



ODDO BHF

Communication on Progress UN Global Compact

Background

ODDO BHF is an independent and European financial operator at the heart of the real economy for 170 years. ODDO BHF, established in 1849, is a family owned company with a true entrepreneurial mindset in which the interests of shareholder employees are aligned with those of clients (25% of the capital is owned by employees). The independency of the Group allows for a real freedom of spirit and action recognised by our clients. The stability of the Group is reflected in the relationship built on long-term trust and integrity with our clients, partners and employees.

Since 1849 ODDO BHF works actively to contribute to economic, social and environmental progress with a focus on helping our clients achieve their ambition in a sustainable society. The company integrates the environment, social aspects and corporate governance matters in all its activities.

The Group intends to make its commitments in terms of sustainable development and corporate social responsibility (CSR) a long-term commitment, and wishes to involve further its employees in this process.

To bring its CSR ambition to life, a dedicated taskforce has been put together and is supported by competent ESG experts and representatives of the businesses most concerned (procurement, IT, HR, logistics, marketing and communication). In addition, as many employees as possible are involved on CSR topics in line with the Group's ambition, grouped together within committees composed of voluntary employees who participate in the decision-making and the implementation of the many actions undertaken by the Group.

Statement of continued support by the Managing Partner

We are fully aware of our personal and collective responsibilities towards our ecosystem, in the broadest sense of the word. Therefore, we make our investments more socially and environmentally responsible every year. It is an approach that we take together with our employees, clients and partners.

We want to act as a responsible player by integrating sustainable development issues, both in our development plans and in our strategies. In line with our ESG expertise, we are committed to sustainable initiatives around 4 pillars of commitment.

The Group's business lines, Asset Management, Corporates & Markets and Private Wealth Management, want to offer our clients products and solutions that incorporate criteria based on environmental and social responsibility and governance. Having blazed a trail in developing these ESG criteria since 2005, we believe that incorporating them is both an opportunity and also essential to the performance of our investments over the long term.

We are also developing ambitious initiatives to reduce the Group's carbon footprint at all of our locations. We implement a human resources policy that is responsible towards our employees, with strong emphasis being laid on diversity, disability and training. Through our foundations in Germany and France, we work with our employees and clients to build a more cohesive society. We support numerous projects in the fields of medical research, education and social and humanitarian causes.

The Ten Fundamental Principles of the United Nations Global Compact in the areas of human rights, labour standards, environment and anti-corruption are integral part of our corporate social responsibility efforts and ODDO BHF reaffirms its support to them.

Further details of our performance actions to the UN Global Compact Principles are available in our non-financial performance report and Bank's annual activity report.

Yours sincerely,

Philippe ODDO
Managing Partner



ODDO BHF



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

The Group became a member of the UN Global Compact in 2015. ODDO BHF commits to publish each year a Communication on Progress in accordance with the Ten Principles of the UN Global Compact. Also, the Group makes publicly available every year to all its stakeholders a non-financial report (CSR report) in addition to an activity report.

Period covered by our Communication on Progress (CoP): year 2020.

CSR ambition

Long-term commitment is one of our core values. Our entrepreneurial culture and our ambitious long-term goals are geared towards offering the best possible quality of service to both our clients and our employees.

Our CSR ambition is based around four pillars:

1- Foster a sustainable future within our businesses

Our businesses are deeply involved in ESG. In line with the expectations of their clients and contacts, they develop sustainable products and services.

2- 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 the principle of diversity within teams, a major driver of performance.

3- Work towards a cohesive society

Within the framework of our dedicated bodies, the ODDO BHF Acting for tomorrow endowment fund and the independent BHF BANK Stiftung foundation, we act to promote the development of the territories in which we are established, by supporting educational, social and artistic projects in which we increasingly involve our clients and employees.

4- Reduce environmental impact

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

A dedicated team has been created to realise this ambition. It is supported by the relevant ESG experts and representatives of the business functions concerned (Procurement, IT, HR, Logistics, Marketing and Communication). We would also like to involve as many employees as possible in CSR themes in line with this ambition. This is why we rely on committees of employees who voluntarily help to drive and implement the Group's many actions.

We also commit to **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.

Our commitments, description and measurement of actions are reported in our yearly CSR Report (Non-Financial Report) which is available in French, German and English on our website, following the link: <http://www.oddo-bhf.com/en/pd/1136/QuiSommeNous/1142/reports-of-the-group>