

Social & environmental
COMMITMENTS
2021



ODDO BHF



PHILIPPE ODDO, General Partner & CEO

Dear clients, dear employees, dear partners

The social and environmental responsibility of each individual and company is now a key issue for the future of our society, one that has become even more important in the context of the health crisis and the latest climate change.

Committed for many years to a responsible approach, the ODDO BHF Group is aware that the response to this major challenge will be based in particular on the regular adaptation of our offers and services, our business lines, our working environment and the choice of our partners, to the new market standards.

In concrete terms, in 2021, the Group has strengthened the ESG coverage of its investment universe (66% of the assets of our open-ended funds include ESG criteria and 25% are labelled), undertaken the reduction of its carbon emissions (with, in particular, the introduction of a decarbonised mobility policy), signed a Handicap Agreement to promote employment, set up an ambitious gender balance program, and initiated the transformation of its procurement policy in order to be ever more responsible.

Our foundation in Germany and our endowment fund in France also work each year to promote a more caring society by supporting numerous projects in the fields of medical research, education, culture and emergency aid to populations weakened by human and climatic tragedies.

We are pleased to detail each of our actions, our challenges and our ambitions in the next pages of this report. Through our slogan, *Make everyday an opportunity*, we want to emphasise the importance of seizing every moment, every opportunity to build the world of tomorrow. Let's give ourselves, all together, the possibility of achieving this.

PHILIPPE ODDO
General Partner & CEO, ODDO BHF

March 2022

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everyday
AN OPPORTUNITY

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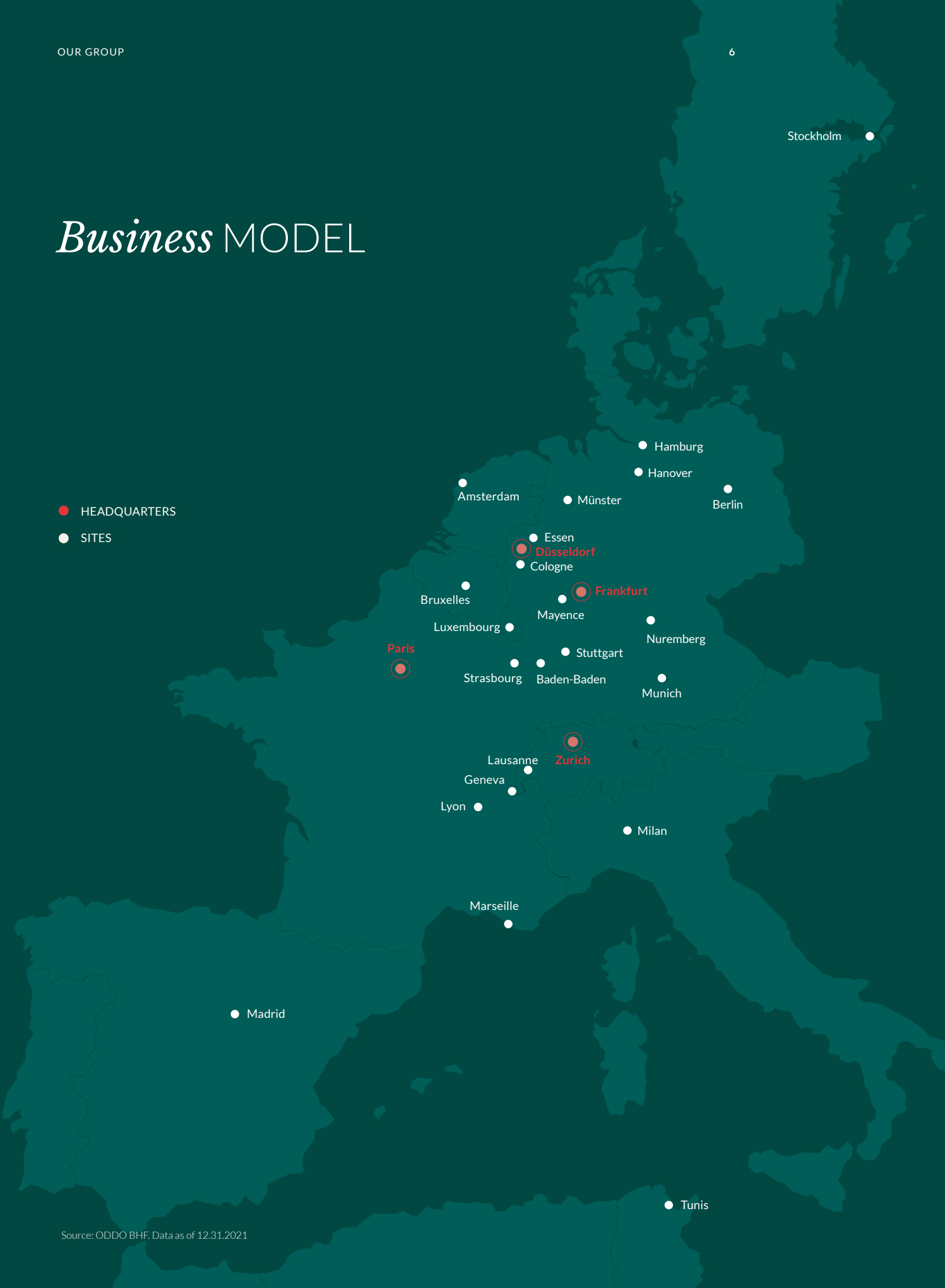
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Business MODEL

- HEADQUARTERS
- SITES



Source: ODDO BHF. Data as of 12.31.2021

+ INTERNATIONAL



We are fortunate to have more than **60,000 clients**, institutional investors, companies, distribution partners and large private clients whose financial assets we advise, manage, and invest for a total amount of **142 billion euros**. Our mission is to grow these assets through **our four businesses**.

PRIVATE WEALTH MANAGEMENT

We develop customized investment concepts and solutions for entrepreneurial families and their family offices, high-net-worth individuals and foundations. Our goal is to preserve and grow our clients' wealth, allowing them to pass it on successfully to the next generation.

ASSET MANAGEMENT

Whether listed securities, private assets or savings products, our global Asset Management offering covers all asset classes and investment solutions for our clients and partners. In each of our three businesses - asset management, private assets and independent financial advisory - we seek to create sustainable value for them, in line with their expectations and investment objectives.

CORPORATES & MARKETS

In all our businesses - equity and fixed income brokerage, corporate finance, metals trading, international and corporate banking - strong values of independence, excellence and partnership guide us in the way we conduct our businesses. Our presence in Europe and around the world, our market expertise and deep understanding of our clients' needs enable us to seize the best opportunities. Thanks to these assets, our clients view us as a financial partner of choice.

BANKING SERVICES & TECHNOLOGIES

We offer a full range of front-to-back solutions including custody account management for asset managers, as well as administrative, operational and IT outsourcing for private banks and insurance companies. Expertise, commitment, entrepreneurship: these three words sum up the core of our service offering to professionals.

RESOURCES



2,500

employees



€1,064M

equity



5,088 KWH

of energy consumed per FTE in 2021,
as part of our operations

1,512

paper sheets consumed per FTE in
2021, as part of our operations

RESULTS



15%

solvency ratio (CET 1)



€142 BN

client assets



1,165 KWH

of energy saved in average per FTE
in 2021, vs. 2020

987

paper sheets saved in average per
FTE in 2021, vs 2020

EUROPEAN TAXONOMY

The European Taxonomy is a classification system that lists sustainable economic activities. It is one of the pillars of the European Union's efforts to encourage sustainable investment and, in so doing, ensure the transition of the European economy to a more sustainable model.

As a financial institution, the ODDO BHF Group is subject to a gradual reporting obligation in terms of eligibility and alignment of its activities (investments, credits, etc.) with the European taxonomy. The purpose of this is to show to what extent the Group plays a role in supporting the green transition.

We have only taken into account the credit portfolio in the analysis, and estimate that 3%* of the Group's total assets are eligible for the European taxonomy. Nevertheless, this percentage will increase significantly next year, once the information provided by non-financial institutions is published.

* FTE: Full-Time Equivalent | Covered perimeter: all entities of the ODDO BHF Group

*This ratio is a voluntary statement based on an analysis of the NACE codes of the concerned companies.

CSR AMBITION

Long-term commitment is one of our core values. We aim to act as a responsible player by integrating sustainable development issues into our daily activities and strategies.

In line with our ESG expertise and products, we are committed to sustainable initiatives based on **3 main pillars.**

To bring this CSR ambition to life, a dedicated team leads and coordinates the various initiatives, ensuring their consistency at Group level. The team is supported by the relevant ESG experts in our various businesses and by representatives of the teams concerned by the measures implemented and monitored (procurement, IT, HR, office management, marketing, communication, etc.).

Our organization allows us to be consistent in our approach, to represent CSR issues at the level of top management, to take decisions and to work with the relevant experts, while involving as many employees as possible.



ODILE JOURNY
Head of HR Development
and Group CSR



CAROLINE D'HEROUILLE
Group CSR Project Manager

01

Champion our employees

Employees are at the heart of our strategy. A range of measures have been taken to help retain talented people and create professional opportunities by integrating diversity within teams, a major performance driver.

02

Limit our environmental impact

We want to limit our environmental impact and guarantee the control of our carbon footprint, by implementing a low-carbon approach and an ambitious action plan to reduce our emissions.

03

Act towards a cohesive society

Through our dedicated entities, the ODDO BHF Agir pour demain (Acting for Tomorrow) endowment fund and the independent foundation BHF BANK Stiftung, we promote the development of the regions where we operate by supporting educational, social and artistic projects in which our clients and employees are regularly involved.

KEY DATES OF *our commitments*

- Champion our employees
- Limit our environmental impact
- Act towards a cohesive society

1999

Creation of the BHF BANK STIFTUNG foundation



2005

Development of ESG expertise within the Equity Research department

2007

Creation of the Handicap Committee in France (now called Mission Handicap)

2010

ODDO BHF AM becomes a signatory of the Principles for Responsible Investment (PRI)



2012

Creation of the Acting for Tomorrow endowment fund




ODDO BHF AM: Formalisation and integration of governance analysis (ODDO BHF Génération)

2014

ODDO BHF AM: Formalisation and integration of human capital analysis (ODDO BHF Génération)

2015

Double ISO 9001 and ISO 14001 certification thanks to the work of ODDO BHF Metals



ODDO BHF is a signatory of the United Nations Global Compact



2017

ODDO BHF AM launches its internal analysis model covering ESG aspects

2018

ODDO BHF AM becomes a signatory of the Climate Action 100+



2019/2022

EcoVadis gold medal



2020

Creation of the CSR task force

Creation of the Sustainable Development Committees (France, Germany, Tunisia)

Seven ODDO BHF AM funds are certified as SRI and two as FNG

Development of an ESG analysis method for credit research

ODDO BHF Metals becomes a "General Supporter" of the Aluminium Stewardship Initiative (ASI)



ODDO BHF AM launches the ODDO BHF Green Planet fund

Creation of the Low-Carbon Committee at Group level

ODDO BHF PWM focuses on ESG criteria in asset management

Implementation of gender balance and empowerment programmes (training, raising awareness, processes)

2021

ODDO BHF SCA signs its first Handicap Agreement

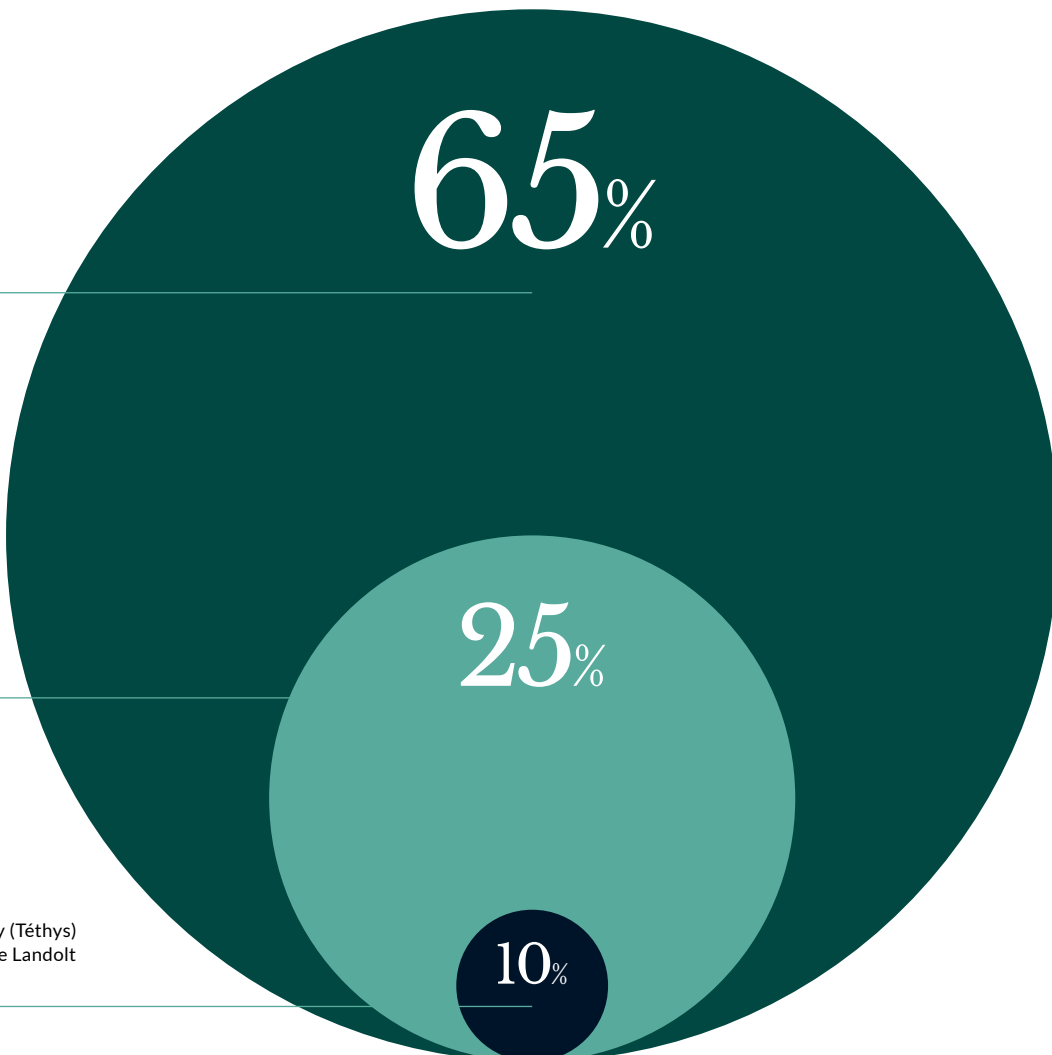
Champion
OUR EMPLOYEES

Employees are at the heart of our strategy. A range of measures have been taken to help retain talented people and create professional opportunities by integrating diversity within teams, a major performance driver.

Involving our employees IN THE GROUP'S SUCCESS

We are committed to attracting and retaining talent notably by offering them the opportunity to become shareholders of the Group, alongside the Oddo family. Together, they own 90% of the share capital.

We aim to align our interests and values with those of our clients and partners, as we design for them responsible solutions in line with their aspirations and those of our societies. We wish to promote, together, a world where every day is an opportunity.



AUORE VAN DER WERF
Global Head of Human Resources & Corporate Social Responsibility

European roots, entrepreneurial spirit and wide range of expertise: these key assets enable us to offer unique professional experiences through a variety of career paths and multiple opportunities for mobility across Europe.



Recruit SUCCESSFULLY

Our HR teams work with managers to find the right match between the composition of our workforce and the Group's current and future needs.

Currently, one of the challenges for the Group is to build mixed teams in terms of seniority, in order to capitalize on the knowledge of all generations and build the Group of tomorrow. The aim is to avoid compromising current and future operations and to ensure that knowledge is passed on to guarantee the effective operation of our business. ODDO BHF is thus committed to rebalancing its age pyramid.

POLICY

Recruiting talent is a strategic challenge for the Group.

Through data analysis based on various criteria (job, type of contract, age, seniority, etc.), we have been able to launch in 2019 a junior recruitment policy. This policy aims to balance the workforce in terms of age and develop the Group's activities over the long term. In parallel with this junior recruitment plan, we strive to achieve the best possible interaction between the various generations that make up our teams, and which ensure vibrancy and performance.

PERFORMANCE

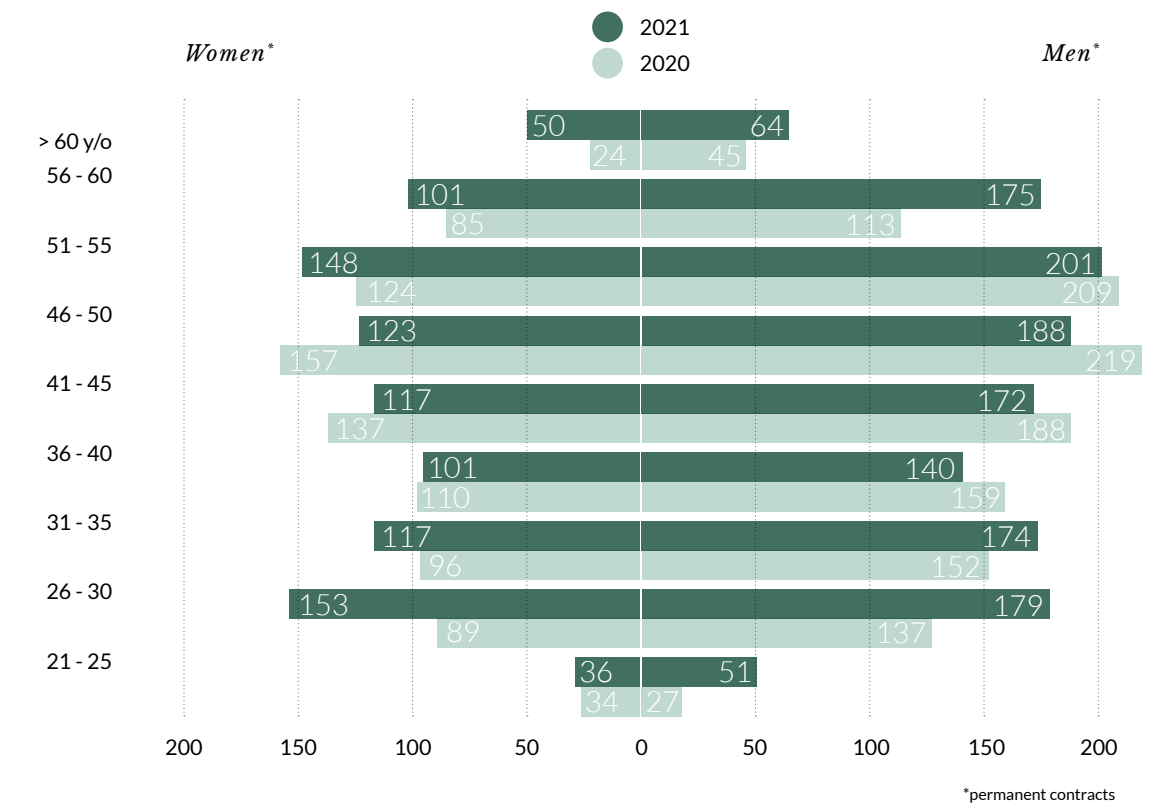
▲ 18.3%

of employees are 30 years old or younger in 2021 at Group level (vs. 16.46% in 2020)



STEFFEN HAHN
Head of HR, ODDO BHF AG

BREAKDOWN OF EMPLOYEES BY GENDER AND AGE AT GROUP LEVEL





AUDE BOUTARD
Equity Syndicate Associate
Former VIE in Frankfurt

The VIE in Frankfurt gave me a valuable experience abroad. I had the opportunity to discover the functioning of the ODDO BHF Group and was thus able to prepare for the rest of my career more easily and build my internal network.

RESULTS

To attract young talented employees to the Group, our HR teams pursue a range of activities to boost our visibility.

Campus Management events support the Group's visibility and the recruitment of young graduates in France and Germany. Once again this year, the forums of our partner schools and universities have been maintained and organized virtually. At the same time, we continued to develop partnerships with the best schools and universities in France, Germany and Switzerland.

The HR teams have also set up several specific development programs to support employees in their careers. For example, we offer several Graduate Programs, highly selective, combining responsibilities, mentoring and mobility abroad. These programs, which last from one to two years, enable young French and German-speaking graduates to join the Group, with specific support throughout the program. We also regularly recruit young professionals on a VIE (Volontariat International en Entreprise) placement in Frankfurt and Düsseldorf to offer them an international experience and to highlight the Group's expansion and the desire to mix teams in terms of nationality.

As a result of these actions, 81 junior employees were hired on permanent contracts in France, Germany and Switzerland.

With its development in Europe, the Group is keen to encourage internal, and particularly international, mobility. Since 2017, more than 40 mobilities between France, Germany and Switzerland have already taken place.



Train EMPLOYEES



The Group is committed to providing a rich and wide training offer to meet both employees' aspirations and the Group's current and future needs.

The various training courses offered are designed to enable employees to improve their specific and general skills, and to provide them with the tools they need for promotion and mobility.

Training employees also helps to avoid any mismatch between their skills and the requirements of their position, which would have a negative impact on the performance of their mission.

POLICY

The Group's objective is to ensure that current employees maintain and improve their skills while respecting their current and future needs and the Group's strategy. To this end, a dedicated training budget is set aside each year to meet employees' training needs. Individual needs can be expressed during end-of-year appraisals and are discussed with management at the start of the following year. In order to ensure alignment with the Group's strategy and in addition to individual requests, a training policy is adopted every year.

RESULTS

3 main areas of training in 2021

› The training of our teams to the challenges of gender diversity

In France and Germany, managers and teams have been trained by specialized firms to better integrate the importance of gender diversity as a performance driver.

› Innovation

We offer to our employees in France a CFEE (Campus Formation Etudiants Entreprises) programme. This programme was created by the Innovation Factory and the Web School Factory, which teamed up with PSL (ParisTech, École des Chartes, ENS, ESPCI, Dauphine) to develop a program to assist companies with their digital transformation.

› Managerial skills

The development of a common managerial culture is a very important driver in the construction of our Group. Therefore, we have set up a common online coaching program for all the managers of the Group, based on the 8 competencies representing the managerial skills and behaviors we wish to develop to support our growth.

PERFORMANCE

▲ 65%

of employees in France received training in 2021 (vs. 62% in 2020)

▲ 66%

of employees in Germany received training in 2021 (vs. 56% in 2020)



PHILIPP MONNET
Head of HR Development
ODDO BHF AG & HR Business
Partner

In 2021, the Group continued to adapt by offering both on-site and remote training to its employees. Individual and group training continued to be offered on the following topics: management, gender balance, foreign languages, public speaking, digital tools, social networks, ESG/CSR, business expertise, training on regulatory changes, etc.

Digital pitch training was also offered to a large number of employees, as part of a collective project to embody the Group's image in our communication and in our daily activities. Some of these sessions were designed to enable employees to better understand the Group's CSR ambition. A number of Coffee & Learn and other types of digital conferences were offered internally, in English as well as in French and German, to train and inform employees on current topics within the Group.

40

women have been trained or supported within the framework of the Gender Balance Program in France and Germany in 2021

23

Coffee& Learn were organized within the Group in 2021, on various topics



ENSURE *gender diversity* WITHIN OUR TEAMS



Convinced that diversity within teams is a real performance driver, the Gender Balance Program that we deployed in 2020 within the Group with the support of the Executive Committees and piloted by the HR teams, aims to promote gender balance within teams and at all levels of responsibility.

POLICY

Our Gender Balance Program is based on 4 pillars:

01

Management commitment: a diagnostic assessment was carried out to identify goals and measurement tools for each department

02

Awareness-raising and training for management committees, women, managers and all employees

03

Adjustment of HR and management processes: recruitment, career management

04

Communication: special attention to our employer image

RESULTS

The stake of gender diversity within the teams and at all hierarchical levels within the Group is at the heart of our HR policy. Particular attention is paid to the development and career of women within the Group, who are identified for training and external speaking engagements, or for potential mobilities and/or new responsibilities.

Campus Management is also involved in this approach and works with targeted schools and universities to attract young female students and thus build up a pool of mixed candidates.

In 2021, a partnership has been established with Willa in France, an incubator for start-ups created or co-created by women, to reflect the Group's commitment and support for female entrepreneurship, particularly in the Fintech sector.

PERFORMANCE

▲ 21%

of women managers within the Top Management (ODDO BHF Strategic Forum program) (vs. 16% in 2020)

41%

of new joiners among juniors were women in 2021

82

women were trained in the framework of the Gender Balance Program in France and the Empowerment Program in Germany, since 2019

Support and educate EMPLOYEES ON THE TOPIC OF DISABILITY



Supporting employees with disabilities is essential to avoid any limitations on their performance and development, which could lead to a real risk of losing talent. This is why this issue is carefully addressed in France by the «Mission Handicap» and in Germany by a committee of elected employees.

We are committed to maintaining a system to support our disabled employees, to enable them to carry out their job in the best possible conditions, and to carry out awareness-raising actions for all employees.

PERFORMANCE

100%

of requests to adapt workstations and support disabled employees were fulfilled in 2021 (as in 2020).

POLICY

Supporting employees with disabilities often means making adjustments to their workstations and working conditions to enable them to compensate for their disability and make the most of their skills.

In France as in Germany, Handicap Referents support employees who contact them on a daily basis, providing assistance in applying for recognition as a disabled worker and deploying concrete measures to facilitate job retention. Communication initiatives are also carried out by Human Resources in order to raise awareness among employees and management on the topic of disability.

In France, ODDO BHF SCA entity has signed a Handicap Agreement since January 1st, 2021, which engages it with the competent authority. The main challenges identified to ensure the best possible inclusion of people with disabilities within the Group are as follows:

- › Promoting the recruitment and integration of employees with disabilities into our teams
- › Creating the conditions needed for the development and success of employees with disabilities
- › Raising awareness among all employees and training managers on the issue of disability
- › Developing collaboration with sheltered sector establishments and the use of these structures for the purchase of goods and services

The good practices set out in this agreement are applied to all entities in France and represent an objective for Germany.

3%

of employees with a disability in France in 2021

3%

of employees with a disability in Germany in 2021



MÉLANIE RUFINO
Training Manager & Handicap Referent in France



PETER FRÖHLINGER
Chairman SWIFT Technical Advisory Group & Handicap Referent in Germany

RESULTS

Employees with disabilities are supported by dedicated referents and HR teams to provide the material conditions needed to adapt, organize their working hours and develop their careers.

In addition to regular communication via the intranet and the weekly newsletter, a number of awareness-raising initiatives have been renewed and deployed in France, including:

- › The organization of a Coffee & Learn event presenting the Group's commitment to employees and during which testimonials were delivered
- › Offering face-to-face training and awareness-raising workshops, with the help of a specialized organization
- › Animations proposed in the form of plays in the offices, followed by a time for exchange and discussion
- › New managers have been systematically trained on disability topics with the help of the specialized firm Goods To Know, in France.

In addition, several partnerships have been created in France to raise awareness about disability topic externally and in order to recruit profiles with disabilities, and we have participated in dedicated events in 2021:

- › HEC Paris Handicap: a student association whose aim is to organize awareness-raising activities on the HEC campus
- › Arpejeh: an association that promotes training, certification and employment for young people with disabilities
- › Dedicated recruitment forums and support from a recruitment firm specializing in the search for disabled profiles



Live diversity WITHIN THE GROUP

Diversity, Equality & Inclusion requires the creation of a workplace that is appreciative, respectful, and supportive of each employee.

Our aim is to attract, develop, excite, and retain talents. To this end, we emphasize the importance of inclusive behaviors and skills and consistently strive to develop each employee's full potential to also achieve the greatest possible success for our clients.

We build a consistent integrative culture. We handle all dimensions equally and apply measures through-out the Group and in all areas.

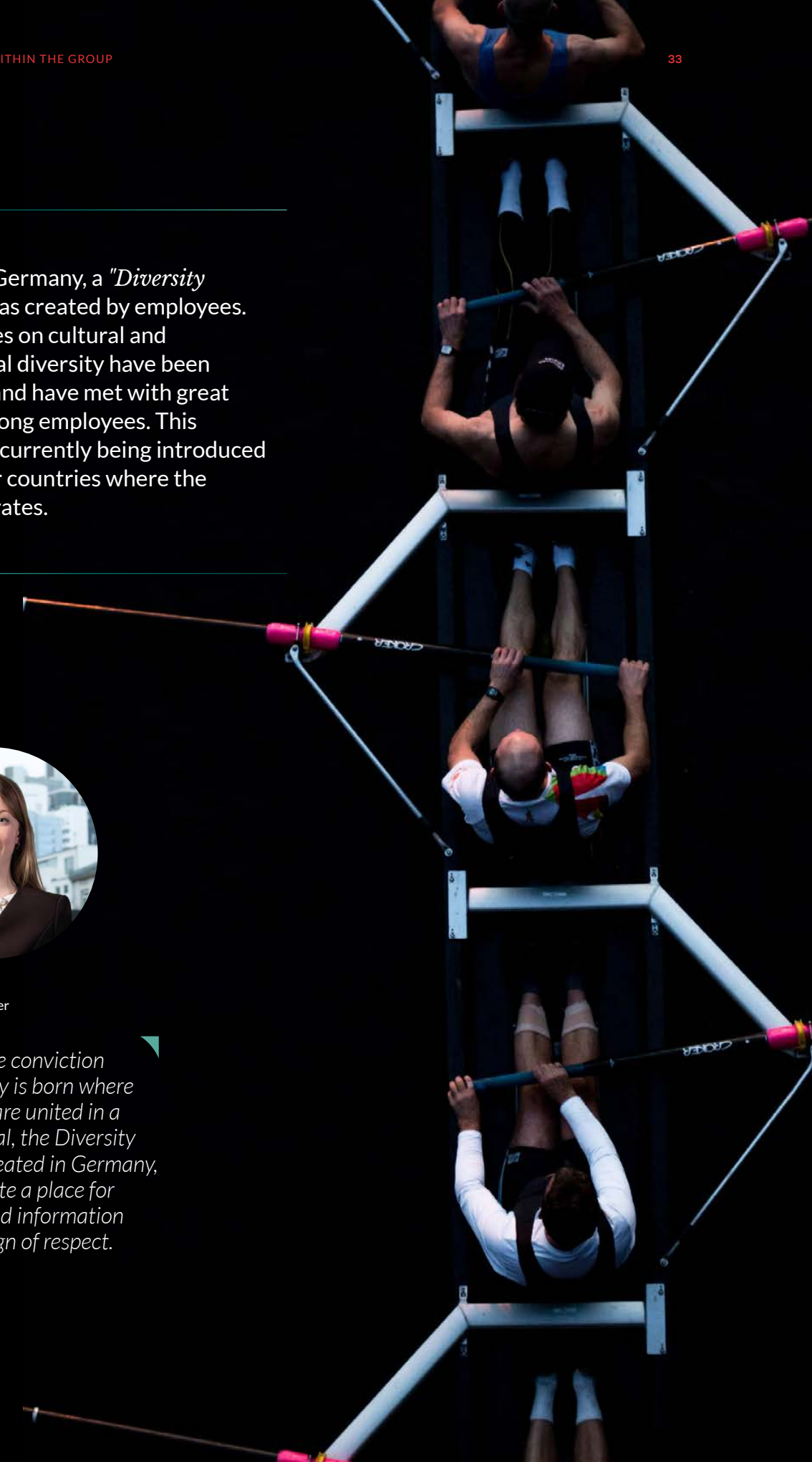
For our employees, we ensure a safe and open environment that fosters innovation and creativity. For our clients, we follow a global approach with local roots to deliver the most relevant and inclusive products.

In 2021 in Germany, a "*Diversity Network*" was created by employees. Conferences on cultural and generational diversity have been organized and have met with great success among employees. This initiative is currently being introduced in the other countries where the Group operates.



JULIANE KERN
HR Business Partner

Based on the conviction that diversity is born where differences are united in a common goal, the Diversity Network, created in Germany, aims to create a place for exchange and information under the sign of respect.



Limit
OUR ENVIRONMENTAL
IMPACT

We want to limit our environmental impact and guarantee the control of our carbon footprint, by implementing a low-carbon approach and an ambitious action plan to reduce our emissions.

Manage OUR CARBON FOOTPRINT



4%

of our global CO₂ emissions come from our operations on scopes 1 and 2 (electricity, heating, car fleet, etc.)

96%

of our emissions come from our indirect emissions (purchases, IT, etc.)

We are aware of our responsibility to integrate sustainable development issues - particularly on the subject of climate change - into our operations, and we are committed to doing so in order not to put our business at risk, from a regulatory point of view and with respect to our clients.

In line with our desire to be a responsible player through our investment policy, we are committed to limiting our own environmental impact and ensuring that our carbon footprint is under control. We calculate our carbon footprint at Group level, which allows us to monitor our carbon emissions and provides us with guidelines for implementing an action plan.

POLICY

In view of the results highlighted by our carbon footprint carried out in 2020 on 2019 operating data, an action plan has been implemented to reinforce the initiatives already carried out, with the following main lines of action:

- › **An ever-more responsible and low-carbon purchasing policy**
- › **Low-carbon mobility (business travels and commuting)**
- › **Enhancing our responsible digital technology approach**
- › **Optimized use of buildings**
- › **A communication and awareness-raising system on the climate issue**

In 2021, the low-carbon committee, composed of at least one representative from each of the action plan's divisions, worked on deploying actions and measuring the results of the progress made, with the help of a specialized firm and in anticipation of the carbon footprint calculated in 2022 based on 2021 operating data.

We regularly monitor quantitative indicators in order to control our ecological footprint. In particular, we pursue our efforts to control energy consumption and we are committed to digitalization by implementing tools and working methods that will significantly reduce paper consumption. A balance must be found between this digitalization approach and the responsible digital approach.

PERFORMANCE

▼ 5,088 KWH

consumed per FTE in 2021 (vs. 6,253 in 2020)

363.4 tons

of CO₂ generated by our business travels
(planes, trains, hotels) in 2021

▼ 1,512

paper sheets used per FTE in 2021 (vs. 2,499 in 2020)

RESULTS

With the support of the specialized firm Crowe - Sustainable Metrics, the members of the Low-Carbon Committee and their teams have been able to implement actions to reduce the Group's carbon footprint and integrate this parameter into their plans and strategies. Thus, initiatives have been launched or reinforced in 2021 to contribute to the Group's commitment to its low-carbon approach, including:

- › The deployment of electronic signatures in some departments. A study is currently underway to introduce recycled paper in our printer fleet.
- › For the past two years, the car fleet catalog has been reviewed in order to give preference to hybrid or electric vehicles. In 2020, 6% of the car fleet in France was made up of hybrid vehicles; in 2021, this figure has reached 27%. In Germany, 30% of the car fleet is also hybrid in 2021.
Our goal is to achieve a completely environmentally friendly fleet by 2025.
- › The inclusion of sustainability criteria in the work on our premises at 12 Madeleine in Paris. This will enable the building to obtain BREEAM Very Good certification on completion.
- › Raising awareness among employees on climate issues and on the Group's low-carbon approach, through Coffee & Learn, the creation of an internal Responsible IT User Charter, and the deployment of the Climate Fresque internally.

- › Improved management of stored IT data, enabling the reallocation of 118 TB (terabits) to other uses in 2021 at Group level.
- › The installation of water fountains connected to the city network on some of our sites in France and Germany.
- › Recycling of our IT equipment with the help of an adapted company that recruits people with disabilities.

For more information, discover
[our Low-Carbon Approach 2021](#).

In parallel of our action plan to reduce our carbon footprint, we are studying offsetting projects, particularly through the creation of *carbon sinks*. To this end, a project to reforest 2,700 hectares of land is underway.



HERVÉ WALLERAND
Head of Group Corporate
Real Estate Management



ZINEB BENNANI
IT Project Manager

Develop a responsible PROCUREMENT POLICY

We take into account social and environmental impacts in our relations with our suppliers and subcontractors in order to preserve the effective performance of our operations and our reputation. We are committed to extending the scope of the EcoVadis CSR assessment to the entire Group by including German suppliers. In 2022, ODDO BHF SCA is once again awarded with the EcoVadis Gold Medal, which was obtained for the first time in 2019. The three areas in which we are improving are the environment, social and ethics.



POLICY

We have developed a responsible procurement policy based on two main principles:

- › The use of the protected sector
- › Selection of responsible service providers and suppliers

The Procurement Department includes CSR criteria in the evaluation of bids received for major Group projects, in order to rely on suppliers who are themselves committed to controlling their own carbon footprint.

PERFORMANCE

▲ 80%

Ratio of suppliers contacted who have been assessed in the 2021 EcoVadis campaign (vs. 48% in 2020)



SAMIRA SALOOJEE
Team Leader Procurement

A monitoring and verification process has been set up for contracts with suppliers and subcontractors on the following points:

- › Compliance with regulations and the Labor Code
- › Payment of social security contributions

The Procurement Department systematically includes a CSR clause in RFPs (requests for proposals) conducted throughout the year. At the end of 2014, the Group joined EcoVadis, the first collaborative platform enabling companies to assess the environmental and social performance of their suppliers worldwide. This partnership with EcoVadis continued in 2021 with the evaluation of 50 suppliers from the Procurement Department. The choice of suppliers to be evaluated is based on one of the two following criteria: either the size of our spending with the provider, or the criticality of the services and products provided. Among these 50 major suppliers, 40 have been rated.

The methodology applied by EcoVadis is based on the analysis and rating of the policies, actions and results implemented by our suppliers on four main themes: environment, social, ethics and subcontracting. This rating, issued following the collection of supporting documents, guarantees that we are working with suppliers with good environmental and social performance.

The Procurement Department continues its responsible sourcing efforts and has started a partnership with a supplier operating in France, Germany and Switzerland, to recycle and give a second life to computer equipment still in working condition. In addition to the responsible dimension of its activity, this supplier has the status of an adapted company and therefore recruits at least 80% of disabled employees. This example illustrates the full commitment of the Procurement Department to the various CSR topics addressed by the Group.

Act
TOWARDS
A COHESIVE SOCIETY

Through our dedicated entities, the ODDO BHF Agir pour demain (Acting for Tomorrow) endowment fund and the independent foundation BHF BANK Stiftung, we promote the development of the regions where we operate by supporting educational, social and artistic projects in which our clients and employees are regularly involved.

Since 2016, the ODDO BHF Acting for Tomorrow endowment fund and BHF BANK Stiftung have been sharing experiences and developing joint initiatives on both sides of the Rhine river (mutual support for our historic partners, call for donations and joint contributions, cross-border projects, etc.).

ODDO BHF *Acting for Tomorrow*



We are involved in fund-raising campaigns, to which our employees and clients contribute through the ODDO BHF Acting for Tomorrow endowment fund, with two goals:

- › **To involve teams in joint actions and projects**
- › **To structure social engagement initiated within the Group and anchor it in two main areas:**
 - Emergency support: natural, environmental or humanitarian disasters, social emergencies.
 - Support for research and education: scientific or medical research, support for schools and other educational organisations.

The involvement and mobilization of our employees and clients is the key to success of the ODDO BHF Acting for tomorrow endowment fund.

POLICY

In this way, the Group hopes to encourage collective momentum, enabling employees to rally around a common cause and show that the company's values and its activities are also reflected in their approach to life in society. The challenge for ODDO BHF is therefore to carry out activities in line with its values and the regulations of the fund that were laid down when it was created.

ODDO BHF Acting for tomorrow operates through a system of expendable capital grants, which enables the Group to structure its philanthropic approach and build a long-term commitment with its partners in an efficient and flexible way. An employee of the Group serves as the fund's coordinator. In close cooperation with management, he defines and monitors the sponsorship agreements, the budget and the activities of the endowment fund.

PERFORMANCE

17%

of French employees participated in the actions of the endowment fund in 2021

RESULTS

The partnerships mentioned below are the basis of the philanthropic actions of the endowment fund; in addition, specific actions may be undertaken each year, depending on the events and needs identified.

Foundation for Alzheimer's Research

Since its creation 17 years ago, we have been supporting the Foundation.

In 2021, our support focused on the research conducted by Dr. Nicolas Villain.

Doctors without Borders

Since 2014, this partnership has enabled ODDO BHF to rapidly react to humanitarian disasters, with internal calls for donations topped up by a 100% contribution from the endowment fund.

In 2021, we launched a call for donations to support the organization's actions in Madagascar, and took part in the Paris 20kms solidarity race together with 50 employees and 23 clients.

Cours Ozanam

Since the end of 2017, the endowment fund supports the Frédéric Ozanam school. This independent school, member of the Espérance Banlieues network, is invested in the northern districts of Marseille, in order to offer quality education to children.



CHRISTOPHE ROUX
Head of Financial Control
CIB and ALM & Coordinator
of the ODDO BHF Agir pour Demain fund

Télémaque

Since 2020, we support Télémaque, an organisation committed to equal opportunities.

7 employees of the Group were sponsors of promising young high school students in 2021, to support and advise them, and to give them the confidence and resources they need to achieve their ambitions.

In September 2021, the endowment fund organized solidarity dictations during the IFA conventions (Independent Financial Advisors), to the benefit of the Coup de Pouce Association, which assists children at risk of dropping out of school. More than 500 tests written by convention participants were corrected by Group employees. This initiative, accompanied by financial support from the endowment fund to the association, aimed to raise awareness in favor of the association among IFAs. Agir pour demain and Coup de Pouce were rewarded by the Grand Prix de la Philanthropie of the Ficade Group for this initiative.

Other punctual supports were also realized in 2021 (Ecole à l'hôpital, Quai des Bulles etc.).



BHF BANK STIFTUNG *Fondation*

"We go beyond borders"

The BHF BANK Stiftung was established in 1999 as a private charitable foundation under German law. The independent foundation supports the implementation of projects in search of innovative solutions to social challenges and participatory approaches.

SUPPORTED PROJECTS

Social and sciences

The BHF BANK Foundation supports young people and their families from the very beginning, encourages the improvement of living conditions for the elderly and dialogue between generations.

Sprachentdecker

The project «Sprachentdecker» (Language Explorer) supports educators and teachers in kindergartens and elementary schools in promoting children's language skills and their relationship to multilingualism. Following the positive evaluation of this innovative approach, the city of Frankfurt am Main and the state of Hesse announced at the end of 2021 that the program would be continued with public funding.

Babylotse

The support and prevention program for families with newborns living in precarious conditions is present in all maternity clinics in Frankfurt and is being extended nationwide. A study has shown that the program is successful in relieving the burden on young parents. The Foundation is financing its development in Frankfurt am Main.

lab.franco.allemand

With this lab of ideas, German-French and non-profit projects are supported in the implementation of innovative ideas in the direction of and in collaboration with young people and adults. In 2021, ten projects or organizations with this approach have been selected to participate in a six-month continuing education program. Some employees from ODDO BHF are also volunteering for the program.

DigiGen

The project promotes active discussion and reflection around the digital future between generations in Frankfurt am Main. In 2021, intergenerational groups were set up and the first step of the project was completed: the completion of the familiarization phase with the topic of artificial intelligence and subtopics such as deep-learning. In the coming year, the participants will develop a series of podcasts on artificial intelligence on this basis.

Joint action with the endowment fund Acting for Tomorrow: support following the floods
ODDO BHF employees took part in a call for donations from the Foundation in the summer of 2021 to help children affected by the floods in western Germany. Around 50,000€ were donated to local associations of the «Kinderschutzbund» (the German Federation for Child Protection) to finance emergency care and personal assistance.

Arts & Culture

The BHF BANK Foundation promotes contemporary arts in a social context and their transmission.

The UNART Youth Performance Competition

Since the beginning of the pandemic, many young people have lacked space for experimentation and cultural events have been limited. This is why offers such as the "UNART" youth performance competition have gained new importance. Teenagers and young adults between the ages of 14 and 20 bring their own performance to the stage of a renowned theater (the Schauspiel in Frankfurt, the Thalia Theater in Hamburg, the Staatsschauspiel in Dresden). They are supported by well-known artists who coach them during the preparation period. Despite the pandemic, the rehearsal phase for the 2022 performances began in 2021.

"YOU PERFORM"

The youth project "YOU PERFORM" adds an international dimension to the German "UNART" competition: the Foundation has set up a network of theaters with partners in Germany, France, Hungary, the Netherlands and Serbia. The common goal: to bring together 60 young people and give them the opportunity to work together creatively. The project, postponed due to the pandemic, was re-launched in 2021.

"Youth and Europe: Let's start with culture!"

Young people from the countries of the Weimar triangle volunteered in 2021 to participate in international workshops alongside experts on the future of the cultural sector. The feedback event at the Ministry of Culture was cancelled due to the pandemic and has been rescheduled online.

Frankfurt LAB

The Frankfurt LAB, located on the edge of Frankfurt, provides space for cutting-edge international performances, hosts major festivals, and sets up research and cooperation projects at the intersection of art, science, and society. Despite the pandemic, the rehearsal halls were used without interruption in 2021 with 364 days of use, the average occupancy rate of spectators being about 82%.

Tanzplattform Rhein-Main

The dance festival "Tanzfestival Rhein-Main" of the "Tanzplattform" took place in November 2021 for the sixth time in Frankfurt am Main and its surroundings. During two weeks, professional and amateur dance performances were presented on large stages as well as in smaller settings.

For more information, visit [the Foundation's website](#).



SIGRID SCHERER
Director of the BHF BANK Stiftung





ODDO BHF *Social Club*

Since 2013, the Social Club has brought together the social activities of ODDO BHF employees in Germany. Its members have a clear objective: to take their share of responsibility in the society.

The Social Club's initiatives aim to:

- › Create equal opportunities for disadvantaged children and young people in the society
- › Help migrants integrate into local society
- › Support families from socially disadvantaged backgrounds

Employees as Corporate Citizens

The ODDO BHF Social Club gives employees space for their social engagement.

Employees can take part in regional social projects through fundraising events and can also submit ideas for them.

Employees can actively participate in various initiatives (e.g. renovation of children's homes).

Employees support the "Arche Frankfurt" project by offering weekly homework help for disadvantaged children.

Numerous initiatives attract a large number of employees who want to actively engage in society and their environment.



MATTHIAS PILGER
Head of Middle Office Operations
& Member of the ODDO BHF Social Club

ESG
WITHIN
OUR BUSINESSES

Our businesses are actively involved in ESG (Environment, Social, Governance). In line with the expectations of their clients and stakeholders, they develop responsible products and services in consistency with our sustainable commitments.

ODDO BHF Asset Management

DEVELOPING *a responsible investment offering* IN OUR ASSET MANAGEMENT BUSINESS

We are convinced that financial players must actively contribute to the transformations of our society, particularly those linked to climate change and the digital transition. While these changes are an imperative, they also create tremendous opportunities. This is why we are committed to being part of a positive revolution through the sustainable management of our investments and a dialogue with companies.

We structure our sustainable vision around 4 axes of development and priority:

01

Focus on human capital

We strive to support investments that deliver lasting benefits to the economy, the environment and society. A focus on human capital management is critical to fostering innovation, ensuring social justice, and promoting commitments to sustainability.

02

Sustainability requirement integrated into our fiduciary duty to our clients

As a responsible asset manager, we are committed to providing our clients with a clear picture of the opportunities and challenges related to sustainability. Our independence allows our teams to be responsive, flexible and innovative in providing specific investment solutions that enable our clients to better meet their financial and sustainability objectives.

03

Long-term vision

We are constantly strengthening the integration of sustainability into our investment processes in order to better manage systemic risk and create value by selecting companies that will be able to play a role in tomorrow's world. The stability of our management teams allows us to benefit from a close relationship with the companies in which we invest, and guarantees a trusting and regular dialogue to progress on sustainability issues.

04

Corporate governance

We have defined a dedicated governance structure with 3 ESG committees that report directly to the ODDO BHF AM Global Management Committee, bringing together representatives of the main departments. The approach to sustainability in the different activities of the ODDO BHF Group is also closely monitored by the Executive Committee and the Supervisory Board.

Guided by these values, ODDO BHF AM has organized its sustainable approach around the following pillars:

- › **Exclusions from sectors** whose business model we consider to be contrary to our objectives of sustainable finance. In 2021, we have updated our exclusion policy to further support our commitment to **the environment**.
- › **ESG integration through innovative and responsible investment strategies:** equities, bonds, diversified asset management, private equity and private debt. This has become the cornerstone of the vast majority of our open-end funds. Our methodology is based on an internal model of 34 criteria giving priority to the most material elements in each of the three blocks: Environment, Social, Governance. Controversies are also taken into account, which directly impact the final ESG rating of each company. By materializing the execution risk of a company's long-term strategy, the results of our ESG analysis impact portfolio construction.
- › **Shareholder engagement (voting, dialogue and commitment):** As a signatory of the United Nations Principles for Responsible Investment (PRI) since 2010 and of the Carbon Disclosure Project (CDP) since 2006, we are involved in numerous global initiatives and working groups in France and Germany to promote a sustainable approach to investment. We focus in particular on investor coalitions promoting and encouraging the climate, environmental and social transition of the companies in which we invest.

We consider the exercise of voting rights to be an integral part of our responsibility as shareholders. In 2021, we established a new harmonized voting approach and process across ODDO BHF AM. Starting

in 2022, a new climate voting policy powered by ISS analysis will allow us to better inform our voting decisions with a clear view of the climate-related risks and opportunities for each of the companies in which we are invested ("ISS Custom Climate Model"). For funds with a sustainable finance label, we vote at all General Assemblies (GA). For all others, we vote from a minimum holding threshold of 0.05% of the capital of the companies concerned. Our voting policy is available on **our website**.

Our climate approach

Beyond simple carbon measurement, we affirm our differentiated approach by integrating a qualitative analysis of the contribution of portfolios to achieving climate objectives. To this end, we have developed an Energy Transition Analysis (ETA) to measure each company's contribution to a low-carbon economy. We also support the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) for the implementation of regulatory climate reporting that places climate risks and opportunities at the heart of each company's strategy. We use the Paris Agreement Capital Transition Assessment (PACTA) and Inevitable Policy Response (IPR) models to assess the degree to which our funds are aligned with a 2°C warming trajectory and to anticipate potential future adjustments to meet this trajectory.

With the aim of mandating additional climate risk disclosure for the 100 largest greenhouse gas emitting companies, ODDO BHF AM joined the Climate Action 100+ initiative in March 2018. We are also engaged in the CDP's Non-Disclosure Campaign to further strengthen corporate transparency on climate risks.

KEY FIGURES

2/3

2/3 of the assets in our open-ended funds include ESG criteria

1/4

1/4 of the assets of our open-ended funds have a sustainable label

14 LABELS

9 SRI-labeled funds and 1 Greefin-labeled fund in France and 4 FNG-labeled funds in Germany

+ 1,200

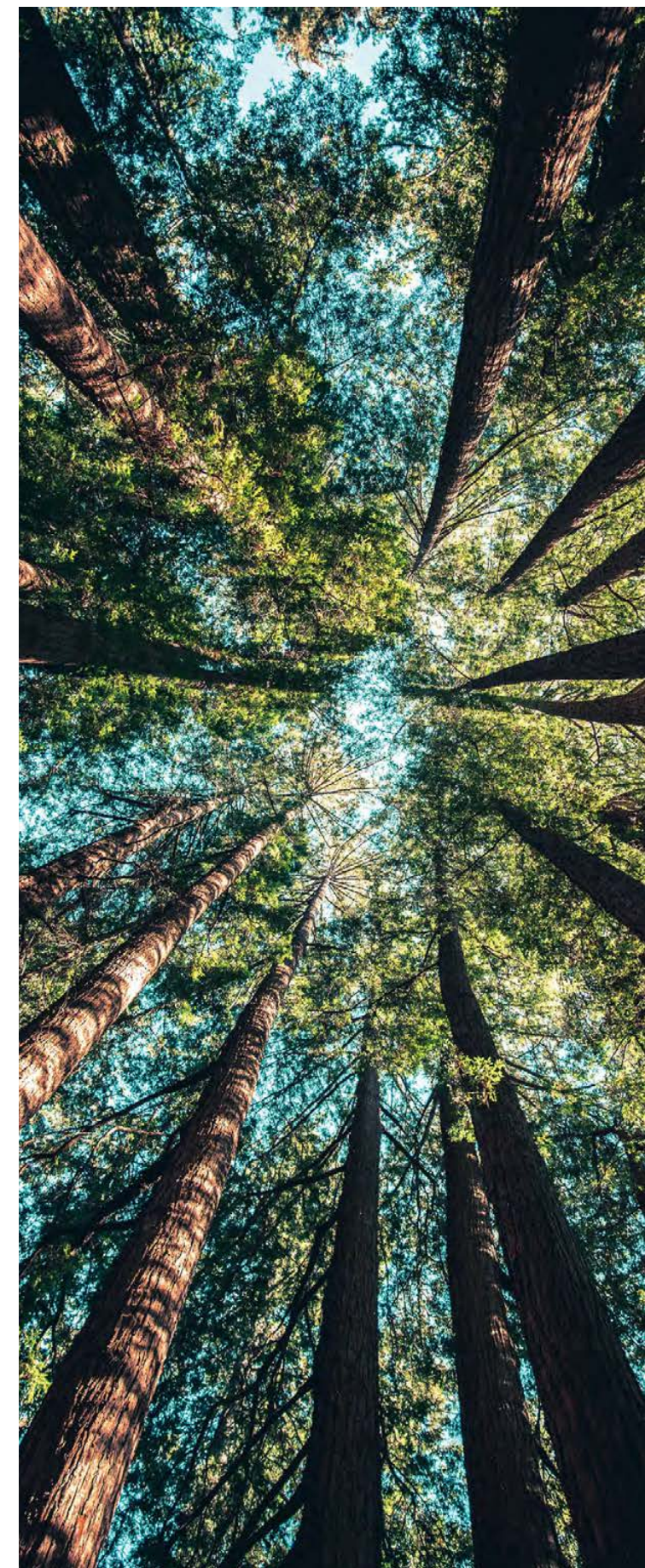
Issuers monitored through our internal ESG model

A+

10 year PRI rating on our strategy & governance



LÉA MIOMANDRE
ESG Analyst, Asset Management



ODDO BHF Equity Research

Make financial and non-financial analysis

CONVERGE WITHIN OUR EQUITY RESEARCH DEPARTMENT

ESG (Environment, Social, Governance) expertise has been developed within ODDO BHF Equity Research since 2005. The team now consists of five ESG analysts with varied profiles, each with specific expertise in ESG topics.

The Sustainability team is responsible for the ESG analysis of all stocks (small, mid and large caps) covered by ODDO BHF Equity Research analysts, i.e. over 600 companies.

Our role is above all to produce sectoral studies on key ESG themes for our investor clients. In 2021, we continued to roll out our proprietary ESG analysis methodology, based on an analysis of risks and opportunities to identify the most material issues specific to each sector, and to assess the performance of companies ("ESG opinions"). We have included the oil and gas, real estate, food service, cement and automotive sectors.

We are increasingly collaborating with financial analysts through joint studies. In doing so, we contribute to the integration of financial and non-

financial analysis in the financial research of the Research Department.

We also produce a "sustainability weekly" for our clients, covering the main ESG news of the week: innovations, controversies, regulations, etc. This work also contributes to maintaining our level of expertise on the most advanced ESG topics.

Finally, we organize and host various events designed to bring companies into dialogue with the SRI community: ESG corner of the ODDO BHF Forum, Sustainability Forum in Paris, companies' ESG Road Shows, presentations by experts, NGOs or academics on ESG topics, etc.

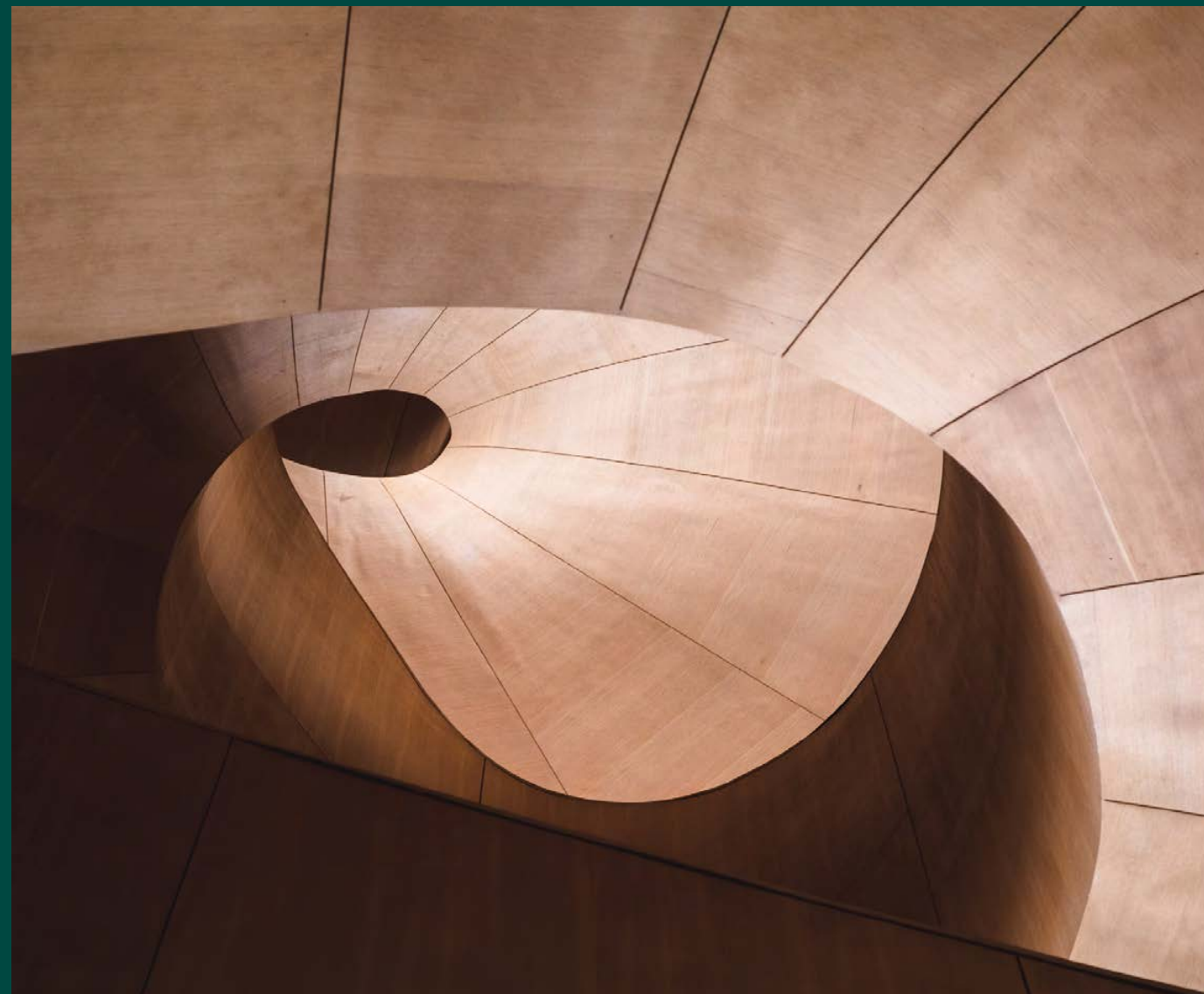
We have thus significantly expanded our offering to meet the growing need for ESG expertise and integration expressed by our clients.



JEAN-BAPTISTE ROUPHAEL
Head of Sustainability Research
ODDO BHF Equities

ODDO BHF Metals

Manage the quality and environmental impact
OF OUR METALS TRADING BUSINESS



Our activity aims to ensure the supply of non-ferrous metals to the industry and the coverage of risks on raw materials, to work permanently on the improvement of the customer satisfaction and to increase the efficiency of our internal organization.

Our willingness to continuously improve our services, in a spirit of listening and service, our commitment to comply with the requirements applicable to our business and our ambition to work responsibly with a view to protecting the environment make us a reliable partner for our industrial partners.

Having initiated the project in 2014, in June 2015 we obtained **ISO 9001 (quality management) and ISO 14001 (environmental management) certifications** under the 2008 version. These certifications were renewed in May 2021 under the 2015 version for a period of 3 years. The choice of the double certification ISO 9001 and 14001 frames and formalizes our **Quality & Environment System**. It allows us to affirm our reputation in the long term with all our customers and stakeholders (suppliers, service providers, etc.).

Our Quality & Environment System, supervised by our Chief Quality Officer, describes all the rules applicable to our activity. These methods and rules are the result of the reflections of all our employees.

At the same time, we decided in 2020 to join the ASI - Aluminium Stewardship Initiative. As it is the case for other materials, the aluminium industry has

formed an association (from the mine to the final consumer) to organize itself - from bauxite extraction and alumina to production, processing and recycling - around sustainable development objectives that include environmental criteria and other aspects of governance and business integrity.

In 2021, ODDO BHF Metals also became the first player in the financial world to become a partner of the Copper Mark, the ESG benchmark for the copper industry. The Group thus joins a group of major companies wishing to participate in improving the ESG footprint of the copper industry. As we are not ourselves industrial producers, our active participation in these associations enables us to take part in defining the strategy and to make our contribution, particularly in the areas of traceability and logistics.



ANAÏS DESBONNETS
Chief Quality Officer

ODDO BHF Private Wealth Management

Provide sustainable investment SOLUTIONS TO OUR PRIVATE CLIENTS

As private wealth bankers and investment advisors, we act in the best interests of our clients, with the purpose of improving their long-term financial results. We place a high priority on sustainability. We believe that integrating environmental, social and governance (ESG) criteria into our investment process can lead to higher risk-adjusted returns.

In parallel, we recognize our responsibility as asset managers and investment advisors in this context. In our centralized asset management, we have actively and committedly integrated the consideration of sustainability-related information into our stock selection, portfolio construction and downstream risk monitoring processes. Given our convictions, we do not invest in companies and countries that are not considered sustainable in our centralized asset management, and focus on above-average sustainable investments.

FRANCE

Increasingly demanding regulations for listed companies, coupled with client demand for meaningful and future-oriented investments, have led us to deploy environmental, social and governance criteria in all our investment choices. All of our management teams now integrate a rigorous ESG approach into the overall investment process. At the same time, we communicate with our clients through personalized meetings, events and webinars.

Our aim is twofold:

- › To familiarize our clients with these Sustainable Development topics, such as renewable energies, energy efficiency, sustainable mobility, etc.
- › To show how we can incorporate these major social and environmental issues into our investments.

To reconcile economic performance and the consideration of ESG issues, we offer our clients the opportunity to invest in committed companies through discretionary management. We also offer to assist clients with tailor-made ESG mandates.

ESG criteria integrated into our management:

- › Analysis of the sustainability and viability of the business models of companies that could

become part of our clients' portfolios, and exclusion of unsustainable sectors.

- › Focused investments on companies and government issuers with high sustainability performance and ratings: minimum ratings for individual securities and above average ratings at the portfolio level.
- › Exclusion of companies that do not respect the principles of the United Nations Global Compact (human rights, labor standards, environment, prevention of corruption).



LAURA ANDJELKOVIC
Private Banker & ESG Referent





GERMANY

Central asset management at ODDO BHF TRUST

Sustainable management is at the heart of our investment philosophy and is carried out by a team of experts at ODDO BHF TRUST. We strive to achieve outperformance by making informed investment decisions through our investment process, which focuses on the systematic selection of quality companies, combined with a high level of sustainability. According to the methodology of MSCI ESG Research, one of the leading ESG research agencies, the quality stocks selected by ODDO BHF TRUST have been distinguished for years by their above-average sustainability compared to the overall market. In recent years, we have integrated sustainability criteria into the investment process for all solutions within our centralized asset management.

In addition, our clients can define their own ESG investment guidelines in customized asset management. Today, all core solutions and mandates managed by ODDO BHF TRUST are classified in accordance with Article 8 of the Regulation (EU) 2019/2088 on sustainability reporting requirements in the financial services sector ("SFDR*"). This means that they are financial products within the scope of the SFDR that promote environmental and social features or a combination of these features, among others, provided that the companies in which they invest apply good governance practices. We consider our approach to sustainability to be very balanced, as it consists of a combination of environmental, social and governance criteria. Our approach in ODDO BHF TRUST is based on exclusion criteria, portfolio targets and dialogue and engagement.

*SFDR: Sustainable Financial Disclosure Regulation.

The sustainability criteria we took into account can be summarized as follows:

01

Exclusions

Companies with significant sales in the following sectors are excluded from investments: Weapons/armament, gambling, pornography, tobacco and coal. Companies that do not comply with the UN Global Compact Principles on human rights, labor standards, the environment and anti-corruption are also excluded.

02

ESG rating

Focus on corporate and public issuers with high sustainability ratings. All of our strategies include minimum sustainability ratings at the individual security level and an above average sustainability rating relative to the overall market at the portfolio level.

03

Climate impact

To have a positive climate impact, our portfolios must have lower carbon dioxide (CO₂) emissions than the overall market.

To further strengthen the dialogue and our positive impact, we have intensified communication with current and potential portfolio companies regarding their sustainability.

Our ESG approach was recently awarded with the ESG quality label by the "Institut für Vermögensaufbau". Another success for us was the evaluation of the ODDO BHF Polaris funds by the fund research provider Morningstar, which awarded them a total of 20 sustainability mentions out of 20. Indeed, the ODDO BHF Polaris funds are managed by ODDO BHF TRUST's portfolio management with the same investment philosophy as our wealth management solutions.

Our internal ESG reporting complements our ESG approach and provides our clients with many valuable insights into the sustainability of their portfolios.

Investment advisory services at ODDO BHF AG

The topic of sustainability, including the preservation of ecological resources and fair living conditions, is also central to us at ODDO BHF AG Private Banking. As a company, ODDO BHF AG wants to contribute to a more sustainable and resource-efficient economy, with the aim of reducing the risks and effects of climate change.

As private bankers, we at ODDO BHF AG see ourselves as having a particular responsibility to actively promote sustainability in its many facets, including through financial investments, to make our clients aware of sustainability issues in their business dealings with us, and to make an overall contribution to a more sustainable economy.

To this end, we take into account ecological and social characteristics as well as aspects of responsible corporate management in the companies we recommend as investment advisors - in addition to the traditional criteria - to a certain extent. When implementing this approach, we take into account the applicable legal bases (including the SFDR).



PROF. JAN VIEBIG
Chief Investment Officer
ODDO BHF TRUST



BASTIAN HOFFMANN
Managing Director
ODDO BHF TRUST

Fight
CORRUPTION
AND TAX EVASION

The ODDO BHF Group and its subsidiaries are subject to many obligations to prevent corruption, market abuse, money laundering and financing of terrorism. To comply with all of these rules, dedicated teams have put internal procedures and monitoring tools in place, and regularly train other employees on these issues.

Fight corruption AND TAX EVASION



Maintaining an appropriate and effective system for fighting corruption and tax evasion is a key challenge in limiting the Group's exposure to the risks associated with its activities: market abuse, money laundering and financing of terrorism, corruption and failure to protect clients' interests. The Group is committed to complying with all rules relating to the fight against corruption and tax evasion with the following three measures:

- > Providing employees with up-to-date procedures for all of these risks
- > Training the Group's employees regularly
- > Monitoring all activities to ensure compliance

POLICY

The main risks associated with the activities of a bank specializing in investment services are well known. To limit exposure to these risks, our main objectives are to:

- › Comply with rules protecting the integrity of financial markets and avoid all situations that could lead to market abuse (inside information and price manipulation)
- › Fight money laundering (including fraud and tax evasion) and financing of terrorism
- › Protect our clients' interests by offering them investment services and financial tools that are appropriate to their understanding of risks, their expectations in terms of investment horizon and objectives
- › Have a mechanism for fighting corruption that, in particular:
 - identifies the most risky situations by mapping them out
 - allows the monitoring of conflicts of interests
 - sets out a clear procedure for commencing new business relationships with our clients and our main service providers (through a system that identifies country risks, including corruption risks)
 - includes an early warning mechanism

Within the ODDO BHF Group, we have a very extensive set of rules to cover all these risks. These rules are available to all employees on the Group's intranet and are regularly updated to take into account the constant evolution of the regulations applicable to us.

In order to be able to correctly understand these rules, the Group's employees are trained on a regular basis. Training is usually dedicated to the risks considered most significant for each business line concerned.

Finally, activities are monitored by independent teams in order to identify any breaches of regulations and internal rules. The results of these controls are shared with the business lines concerned and management in order to improve our practices and continue to limit the risks of non-compliance.

"Country" risk

In order to manage country risks, and in particular corruption and anti-money laundering risks, we have drawn up lists that enable us to graduate our due diligence when entering into business relations with our clients or when carrying out their operations.

These lists are mainly established on the basis of three criteria:

- › **Mandatory use of so-called official "country lists": list of countries under sanctions by the French Ministry of Finance, list of the European Union and the United Nations, etc.**
- › **Non-mandatory use of the ratings of two independent institutions, namely**
 - *"Transparency International": this independent institute establishes a rating for each country using criteria essentially based on corruption indices.*
 - *"Know your Country": this base also establishes a rating and a report by country essentially based on criteria of the fight against money laundering (including tax fraud).*
- › **International sanctions and embargoes, as well as national and European lists of high-risk and non-cooperative jurisdictions for tax purposes**

These official lists of countries and the ratings given by independent agencies - the use of which is not compulsory and results solely from an internal Group process - enable us to draw up three lists of countries

to which three distinct levels of vigilance correspond. The greater the risk, the greater the level of vigilance. Refusal to enter into a business relationship may also result from the application of these lists.

Most of the time, it will be coupled with other criteria used in our risk matrices (activity carried out, amounts involved, origin of funds, sanctioned persons). This analysis is carried out for the most risky cases by the Group's compliance teams. In order to reflect changes in the official lists and ratings of independent agencies, these lists are updated on a regular basis as their operations are carried out.

PERFORMANCE

▲ 80%

of employees exposed to money laundering/financing of terrorism risks were trained in France (vs. 77% in 2020)

▲ 100%

of employees exposed to money laundering/financing of terrorism risks were trained in Germany (as 2020)



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 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 identification process was carried out by the Group Risk Department in conjunction with the various teams involved in drafting the document: Human Resources, Corporate Services, Procurement, Compliance, Communication, ESG teams within the business lines, Endowment Funds. This identification process was based on the list of CSR themes listed in Decree n°2017-1265 of 9 August 2017.

Each of these themes is evaluated according to 5 criteria which are rated from 0 to 5:

Image

External (attractiveness) and Internal (perception of employees)

Humain

Impacts on the Men and Women of the Company

Financier

Impact on our results and investment capacity

Opérationnel

Impacts on our achievements, our worksites, the quality of our services

Environnement

Impacts on our discharges, our ability to comply with laws and the protection of resources

Issues with an average score of more than 3 were considered to be among the Group's major non-financial risks. For fiscal year 2021, 11 topics have been identified and grouped into 9 main non-financial risks for the Group:

RISK 1

Incurring unnecessary additional costs or jeopardizing the Group's current or future operations. In particular, the Group's main current challenge is to recruit young people, to ensure the transmission of knowledge within the company and to guarantee the proper functioning of the Group over the long term.

See *"Recruit successfully"* on pages 18 to 20 for more information

RISK 2

A mismatch between the skills of current employees and the requirements of their position would have a negative impact on the current and future performance of their mission.

See *"Train employees"* on pages 22 to 24 for more information

RISK 3

Non-mixed teams and management can be an obstacle to performance.

See *"Ensure gender diversity within our teams"* on pages 26-27 for more information

RISK 4

Not supporting people with disabilities would limit their performance and development and lead to a risk of loss of talents.

See *"Support and educate employees on the topic of disability"* on pages 20 to 30 for more information

RISK 5

Not taking our responsibilities in integrating sustainable development issues, particularly on the topic of climate change, may present a risk for the Group's activity, from a regulatory point of view and with respect to our clients.

See "Manage our carbon footprint" on pages 36 to 39 for more information

RISK 6

Being inconsistent with the Group's responsible investment policy by not applying a policy of reducing our energy or raw material consumption and our greenhouse gas emissions.

See "Manage our carbon footprint" on pages 36 to 39 for more information

RISK 7

Working with suppliers in risky situations (economic, ecological, or social): an unsuitable supplier panel could present risks for our reputation and the proper execution of operations.

See "Develop a responsible procurement policy" on pages 40-41 for more information

RISK 8

Carrying out a sponsorship action that is inconsistent with the Group's values and the fund's statutes.

See "ODDO BHF Acting for tomorrow" on pages 44 to 46 for more information

RISK 9

Failure to maintain an appropriate and effective system to limit the Group's exposure to the risks associated with its activities:

- › market abuse
- › money laundering and financing of terrorism
- › corruption
- › failure to protect the client's interest

See "Fight corruption and tax evasion" on pages 70 to 72 for more information

The report also specifies the policies in place at Group level and the key performance indicators used to monitor their implementation. The key performance indicators and their scope are listed in part 3 of this note.

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 a responsible, fair and sustainable food.

Details about figures

The data presented in this report concerns the period from January 1, 2021 to December 31, 2021 included. The contributors to the reporting are responsible for the reliability of the data reported in this document. The managers of the relevant departments are responsible for validating the data. The CSR team is responsible for consolidating the information provided.

RISK	KEY PERFORMANCE INDICATOR	PERIMETER
RISK 1	Percentage of employees under the age of 30 in the total workforce.	Geographical : Group Contracts taken into account : Permanent
RISK 2	% of total workforce trained over the course of the year.	Geographical : French and German entities Contracts taken into account : Permanent
RISK 3	% of women within the OBSF.	Geographical : Group
RISK 4	% of requests to adapt workstations and support disabled employees fulfilled.	Geographical : French and German entities Contracts taken into account : No exclusion
RISK 5	Tons of CO ₂ generated by business travels.	Geographical : Group
RISK 6	Evolution of paper consumption per FTE. Evolution of electricity consumption per FTE.	Geographical : offices in France, Germany, Switzerland, Tunisia Contracts taken into account : No exclusion
RISK 7	Ratio of suppliers contacted who were evaluated in the framework of the EcoVadis campaign.	Geographical : France, Germany
RISK 8	% of employees involved in the endowment fund's actions.	Geographical : Group Contracts taken into account : No exclusion
RISK 9	% of employees exposed to AML/CFT risks who have received training.	France: The list of employees exposed to AML/CFT risks is defined by Compliance. Allemagne: All employees are exposed to AML/CFT risks except members of the board ("Vorstand") and canteen employees.

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