends at least 12 months in France and 12 months in Germany, and can therefore be a true ambassador of our Franco-German business culture.

In 2018, the European Talents Programme had ten members. These actions enabled us to recruit 139 new employees on permanent contracts in 2018.

Performance

95%

of trial periods under permanent contracts were approved in 2018.



The Group is committed to complying with the principle of non-discrimination, notably in terms of recruitment, mobility, qualifications, remuneration, promotion, trade union membership, training and working conditions.

Besides collective agreements relating to gender equality, the Group makes every effort to comply with the provisions of the collective agreement applicable to the financial markets, which require member companies to comply with regulations on discrimination.

Aid and educate employees about disabilities

This important issue for the ODDO BHF Group is managed in France by the Disabilities Project and in Germany by the Representative of people with disabilities.

Failing to provide help for people with disabilities would hamper their performance and lead to the risk of a loss of talent.

ODDO BHF is committed to maintaining a system that helps employees with disabilities express their needs so they can perform their role in the best conditions, and to launch awareness campaigns as part of the Disabilities project in France and Germany.

Policy

Disabled employees can be aided and retained thanks to adjustments to their work stations and working conditions.

Human Resources, in France, and the Representative of people with disabilities, in Germany, help employees throughout the process by providing aid with their recognition as disabled workers and taking concrete measures to keep them in employment.

A Disability Project bringing together around 20 employees was created in 2007. In Germany, a Representative of people with disabilities is elected every four years.

Since its creation, the Disabilities Project has launched awareness campaigns to change the way all employees, especially management, view disabilities.

It meets twice yearly to discuss the initiatives to take in the framework of its policy.

In France, the Group also uses the sheltered sector for some services, such as for organising buffets or printing.

Results

In terms of workstation adjustments, aid measures have taken the form of the financing of hearing aids, the possibility of working from home, the financing of specially adapted furniture and specific IT equipment.

In 2018, a discovery day of the Private Banking business was organised in Paris for a disabled student.

Solidarity Christmas markets and innovation counters were held during the European disabilities week at the three Paris offices. A solidarity Christmas market was also organised at the Frankfurt site.

Information about the work of the Disability Project and the Representative of people with disabilities was published in the Group newsletter and a disabilities awareness brochure was distributed to all employees in France. A Disability Project flyer

was also distributed to all employees in France and Germany.

In addition, members of the Disability Project in France received training to give them a better understanding of disability in the company and the concept of a disability policy.

A meeting for all employees with disabilities was held in Frankfurt.



awareness campaigns were launched in France and Germany at several sites.

Performance



of requests to adapt workstations and to aid French and German employees with disabilities in 2018 were answered.

In Germany, the quota of 5% of employees with disabilities required by law has been attained since 2016.

In France, since the creation of the Disability Project in 2007, the percentage of employees with disabilities has been increased eightfold thanks to awareness measures taken by the Group.



Train employees in accordance with their duties and regulations

A mismatch between the skills of current employees and those required for their position would have a negative impact on the current and future fulfilment of their duties.

ODDO BHF has committed to provide training in response both to employee requests and the Group’s current and future needs.

Policy

The Group’s objective is to guarantee that current employees maintain and improve their skills by respecting their current and future individual needs and the Group’s strategy.

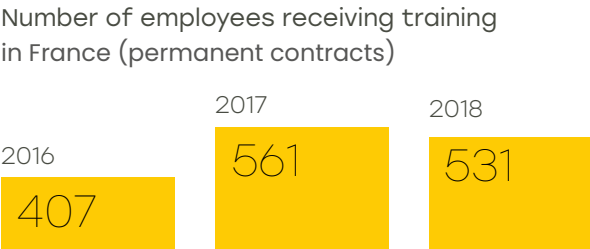
For this purpose, a dedicated training budget is set aside each year to respond to the needs of employees. Individual needs can be expressed at end-of-year evaluations and are discussed with management at the start of the year. In addition to individual needs, a training policy is established each year for key skill areas such as management, commercial development and aid with transfers and new arrivals to ensure they are aligned with the Group’s strategy.

Performance

In 2018, 77% of the French workforce and 46% of the German workforce received training (permanent contracts).

Results

In 2018, for example, the Group provided collective training in the following areas: foreign languages, management, project management, public speaking in English and French, cultural differences, professional effectiveness and coaching, an introduction to financial markets, IT, business line expertise, customer relationships and regulatory changes.



→ Campus Formation Etudiants Entreprises (Company students training campus) An innovative course designed for the Group’s employees

Convinced that the digital world is creating new working methods and forms of training, ODDO BHF has teamed up with the CFEE (Campus Formation Etudiants Entreprises) to offer four employees the opportunity to follow their prestigious training course, which aims to train future managers on today’s digital challenges.

The CFEE was founded in 2017 at the initiative of the Innovation Factory and the Web School Factory, which approached the PSL (ParisTech, Ecole des Chartes, ENS, ESPCI, Dauphine) to develop a programme to help companies with their digital transformation.

Interdisciplinary, intergenerational, collaborative, immersive and innovative, this training responds to concrete issues in companies and provides on-site learning. It offers courses on project management, methodology, design, communication and management, ensuring an operational and pragmatic programme.

ODDO BHF’s decision as a partner company to join this project reflects the Group’s interest in questions relating to the digital transformation and its desire to find innovative solutions.

OUR UNIVERSITY PARTNERS

“Financial Analysis” teaching chair with HEC Paris

In 2018, ODDO BHF joined forces with HEC Paris to create a Chair dedicated to financial analysis.

This chair aims to train students at HEC Paris in company financial analysis methodologies, from their valuation to making recommendations, with the participation of ODDO BHF’s teams.

Academic responsibility for this chair was conferred to Alexei Ovtchinnikov, Professor of Finance at HEC Paris, Member of the CNRS GREGHEC Research Laboratory and Academic Director of the Master in Finance (ranked global number one by the Financial Times).

Financial analysis is one of ODDO BHF’s central and historical business and its influence is felt in all the Group’s

other business lines - asset management, corporate banking and private banking. Financial analysts often move within the Group to asset management or corporate banking positions. These bridges are particularly important for the ODDO BHF Group, since they reinforce the sectoral approach of corporate banking and the training of fund managers.

Today, around 20 former HEC pupils are employed by ODDO BHF and one of the members of the Group’s Supervisory Board is Bernard Ramanantsoa, Dean Emeritus at HEC Paris.

→ Career and innovation development with SchoolLab

To foster the loyalty and motivation of its employees in France and Germany, ODDO BHF decided to use for the second time in 2018 one of SchoolLab’s programmes, called CPI (Creation of an Innovative Product).

The CPI is a multi-disciplinary programme that allows students from l’ESSEC, Centrale-Supelec and Strate Design to work with companies on the creation of new products, services or processes.

The objective of the assignment conferred by ODDO BHF to SchoolLab is to find levers to help attract and retain talented employees in France and Germany who are embarking on.



We are pleased to create
a Chair with HEC.
It satisfies two of our ambitions:
continue to grow this business,
which remains key to
understanding financial
markets, and set the objective
to recruit *100 talented young*
employees in France and
in Germany.



PHILIPPE ODDO
Managing Partner of ODDO BHF

REDUCE OUR ENVIRONMENTAL IMPACT

In view of our brokerage and investment activities, our principal environmental risks relate to our purchasing policy and our energy management. Keen to reduce our carbon footprint, we have launched a supplier assessment campaign, a responsible printing policy and digital tools to limit travel.

Developing a responsible purchasing policy

We take social and environmental impacts into account in our relations with suppliers and subcontractors. Working with suppliers subject to economic, ecological or social risks could pose risks to our reputation and the conduct of our operations.

ODDO BHF pledges to extend the scope of suppliers assessed by EcoVadis to the whole Group.



Policy

The Group has developed a responsible purchasing policy that has several facets:

- use of the sheltered sector,
- selection of “responsible” service providers and suppliers.

Performance

Percentage of suppliers contacted evaluated by the EcoVadis 2018 campaign:



in the **ODDO BHF SCA scope**.

Results

The Group uses the sheltered sector (ESAT and EA) for some types of services: meals, buffets, printing and office supplies. To respond as best as possible to its clients’ requirements, the ODDO BHF Group uses subcontractors and service providers for activities and functions that are not part of its core business.

Such contracts with service providers and subcontractors are monitored and verified in terms of the following aspects:

- compliance with the provisions of the Labour Code;
- payment of social security contributions;

The Purchasing Department systematically incorporates a CSR clause in all tenders launched throughout the year. In late 2014 the Group joined EcoVadis, the top collaborative platform enabling companies to assess the environmental and social performance of their suppliers throughout the world.

This partnership with EcoVadis was extended in 2018 to the evaluation of around 20 suppliers of the purchasing department. The service provider is chosen on the basis of one of the two following criteria: the amount we spend with the service provider, or the criticality of the services and products provided. The campaign launched in 2018 by the Purchasing Department covered 37 of our principal suppliers in the ODDO BHF SCA scope and resulted in the rating of 25 of them. The objective is to extend this approach to the whole Group at the next campaign.


The methodology applied by EcoVadis is based on the analysis and rating of policies, actions and results implemented by our suppliers in four key areas:

- environment,
- social,
- ethics,
- subcontracting.

This rating, delivered after supporting documents are collected, guarantees that we work with suppliers with good environmental and social performances.



Performance

 5,950
sheets of paper consumed
per FTE in 2018.

 9,582 KWH
*consumed per FTE in 2018.

Guarantee control of the carbon footprint of our activities

In accordance with its responsible investment policy, ODDO BHF aims to limit its own environmental impact.

The Group pledges to guarantee control of the carbon footprint of our activities through a responsible purchasing and corporate services policy. Concretely, the Group pledges to:

- Reduce its electricity consumption per FTE
- Reduce its paper consumption per FTE

Policy

Keen to reduce its ecological footprint, ODDO BHF continues to make efforts to control its energy consumption.

The ODDO BHF Group has adopted the digital route and uses work tools and methods that significantly reduce its paper consumption.

Results

Energy

The items with highest energy consumption at ODDO BHF are heating and air conditioning in buildings that house employee work areas, as well as the electricity required to operate IT equipment (*servers and data centres*).

The ODDO BHF Group does not have a branch network and its two main buildings for employees located in Paris are not owned by the Group but by Allianz Real Estate France and ICADE (*Caisse des Dépôts Group*) respectively.

These two main sites can be accessed by public transport. The ICADE building has HQE (High Quality Environmental) certification. In the context of the environmental certification of the ODDO BHF Metals business, the principal building on Boulevard de la Madeleine has received ISO 14001 certification.

Several action plans have been launched to reduce our energy consumption, in particular the installation of LED lighting with presence detection in washrooms finalised in early 2018 at the Madeleine site.

In addition, all the electricity consumption of our two principal sites in Germany, located at Frankfurt and Offenbach, comes from renewable energy sources.

Employee travel

Due to the nature of our activities, business travel by employees is inevitable, especially since our external growth operations in 2015 and 2016 involved companies located in Germany. In order to limit travel between Group sites, the installation of videoconferencing rooms at all of our sites continued in 2018. At the end of 2018, the group had a total of 52 rooms equipped with a videoconferencing system spread between all our sites.

Ten new rooms were installed in 2018. Train travel is also favoured over flying.

Paper

In the same perspective, a print policy was approved at the end of 2015 to reduce the number of printed documents and guarantee users secure printing. In 2018, this objective to cut paper consumption was given a further boost by a reduction in the number of printers.

In the framework of our activities, digital options are offered to our customers to limit paper consumption as far as possible. The introduction of Electronic Document Management also participates towards attaining this target.

In 2018, ODDO BHF in Germany not only reduced the number of printing points but the accounting department digitalised its entire activity. In this way, this department was able to stop the use of lists that were previously printed daily. This change has brought about a substantial reduction in paper consumption in Germany.

The ODDO BHF Group’s print policy

Our print policy favours double-sided printing in black and white and aims to limit the printing of emails in a bid to reduce the use of consumables.

This policy has been forwarded to all employees and was posted on the intranet in March 2016. Thanks to this print policy, the use of paper has been cut sharply.

In 2018, an action plan to rationalise the number of printing points in France was implemented to help reduce consumption of paper and ink cartridges.

- Replacement of 113 individual printers with 41 collective printers.
- The vast majority of the Group’s printing points can only be used today in Secure Print mode. This reduces the number of unnecessary print-outs and preserves the confidentiality of documents.
- All the Group’s printers are calibrated by default in black and white and for doublesided printing.



FIGHT CORRUPTION AND TAX EVASION

The ODDO BHF Group and its subsidiaries are subject to a wide range of requirements to prevent corruption, market abuses, money laundering and the financing of terrorism. To follow all these rules, dedicated teams have established internal procedures and control systems and regularly train other employees on these subjects.



Fight corruption and tax evasion

Maintaining an appropriate and effective system for fighting corruption and tax evasion is of key importance for limiting the Group's exposure to the best of its abilities to the following risks linked to its activities: market abuse, money laundering and the financing of terrorism, corruption and the nonprotection of the client's interests.

The Group pledges to comply with all rules concerning the fight against corruption and tax evasion with three measures:

- Make available to employees a body of up-to-date procedures covering all these risks
- Provide regular training for Group employees
- Monitor all activities to ensure rules are complied with

Policy

The principal risks associated with the activities of a bank specialising in investment services have been identified fairly clearly. To limit exposure to these risks as far as possible, our main objectives are to:

- Comply with rules relating to the integrity of markets by avoiding any potential situation of market abuse (*insider information and price manipulation*)
- Fight money laundering (*including fraud and tax evasion*) and the financing of terrorism
- Protect our clients' interests by offering them investment services and financial instruments that are appropriate for their understanding of risks and their expectations in terms of time horizons and investment objectives
- Establish a procedure for fighting corruption, which notably:
 - identifies the riskiest situations by mapping them out,
 - makes it possible to monitor conflicts of interests,
 - sets out a clear procedure for new business relationships with our clients, as well as our principal service providers (*through a procedure that identifies country risks including corruption risks*),
 - puts in place an alert procedure.

Within ODDO BHF Group, we have a very extensive body of rules covering all these risks.

These rules can be accessed by all employees on the Group intranet site and they are updated regularly to take into account constant changes to the regulations applicable to us.

To ensure they understand these rules correctly, Group employees receive very regular training. In most cases, this is dedicated training on risks considered to be the most relevant for each business line in question.

Lastly, activities are monitored by independent teams to identify any breaches of regulations and internal rules.

The results of these controls are shared with the business lines and management in question to improve our practices and to continue limiting noncompliance risks.

Results

Country Risk

To manage country risks, in particular the risks of corruption and the fight against money laundering, we have drawn up lists that allow us to graduate our diligence when we enter into a new business relationship with clients or when we carry out their operations

These lists are principally established on the basis of two criteria:

→ **Mandatory use of official country lists:**
The French Finance Ministry's list of countries under sanctions, European Union and United Nations lists, etc.

→ **Non-mandatory use of the ratings of the following two independent institutions:**

- **"Transparency international"**

This independent institution establishes a rating of each country using criteria principally based on corruption indices.

www.transparency.org

- **"Know your Country"**

This agency also provides a rating and a report for each country, principally founded on anti-money laundering criteria (including tax fraud).

www.knowyourcountry.com

These official country lists, together with ratings by independent agencies – whose use is not mandatory and solely results from the Group's internal process – allow us to draw up three country lists that correspond to three distinct levels of vigilance.

The higher the risk, the greater the level of vigilance. A refusal to enter into a new business relationship can also result from the application of these lists. In most cases it will be coupled with other criteria used in our risk matrices (activity exercised, amounts involved, origin of funds and persons under sanctions). This analysis is made for the riskiest cases by the Group's compliance teams.

To reflect changes to official lists and ratings by independent agencies, these lists are regularly updated.

Performance

62% 
of employees exposed to risks
have been trained.*

* The scope of employees exposed to AML/CFT risks differs greatly between France and Germany:

- In France, the compliance department is responsible for their identification. 135 employees were trained in 2018.
- In Germany, all employees must receive training once every two years on these issues. 455 employees were trained in 2018.

“
Helping *women, men and
companies* to grow over
the long term.
”

Reporting framework

Pursuant to the legislation applicable to it, the ODDO BHF Group is required to publish non-financial information annually in a Non-Financial Performance Report (*NFPR*) covering its consolidated scope. In this framework, the Group is required to have its Corporate and Social Responsibility (*CSR*) information verified by an Independent third-party body.

TEXTS OF THE APPLICABLE LAW

Ordinance no. 2017-1180 of 19 July 2017 relating to the publication of non-financial information by some large companies and some groups of companies;

Decree no. 2017-1265 of 9 August 2017 applying ordinance no. 2017-1180 of 19 July 2017 relating to the publication of non-financial information by some large companies and some groups of companies;

Decree of 14 September 2018 modifying the decree of 13 May 2013 setting out the terms in which the independent third-party body performs its role.

Reporting scope

The Non-Financial Performance Report covers all entities of the ODDO BHF Group. It should be noted that the figures presented in this report may not cover some units considered to be insignificant because of their number of employees or the surface area of their offices. The details are given below.

Identification of the principal risks, definition of policies and KPIs

The selection of the Group’s principal risks was made on the basis of expert opinions, in particular from the list of CSR subjects contained in Decree no. 2017-1265 of 9 August 2017. These experts, who are heads of departments or specialists in specific subjects, have identified the Group’s principal non-financial risks.

For 2018, the principal non-financial risks identified were the following:

- **RISK 1**
Incur unnecessary additional costs and endanger the Group’s current or future operations. In particular, the principal challenge for the Group today is to recruit young people under the age of 30 to ensure the transmission of expertise within the company and guarantee the Group’s long-term performance.
- **RISK 2**
Make recruitment errors, leading to a mismatch between the recruited employee and the needs of the position and/or the Group and result in an exit (resignation or lay-off).

- **RISK 3**
Failure to aid people with disabilities would hamper their performance and career development and lead to a risk of a loss of talent.
- **RISK 4**
A mismatch between the skills of current employees and those required for their position would have a negative impact on the current and future fulfilment of their duties.
- **RISK 5**
Take sponsorship action that is inconsistent and at odds with the Group’s values and its funds’ bylaws.
- **RISK 6**
Non-compliance with French and, in the near future, European regulations on environmental subjects: failure to respond to growing demand from institutional SRI (Socially Responsible Investment) and traditional investors eager for long-term research integrating, besides financial criteria, ESG (Social, Environmental, Governance) criteria; application of ESG data that is not reliable.
- **RISK 7**
Be inconsistent with the Group’s responsible investment policy by failing to apply a policy for reducing our consumption of energy or raw materials and our greenhouse gas emissions.

→ **RISK 8**

Work with suppliers in a risky situation (economic, ecological or social): a panel of inappropriate suppliers could pose a risk to our reputation and the successful conclusion of our operations.

- **RISQUE 9**
- Failure to maintain a suitable and effective procedure to limit as far as possible the Group’s exposure to the risks linked to its activities:
- market abuse,
 - money laundering and the financing of terrorism,
 - corruption,
 - non-protection of the client’s interests.

These experts have then specified the policies to implement at the Group level, together with key performance indicators for monitoring their implementation. The key performance indicators and their scope are listed below.

The following four subjects mentioned in article L.225-102-1 are not among the Group’s principal risks:

- the fight against food waste,
- the fight against food insecurity,
- the respect of animal well-being,
- commitments to responsible, fair and sustainable food.

Details about figures

The figures presented in this non-financial report relate to the period from 1 January 2018 to 31 December 2018 inclusive. Contributors to the report are responsible for the reliability of figures provided for the Non-Financial Performance Report.

The heads of the Department or Service in question are responsible for approving forwarded information. The Risks Department and the Communication and Marketing Department are responsible for consolidating forwarded information.

RISK	KEY PERFORMANCE INDICATOR	SCOPE*
RISK 1	Percentage of employees under the age of 30 in the total workforce.	Geographical scope: Group. Contracts taken into account: Permanent contracts.
RISK 2	Trial period approval rate	Geographical scope: Entities applying the recruitment procedure. Staff at ODDO BHF Tunis are excluded from this KPI. Contracts taken into account: Staff on permanent contracts recruited in 2018 excluding internal transfers, contract conversions and external growth. Breaches of contract during the trial period are recorded on the same bases.

*Headcount and FTE figures are calculated at 31/12/2018 unless indicated otherwise in the table.

RISK	KEY PERFORMANCE INDICATOR	SCOPE*
RISK 3	% of requests granted	Geographical scope: France and Germany.
RISK 4	% of total workforce trained over the course of the year.	Geographical scope: France and Germany. Contracts taken into account: Permanent contracts.
RISK 5	% of employees involved in the endowment fund’s actions. Average donation per employee	Geographical scope: Staff at ODDO BHF Tunis and ODDO BHF AG staff located in Abu Dhabi and Vietnam are excluded from this KPI. Contracts taken into account: Permanent contracts, temporary contracts and trainees.
RISK 6	% of assets under management in ESG integration. Relevant indicators taken into account (carbon intensity, exposure to fossil fuels, green share).	Geographical scope: OBAM Group.
RISK 7	Paper consumption per FTE (number of sheaves of paper per FTE). Electricity consumption: per FTE (kWh/FTE).	Geographical scope: France (Madeleine, Millénaire, Haussmann, Lyon, Strasbourg) and Germany (Frankfurt and Offenbach). Contracts taken into account: No exclusion applied for the calculation of FTE at the sites taken into account. Geographical scope: France (Madeleine, Millénaire, Lyon, Strasbourg) and Germany (Frankfurt and Offenbach). Contracts taken into account: No exclusion applied for the calculation of FTE at the sites taken into account.
RISK 8	Ratio of suppliers contacted who were evaluated in the framework of the EcoVadis campaign.	Geographical scope: France.
RISK 9	% of employees exposed to AML/CFT risks who have received training.	French scope: List of employees exposed to AML/CFT risks defined by compliance. German scope: All employees are exposed to AML/CFT risks except members of the board (“Vorstand”) and canteen employees.

*Headcount and FTE figures are calculated at 31/12/2018 unless indicated otherwise in the table.

2018
NON-FINANCIAL PERFORMANCE
REPORT



ODDO BHF

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