

Communication on Progress UN Global Compact

Background

ODDO BHF is an independent and European financial operator at the heart of the real economy for more than 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 its 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 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

Statement of continued support by the Managing Partner

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.

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 2021.

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.

1- 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

2- 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.

3- Work towards a cohesive society

Through our dedicated entities, the ODDOBHF 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.

The CSR workforce drives and coordinates initiatives and ensure consistency at Group level. Our organization allows us to be consistent, take decisions, work with relevant experts, and involve as many employees as possible.

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>

Concordance table - 10 Principles - UN Global Compact

	Topic	Pages of the report
Strategy		Pages 3, 10-11, 12-13
Governance		Page 11
Human rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Exclusion criteria applied to investments from the Group, in line with the 10 principles of the UNGC	Pages 58-65-68
Principle 2: make sure that they are not complicit in human rights abuses		



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Labour		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Exclusion criteria applied to investments from the Group, in line with the 10 principles of the UNGC	Pages 58, 65-67
Principle 4: the elimination of all forms of forced and compulsory labour		
Principle 5: the effective abolition of child labour		
Principle 6: the elimination of discrimination in respect of employment and occupation	- Commitment to gender diversity within the Group, inclusion of employees with disabilities and creation of an internal Diversity Network - Support to organizations promoting equality	- Pages 26-33 - Pages 44-53
Environment	Group Low-Carbon Approach	Pages 34-41
Principle 7: Businesses should support a precautionary approach to environmental challenges	Commitment of the businesses to sustainable investments regarding the environment	Pages 57-58, 60, 63-67
Principle 8: undertake initiatives to promote greater environmental responsibility	Group Low-Carbon Approach	Pages 34-41
Principle 9: encourage the development and diffusion of environmentally friendly technologies	Commitment of the businesses to sustainable investments regarding the environment	Pages 57-58, 60, 63-67
Anti-corruption	Prevention of corruption and tax evasion	Pages 68-72
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery		