ODDO BHF
ASSET MANAGEMENT

ESG IN PRIVATE ASSETS

ANNUAL REPORT 2025-2026

September 2026

This document is issued by ODDO BHF Asset Management SAS (France) and ODDO BHF Asset Management Lux (Luxembourg).

These two and separate entities are part of the brand ODDO BHF AM which is composed of three legal separated asset management companies: ODDO BHF AM SAS (France), ODDO BHF AM GmbH (Germany), ODDO BHF AM Lux (Luxembourg).

ODDO BHF Asset Management SAS is a French management company whose registered office is located at 12, boulevard de la Madeleine, 75009 Paris, France, registered with the Paris Trade and Companies Registry under number 340 902 857, and approved by the Autorité des Marchés Financiers (the "AMF") under number GP99011.

ODDO BHF AM Lux (Luxembourg) is a portfolio management company located at 6, rue Gabriel Lippmann – L5365 Munsbach, Luxembourg and approved by the Commission de Surveillance du Secteur Financier (CSSF). Its commercial register number is B 29891.

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Foreword

This inaugural Environmental, Social and Governance (ESG) Report for ODDO BHF Private Assets marks an important milestone and reflects our ongoing efforts to integrate material ESG criteria across our Private Assets activities over recent years.

The global landscape has undergone a fundamental shift. **In a year marked by heightened geopolitical volatility, regulatory uncertainty,** and an increasing frequency of climate-related events, sustainability has however remained firmly in focus. In our view, the structural challenges facing economies and societies are persistent in nature as their sustainability-related dimension is financially material. They extend well beyond short-term geopolitical developments or changes in political rhetoric, underscoring the enduring relevance—and urgency—of the sustainability agenda.

We continue to believe that **well-designed sustainability disclosure frameworks, greater transparency, and robust governance structures** remain critical levers for value creation and long-term competitive advantage. The **growing integration of ESG considerations in private capital** markets further underscores the rising importance of sustainability within this asset class, particularly given its potential to act as a catalyst for real-economy change.

Looking ahead, we expect ESG-related policy developments to continue evolving. As geopolitical risks persist, some investors may become less vocal about their sustainability commitments. In this context, maintaining a consistent and disciplined responsible investment strategy to tackle material sustainability-related impacts, risks, and opportunities will be more important than ever.

Our commitments will remain unchanged, and we will continue to advance our efforts through :

- **Governance:** Maintaining oversight of material ESG topics thanks to our ESG Team and an ESG representation across key Committees;
- **Funds & Products:** Continuing to provide a compelling product offering and keeping abreast of regulatory developments to adapt accordingly;
- **ESG Integration:** Continuing to embed ESG into our investment processes;
- **ESG Infrastructure:** Strengthening our ESG infrastructure and systems and developing tools to better integrate and use ESG data;
- **Industry Collaborations and Initiatives:** Continuing to play a role in industry collaborations to apply best practices and share our knowledge.

VALENTIN PERNET
Global Head of Sustainable Investment Solutions

CAMILLE LANCESSEUR
ESG Director
Private Assets

01

INTRODUCTION

ODDO BHF Private Assets AT A GLANCE

With €4.5 billion of total committed capital, ODDO BHF Private Assets' platform offers multi-investor funds and customized solutions for accessing global Private Equity and Private Debt.

Since 1999, the Private Equity team has invested in more than 500 partnerships, managed by 300+ sponsors, providing access to information and referrals.

Our intricate local knowledge of European and North American markets, combined with our international outlook, enables us to seize the most attractive solutions in over 100 countries. For our institutional and private clients, our objective is to generate long-term value and performance.

PRIVATE EQUITY				PRIVATE DEBT
PRIMARY INVESTMENTS	SECONDARY INVESTMENTS	DIRECT CO-INVESTMENTS	BUYOUT	DIRECT PRIVATE DEBT*
We develop long-term relationships with leading General Partners with proven track records.	We give our investors access to opportunistic transactions that potentially offer discounts at entry.	We target market-leading European companies in the growth and buyout stages.	We make direct investments in European SMEs and Mid-Cap companies.	We offer Senior loans and Unitranche debt to SMEs and Mittelstand companies.

€ 4.5bn
raised assets

20+
years of private equity expertise

30+
years of private debt expertise

500+
private equity partnership commitments

80+
private debt transactions in track record

* For which the Management Company is ODDO BHF AM Lux. | Source: ODDO BHF AM as of 31/12/2025, including Funds managed by ODDO BHF Asset Management SAS and ODDO BHF Asset Management Lux.

ODDO BHF Private Assets
KEY SUSTAINABILITY FIGURES

43%
Committed capital in ODDO BHF Private Assets' Art. 8 funds since 2018

2
Launch of Art. 8 funds in 2025

100%
Art. 8 funds with a pre-investment ESG due diligence process

25%
Women in the Private Assets Management Committee

36%
Women in the Private Assets Investment teams

Source: ODDO BHF AM | Data as of 31/12/2025

ODDO BHF Private Assets
GOVERNANCE & RESOURCES

ODDO BHF Private Assets has formalized a Responsible Investment Policy which outlines our approach to sustainable investing. It describes how we manage ESG characteristics in our investments across Private Equity and Private Debt, for the relevant funds.

ESG is represented at the Global Management Committee (GMC) of ODDO BHF Asset Management, the highest Management body, as well as the Private Assets Management Committee. In addition, the Investment Committees (of all Private Equity and Private Debt Art. 8 Funds) have an ESG representation.

A variety of tools and resources are leveraged to help integrate material ESG criteria, including ODDO BHF Asset Management's ESG Team for expert advice on a wide range of subjects including investment strategy and regulatory policy and requirements.

Source: ODDO BHF AM | Data as of 31/12/2025

ODDO BHF Private Assets
OUR ESG JOURNEY

In 2020, we launched our first Private Debt Art. 8 fund and our first Private Equity Art. 8 thematic fund, focused on environmental opportunities. Since then, we have released a Private Assets' Responsible Investment Policy, launched additional Art. 8 funds and implemented a common ESG approach across Private Equity and Private Debt Art. 8 funds, to integrate ESG at every step of the investment cycle.

OUR PROGRESS

2010	2020	2021	2022-2023	2024	2025
✓ ODDO BHF Asset Management becomes a UN PRI Signatory	✓ **Launch of the first Private Debt Art. 8 fund** ✓ **Launch of the first thematic Private Equity Art. 8 Fund** ✓ First annual ESG reporting campaign	✓ Joins the Initiative Climate International ✓ Private Debt implements an ESG analysis grid ✓ **Private Assets Responsible Investment policy**	✓ Common ESG approach implemented across Private Equity and Private Debt Art. 8 funds, to integrate ESG at every step of the investment cycle ✓ Four PE Art. 8 Funds launched: two thematic and two direct PE funds ✓ **ESG permanent resourcing**	✓ One thematic PE Art. 8 fund launched and one secondary Art. 8 fund ✓ ESG teach-ins for the Private Assets platform ✓ New provider for the ESG annual reporting campaigns	✓ Dedicated ESG resource to Private Assets ✓ Launch of two Art.8 funds ✓ Strengthening infrastructure and tools including ESG data

OUR MEMBERSHIPS

TCFD Task Force on Climate-related Financial Disclosures · TNFD Taskforce on Nature-related Financial Disclosures · PRI Principles for Responsible Investment · UN Global Compact · CDP · iC initiative climat international · France Invest · Invest Europe

Source: ODDO BHF Asset Management, Data as of 30/12/2025 including ODDO BHF Asset Management SAS and ODDO BHF Asset Management Lux

ODDO BHF Private Assets
OUR RESPONSIBLE INVESTMENT PROCESS

1 — PRE-INVESTMENT DUE DILIGENCE

- Application of ODDO BHF Asset Management's exclusion policy
- Themes suitability assessment (for thematic funds)

2 — DUE DILIGENCE

- Proprietary ESG Analysis
- In-house ESG scoring model (0 -10)
- Minimum ESG scoring
- ESG Questionnaire (thematic and direct funds)

3 — INVESTMENT COMMITTEE DECISION

- ESG summary submitted to the Investment Committee (IC) for validation
- ESG representation at IC for Art. 8 SFDR funds
- Corrective action can be included in the post-investment plan

4 — POST-INVESTMENT MONITORING & REPORTING

- ESG questionnaire campaign
- Annual ESG reporting
- Continuous ESG monitoring (exclusions, UN SDGs, ESG scores...)
- Active owners, ESG-linked pricing clause (direct investments)

The use of ESG criteria may affect the Fund's performance and therefore the Fund's performance may differ positively or negatively from the performance of similar funds that do not use such criteria. The sector exclusions in place for the Fund may not correspond directly with the investor's views.

Source: ODDO BHF Asset Management

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SNAPSHOT

Some of our funds

Snapshot: some Art. 8 funds' ESG profiles
ODDO BHF TECHNOLOGY OPPORTUNITIES

Fund ESG Score*

6.8/10

The Fund launched in 2023 and aims to build a portfolio of underlying companies and funds spanning a wide range of technologies, such as **cybersecurity, digital health, life-science artificial intelligence and fintech**. The fund is an Art. 8 SFDR and ESG is integrated across the investment cycle.

MAIN SUSTAINABLE DEVELOPMENT GOALS CONTRIBUTION

SDG 3:
GOOD HEALTH AND WELL-BEING

SDG 8:
DECENT WORK AND ECONOMIC GROWTH

SDG 9:
INDUSTRY INNOVATION AND INFRASTRUCTURE

In conversation with...

PHILIPPINE LE VU
Director Venture Capital

HOW DOES ESG SHAPE YOUR INVESTMENT APPROACH IN TECHNOLOGY?

ESG is a fundamental driver of innovation. The most compelling tech companies today exist because society demanded better outcomes — that is what makes them scalable and defensible. In tech, solving a major societal challenge is not an afterthought; it is the business model.

COULD YOU GIVE A FEW EXAMPLES OF SECTORS AND COMPANIES IN YOUR PORTFOLIO THAT EMBODY THIS APPROACH?

HealthTech → Healthcare is by nature a sector where innovation is ESG-driven — every breakthrough is, at its core, a response to a societal need. It is also today the largest sector in OBTO's portfolio. A compelling example is **OrganOx**: their organ preservation technology addresses one of the most critical inefficiencies in transplant medicine — the loss of viable donor organs — directly increasing success rates and expanding access to life-saving care.

E-commerce → Digital technology has been a powerful enabler of entirely new business models — and nowhere is this more visible than in the circular economy. By removing the friction that previously made sustainable choices inconvenient, digital platforms have unlocked circular consumption at scale. **Back Market** and **Vinted**, both in OBTO's portfolio, are prime examples: Back Market by making refurbished electronics mainstream, Vinted by turning second-hand fashion into a first-choice option for millions of consumers across Europe.

Note: the fund is closed to new subscriptions and is no longer being marketed. The data presented is for illustrative purposes and does not constitute an investment recommendation.

Source: ODDO BHF Asset Management, as of December 2025. ESG scores range from Not Present/Weak (between 0-2), Planning/Average (2-4), Developing/Moderate (4-6), Good (6-8) and Very Good/ Leading (8-10). Please refer to our Responsible Investment Policy for more information https://pa.oddo-bhf.com/en/responsible-investment/

Snapshot: some Art. 8 funds' ESG profiles

ODDO BHF NEW INFRASTRUCTURE OPPORTUNITIES

Fund ESG Score*

7.8/10

The fund aims to tackle environmental challenges. Despite short-term policy and geopolitical fluctuations, funding directed toward the energy transition and climate-related innovation has surged at a remarkable pace over the last ten years. ODDO BHF New Infrastructure Opportunities is grounded in the belief that addressing today's most pressing environmental challenges is essential to fostering long-term economic resilience and value creation.

RENEWABLES ECOSYSTEM	ENERGY EFFICIENCY	RESOURCE MANAGEMENT
Value Added Infrastructure	Demand Management	Circular Economy and Waste
Support Services	Low Carbon Mobility	Sustainable Agriculture

MAIN SUSTAINABLE DEVELOPMENT GOALS CONTRIBUTION

SDG 6: CLEAN WATER AND SANITATION

SDG 7: AFFORDABILITY AND CLEAN ENERGY

SDG 13: CLIMATE ACTION

SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Note: the fund is closed to new subscriptions and is no longer being marketed. The data presented is for illustrative purposes and does not constitute an investment recommendation.

Source: ODDO BHF Asset Management, as of December 2025. ESG scores range from Not Present/Weak (between 0-2), Planning/Average (2-4), Developing/Moderate (4-6), Good (6-8) and Very Good/ Leading (8-10). Please refer to our Responsible Investment Policy for more information https://pa.oddo-bhf.com/en/responsible-investment/

"In these times of turbulent markets, fast changing and contradicting news flow, it can pay to take a step back to identify megatrends that are in force and apply regardless of the day to day. One of the clearest trends of both the last decade and at least the next 30 years is the energy transition."

FERDINAND DALHUISEN
Managing Director
Private Equity

03

VALUE CREATION AND ACTIVE STEWARDSHIP

Our annual ESG campaigns

Our 2025-2026 Annual ESG campaign
PRIVATE EQUITY FUNDS OF FUNDS (1)

As fund of funds investors, we have implemented a tailored approach to active stewardship for these types of investments, given that dialogue and engagement is often more limited.

ODDO BHF's Private Equity team has been doing an annual ESG campaign for its fund of funds **since 2019**, starting with its secondary Funds. Since then, we have expanded this campaign to other funds and in 2026 we conducted **our sixth ESG data collection campaign**, covering 129 General Partners across some of our Art. 6 and Art. 8 Funds. Results have been highlighted below.

129 General Partners surveyed across 6 funds

Participation rate *84%*

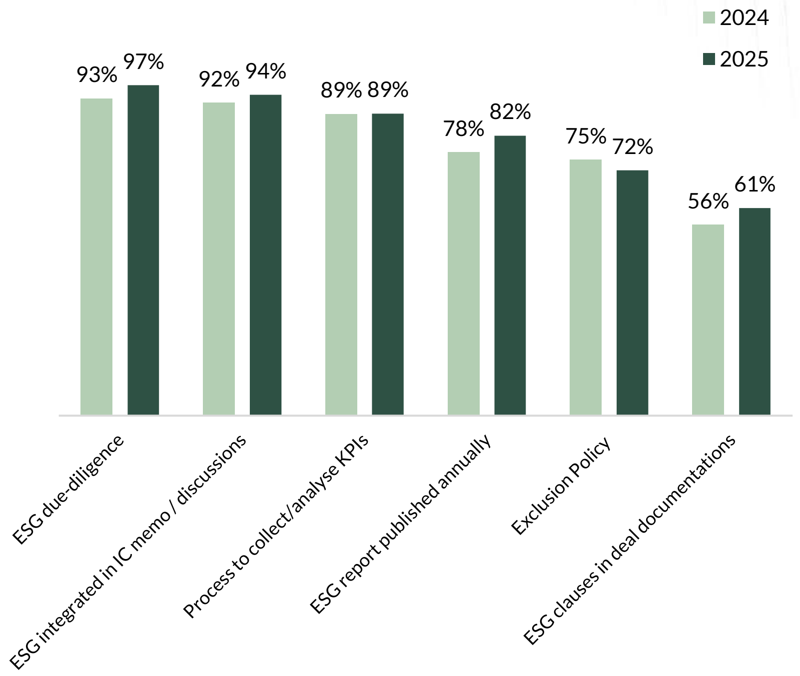
82%
General Partners which are UN PRI signatories

96%
General Partners which have a Responsible Investment Policy

72%
General Partners which have done a carbon footprint assessment

91%
General Partners which have ESG oversight by a dedicated staff

HOW DO GENERAL PARTNERS INTEGRATE ESG IN THE INVESTMENT CYCLE?



Source: ODDO BHF Asset Management, as of December 2025.

Our 2025-2026 Annual ESG campaign
PRIVATE EQUITY FUNDS OF FUNDS (2)

IMPROVING ESG DISCLOSURE AND TRANSPARENCY IN PRIVATE MARKETS...

In the last years, we have started engaging directly with selected General Partners in our Art. 8 Funds to address ESG data reporting, disclosure and transparency. Our objective has been to simplify data collection and improve data sharing with General Partners, recognizing that data availability and transparency remain key challenges in private markets.

We have also discussed our ESG questionnaire campaign with General Partners to explore how it could be streamlined. The aim has been to make it easier for General Partners to efficiently respond to the growing number of requests from their LPs. By incorporating their feedback, we have been able to refine our approach. The strong completion rate of our latest annual ESG questionnaire highlights our ongoing efforts to improve and simplify our ESG reporting framework.

	Annual ESG Campaign 2019/2020	Annual ESG Campaign 2025/2026	Trend
Share of General Partners completing the questionnaire	52%	84%	+38%
Share of General Partners signatories of the UN PRI	78%	82%	+5%
Share of General Partners producing an ESG report	43%	82%	+48%
Share of General Partners collecting and analysing ESG KPIs over portfolio companies	86%	89%	+3%

Source: ODDO BHF Asset Management, as of December 2025.

"We have seen increasing ESG maturity from our General Partners and overall, their awareness and commitment to ESG has only improved. Similarly in our Private Equity team, we are fully committed to rise to the sustainability challenge and are dedicating more resources internally and externally on all that is ESG-related".

JÉRÔME MARIE
Managing Director
Private Equity

Our 2025-2026 Annual ESG campaign

PRIVATE EQUITY BUYOUT

Across our Buyout funds, we invest in European companies, with a particular focus on France and Germany. We aim to create sustainable value by supporting what we consider high-performing SMEs and mid-cap companies led by committed management teams and guided by a long-term strategic vision.

We did our first ESG data-collection campaign in 2026, covering 2025 ESG performance data.

5 Companies which completed an ESG questionnaire

Participation rate *100%*

80%
Companies which have set GHG reduction targets

101 613
Reported tons of CO2e (scope 1, 2 & 3)

0%
Committed investments in fossil fuel activities

0%
Companies in violation of the UN Global Compact / OECD Guidelines

Note: the data presented is for illustrative purposes and does not constitute an investment recommendation.

Source: ODDO BHF Asset Management, as of December 2025. | *In 2026, Briconord was renamed Aliatis.

Interview with Benoit Peron,
*General Director at Briconord**

WHY DO YOU PRIORITIZE THE IMPLEMENTATION OF AN ESG ROADMAP?

For the Briconord Group, sustainability is a strategic commitment driven by increasingly stringent regulatory requirements (CSRD, AGEC, extended producer responsibility, etc.), customers who make the improvement of our carbon performance a key selection criterion, and investors and financial partners paying ever greater attention to ESG criteria. In this context, we are convinced that the low-carbon transition — in particular through the eco-design of our products — is a lever for lasting competitiveness.

WHAT PROGRESS HAVE YOU MADE IN 2025 IN REACHING YOUR OBJECTIVES?

In 2025, we obtained the EcoVadis Silver Medal (Top 15%) across the entire group, and finalised our carbon emissions reduction programme based on the ACT Step-by-Step methodology (ADEME supported initiative) with 52 identified actions targeting a reduction of 5,075 tCO_2e by 2030.

On the environmental front, 96% of our packaging is now free of PVC and polystyrene, and 39.5% of our raw materials incorporate recycled steel or aluminium.

On the social side, our professional equality index reaches 86.5/100, reflecting the efforts made in favour of equity and inclusion within the group. We also regularly conduct an internal satisfaction survey, allowing us to measure the progress achieved.

AUSTRALIEGAD
BRICONORD
GROUPE HUEBER ASSURANCES
GROUPE | NERCO
LUNETTES POUR TOUS

Our 2025-2026 Annual ESG campaign
PRIVATE DEBT

Across our Private Debt funds, we focus on the SME and Mittelstand segments and invest In Senior loans and Unitranche debt.

In 2026, we conducted our third Private Debt ESG data collection campaign covering the companies in the funds as of end of 2025.

21 Companies which received our questionnaire

Participation rate *86%*

67%
Companies with an Environmental Policy

209
Funds' carbon intensity
(scope 1, 2 & 3, tons CO2e / €m revenue)

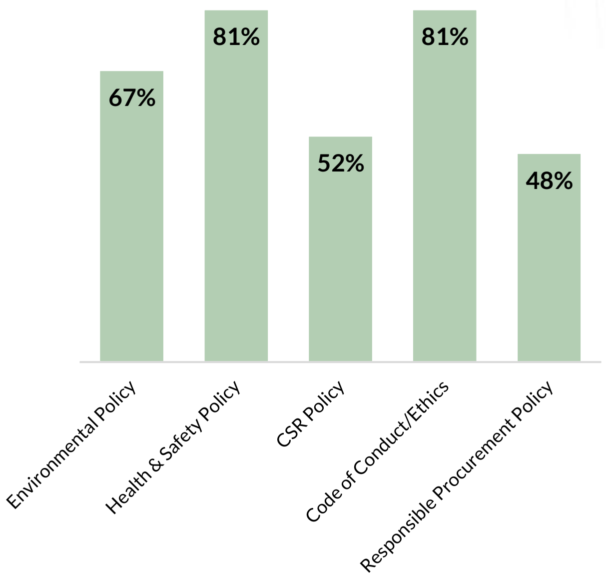
0%
Committed investments in fossil fuel activities

0%
Companies in violation of the UN Global Compact / OECD Guidelines

ZOOM ON probo

- Dutch digital printing company specializing in large format for advertising, informative signage and interior design.
- Actively developing and marketing circular product offerings; Has formulated an action plan to enable a 100% circular printing industry by 2035.
- Shows a strong commitment to health and safety, with an annual RI&E verified by a third party and a digital H&S system in place.
- Uses nesting to minimize waste during the cutting process and has reduced environmentally harmful materials (e.g., PVC).
- It has set carbon emissions reduction targets on Scope 1 & 2.

% OF PORTFOLIO COMPANIES WHICH HAVE IMPLEMENTED THE FOLLOWING POLICIES



Note: the data presented is for illustrative purposes and does not constitute an investment recommendation.

Source: ODDO BHF Asset Management, as of December 2025. Data based on responding companies.

04

VALUE CREATION AND ACTIVE STEWARDSHIP

Setting ESG KPIs for direct investment strategies

Value Creation & Active Stewardship
SETTING ESG KPIS IN PRIVATE DEBT

ODDO BHF's Private Debt team endeavors to enter into dialogue with investee companies and their sponsor(s) on any ESG issues raised during the due diligence.

The objective is to better understand companies' approach to material ESG issues, potentially suggest areas for improvement and/or encourage companies to be more transparent on ESG.

ESG-LINKED PRICING CLAUSES: 2025 PROGRESS

→ **60% of total committed investments in Private Debt Funds** had an ESG-linked pricing clause in their loan agreement

→ **KPI I themes implemented examples:**
- ✓ Energy consumption
- ✓ Product circularity
- ✓ Diversity, Equity and Inclusion

Sustainability-Linked instrument			
DESCRIPTION	TBD is a specialized technical service provider for critical infrastructure (energy, water, telco) in Germany. The transaction was closed in 2023 and in 2024, the lenders and the borrower agreed to set three KPIs in the loan agreement.		
KPIs	✓ **Carbon Footprint** Reduce the carbon footprint	✓ **Diversity** Increase the proportion of female employees	✓ **Health & Safety** Reduce the accident frequency rate
RELEVANCE AND MATERIALITY	Relevant and material as operations tend to be energy and fuel intensive.	Relevant and material as there is a talent shortage in technical sectors and women tend to be under-represented.	Relevant and material as technical field services are higher-risk work environments involving physical labor, on site hazards.
MEASURABILITY	Kg of CO_2 per €1,000 output	Number of female employees	Number of reportable accidents
2025 TARGET	**40.37 (vs. 47.40 in 2024)**	**11.1% (vs. 10.92% in 2024)**	**5 (vs. 8 in 2024)**

The above is for illustrative purposes only and does not constitute an investment recommendation. The use of ESG criteria may impact the Fund's performance; as a result, its performance may differ, positively or negatively, from that of similar funds that do not apply such criteria.

Source: ODDO BHF Asset Management, as of December 2025.

Value Creation & Active Stewardship
SETTING ESG KPIS IN PRIVATE EQUITY BUYOUT

For our Private Equity Buyout investments, we seek to define, post-closing, tailored ESG KPIs jointly with each investee company. These KPIs are informed by the material ESG issues identified during the ESG due diligence, as well as by any existing ESG roadmap already implemented by the company.

As our Buyout investments are still at an early stage, we have recently launched the rollout of ESG KPIs across our portfolio companies.

EXAMPLES OF KPI THEMES INCLUDE:

Environmental: Carbon emissions reduction

Social: Increase employee trainings

Social: Increase the share of suppliers signing the code of conduct

Illustrative key performance indicators for a portfolio company		
#1 SOCIAL	OBJECTIVE	Increase the share of suppliers covered by the Supplier Charter. → 75% by 2026 → >95% by 2030
	SCOPE	Group.
	KPI	Share of suppliers (as a percentage of total procurement spend in €) that have signed the Supplier Charter.
#2 ENVIRONMENTAL	OBJECTIVE	Reduce greenhouse gas (GHG) emissions → -23% by 2030
	SCOPE	First year on a two of the companies, then extended to the entire Group.
	KPI	Carbon emissions (Scopes 1, 2 and 3) measured in tCO_2e ▪ Emissions per FTE for corporate activities ▪ Emissions per m^2 of construction site for engineering activities.

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Source: ODDO BHF Asset Management, as of December 2025.

05

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Commitments of the group

The 3 pillars OF OUR SUSTAINABLE COMMITMENTS

Our long-term commitment is one of our core values. We aim to act as a responsible player by integrating sustainable development issues into our day-to-day work, our operations and our strategy.

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

ODILE JOURNY
Group Head of
People Strategy & Projects
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CAROLINE D'HEROUVILLE
Group CSR Manager
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01 CHAMPION OUR EMPLOYEES

We firmly believe that diversity within teams is a key driver of performance. That is why we have implemented a range of measures to promote diversity of talent, create professional opportunities, and build loyalty among our teams.

02 LIMIT OUR ENVIRONMENTAL IMPACT

We limit our environmental impact and guarantee control of our carbon footprint in our own operations by implementing a low-carbon approach and an action plan to reduce our emissions.

03 ACT TOWARDS A COHESIVE SOCIETY

Through our dedicated bodies, the ODDO BHF Agir pour Demain endowment fund and the independent ODDO BHF Stiftung foundation, we work to promote the development of the regions in which we operate by supporting educational, social, and artistic projects in which our clients and employees are regularly involved.

Ensuring gender diversity within our teams

	Men representation in 2025	Women representation in 2025	Men representation in 2021	Women representation in 2021
GENERAL MANAGEMENT COMMITTEE	78%	22%	70%	30%
OBSF	71%	29%	79%	21%
MANAGERS	69%	31%	74%	26%
STAFF	57%	43%	59%	41%

OUR « GENDER BALANCE PROGRAM »

Created in 2021, it aims to promote gender diversity at all levels of responsibility within teams and to offer career opportunities to everyone. It is supported by the General Management Committee, led by the HR teams, and involves all of us.

1. COMMITMENT FROM TOP MANAGEMENT
GMC members are committed to monitoring gender diversity within their perimeters. They are regularly presented with diagnoses and associated objectives.

2. TARGETED TRAINING
Individual and group programs are co-constructed to recognize and overcome perception bias, and to equip women to develop in a historically male-dominated environment.

3. ADJUSTING OUR HR AND MANAGEMENT PROCESSES
Specific attention paid to the career development of women. To this end, objectives and measurement tools have been identified: recruitment, career follow-up and management, succession plans.

4. MONITORING OF GENDER DIVERSITY INDICATORS
Dedicated indicators are tracked: % of women and men in our recruitment programs, in internal programs, among management and at the highest hierarchical levels.

5. COMMUNICATION
Particular attention is paid to our employer brand, to ensure a balanced representation of the men and women who make up the Group, in our internal and external communications.

Source: Data as of 1/01/2026 – comparisons with 2021, the year these KPIs were first introduced.

Carbon footprint of the ODDO BHF Group
OUR COMMITMENT TO LIMIT OUR IMPACT

In line with our commitment to being a responsible player, we are committed to limiting our own impact on the environment and ensuring that our carbon footprint is kept under control.

OUR CARBON FOOTPRINT EXPLAINED

SCOPE 1

Direct emissions, directly related to the Group's activities.

SCOPE 2

Indirect emissions, related to the energy consumption necessary for the Group's activities.

SCOPE 3

Other indirect emissions, related to the Group's activities, such as the purchase of goods and services, capital assets, transportation, investments, etc.

IN 2025, 99% OF THE GROUP'S EMISSION CAME FROM SCOPE 3

78% Of investments

5% From purchases of good and services

17% From other scope 3 emissions (employee metal transportation, fixed assets, waste, etc.).

Acting for tomorrow
ENDOWMENT FUND

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

MISSION: respond rapidly to short-term societal changes and developments, and create long-term dynamics, notably through:

- mobilizing during humanitarian, ecological and social emergencies
- supporting medical research
- supporting educational and social organizations

MAIN PARTNERSHIPS:

- The Red Cross
- Alzheimer Research Foundation
- School Frédéric OZANAM in Marseille (member of the « Espérance Banlieues » Network)
- Télémaque
- Other occasional support

ESG contacts at ODDO BHF Asset Management

Valentin Pernet – Global Head of Sustainable Investment Solutions
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Camille Lancesseur – ESG Director Private Assets
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