



ODDO BHF
ASSET MANAGEMENT

ODDO BHF
Private Assets

RESPONSIBLE INVESTMENT
POLICY

MARCH 2024

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DISCLAIMER

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 four 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 – L-5365 Munsbach, Luxembourg and approved by the Commission de Surveillance du Secteur Financier (CSSF). Its commercial register number is B 29891.

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INTRODUCTION

As an asset manager and an institutional investor, ODDO BHF Asset Management recognizes responsible investing as an integral part of its business. The Private Equity and Private Debt teams (“Private Assets”) acknowledge that identifying environmental, social, and governance (ESG) characteristics in our investment strategies can help better assess long-term risks; and effective mitigation of these considerations can have a material impact on value creation. The Private Assets teams also believe that encouraging innovative investment solutions is key to provide our clients with a full range of investment solutions to cater their sustainable investing needs.

This Responsible Investment Policy formalizes our approach to sustainable investing. It describes how the Private Equity and Private Debt teams manage ESG characteristics in their investments, for the relevant funds¹. As such, it provides insights in terms of ESG integration, including climate change, governance and sustainability risks management, where applicable. This Policy may be supplemented by additional policies and procedures when necessary and available on ODDO BHF Asset Management’s website.

The implementation of the sustainable finance disclosure regulation (SFDR) has been helpful in structuring our sustainable investing approach within Private Assets. We have taken important steps notably in strengthening our ESG integration as well as our internal ESG Due Diligence process² to date and our Responsible Investment program continues to evolve as we refine and adapt our approach to the regulatory evolutions. We strive to meet our investors’ expectations through our ESG policies, processes and practices and are therefore committed to continuous improvement in this area.

In the last years, we launched several investment strategies under the classification SFDR Art. 8 and upgraded a strategy from Art. 6 to Art. 8. In relation to these investment strategies, ODDO BHF Asset Management implemented the regulation requirements related to disclosure and product classification, also known as SFDR Level I. We also put in place the Regulatory Technical Standards (RTS), also known as SFDR Level 2 and updated our requirements in terms of disclosures but also our policies and procedures between 2022 and 2023.

¹ *Applicable to SFDR Article 8 funds and for some Article 6 funds but only through the ESG annual report for which we collect ESG data thanks to the ESG campaign.*

² *ESG Due Diligence process for our SFDR article 8 investment strategies is detailed in Section 1.1 ESG AND CLIMATE INTEGRATION*

01

GOVERNANCE FOR PRIVATE EQUITY AND PRIVATE DEBT

1.1 ESG GOVERNANCE

ESG is represented at the General Management Committee of ODDO BHF Asset Management as well as in the Private Assets Executive Committee, where ESG topics are discussed.

The Private Assets Executive Committee consisting of ODDO BHF Asset Management CEO, the Head of Operations & Business Management, the Global Head of ESG, the Head of Compliance as well as Investment teams' Managing Directors, frequently meets with the following objectives:

- Define and validate ESG strategy, processes and practices, and response to market developments
- Discuss new ESG product concepts, tools, and data to improve our ESG approach
- Contribute to the harmonization of processes and practices across jurisdictions

1.2 SUPPORT AND TRAINING

A wide variety of tools and resources are leveraged to help facilitate ESG integration into our investment process and more broadly:

- An external service provider enhances our ESG due diligence activities and conducts our annual ESG questionnaires.
- ODDO BHF Asset Management ESG Research Team for expert advice on a wide range of subjects including investment strategy and regulatory policy and requirements.

ESG awareness and development is a top priority and all members of the investment team, investor relations, finance, and other team members are provided with both formal and informal training covering ESG topics. Some of these trainings originate from the ESG Research Team at ODDO BHF Asset Management and past topics have included SFDR and climate change. The Private Assets platform also benefits from the CSR activities of the broader group, including for example the endowment fund and foundation, environmental impact reduction and responsible purchasing programs and HR programs with regards to gender balance and disability inclusion.

02 PRIVATE EQUITY³

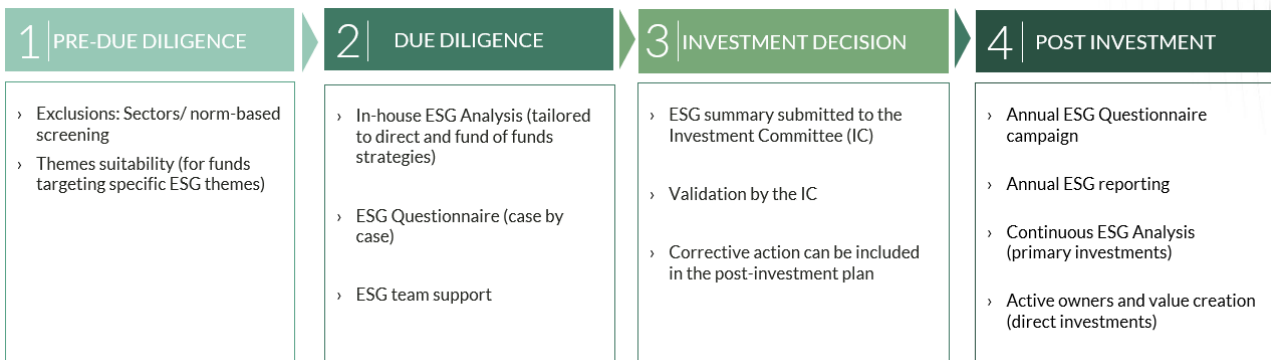


2.1 ESG AND CLIMATE INTEGRATION

ESG INTEGRATION

In 2023, we enhanced our ESG integration in our Art. 8 Funds for Private Equity. We notably strengthened our approach to sustainable investing. This approach to responsible investment covers the following pillars:

THE FOUR FUNDAMENTAL PILLARS OF OUR APPROACH⁴



³ The Private Equity strategy only concerns funds managed by ODDO BHF Asset Management SAS, acting as

⁴ These 4 pillars are applicable on a case-by-case basis depending on the investment strategy. For more details, see steps 1, 2 and 3.

The breadth and depth of our analysis necessarily depends on the availability of sustainability information, the extent of our control over a given investment, and our ability to exert influence, may vary according to the type of investment (direct, fund of funds primary, secondary, or co-investment). Below are the details for each pillar.

Steps 1,2 and 3 are only applicable to SFDR Art. 8 Funds. For some of our SFDR Art. 6 funds, notably our Secondaries investment strategy, we apply the Step 4 and more precisely the Annual ESG questionnaire campaign and Annual ESG reporting.

1. Pre-investment due diligence

We recognize the importance of mitigating potentially adverse environmental or social impacts of our investments and aim to avoid investing in companies that breach normative and sectorial guidelines as outlined in the ODDO BHF Asset Management Exclusion Policy⁵. The exclusion list (“Common base of exclusions”) is a component of the initial screening on investment opportunities and is applied every time it is feasible and may vary according to each investment strategy as stated in their legal documentation:

- Direct Private Assets Funds⁶: we apply our Common base of exclusion to all our Article 8 funds
- Article 8 Primaries, Secondaries, Co-Investment strategies (funds of funds):
 - For investments in primary funds our Common base of exclusions may apply depending on the availability of data on existing transactions already made at the time of the due diligence.
 - For co-investments as well as for some transactions with clear and strong visibility on the underlying assets (Continuation funds – Single assets), we apply our Common base of exclusions.
 - For secondary transactions, we strive to avoid investing in funds and companies that breach our Common base of exclusion. As such, the exclusion policy will be monitored on a best effort basis given the lack of visibility of underlying assets.

Some Art. 8 funds may apply additional exclusions that are listed in the respective legal documents.

Further screening and exclusions can be applied on a case-by-case basis. Some funds may be targeting environmental themes and as such an additional due diligence is done pre-investment to ensure the selected investment opportunities align with the fund themes. An ESG fund theme and self-assessment questionnaire can be sent to the third-party manager to assess the likely level of conformity of the future portfolio investments of a fund, or in the case of a direct co-investment, the conformity of the portfolio company itself, with the fund’s themes. The sending of an ESG questionnaire pre-investment also allows to gather more information when little information is being disclosed by GPs or companies. This questionnaire allows to establish whether the third-party manager has a high-quality general ESG awareness, due diligence, and implementation process as well as high-quality ESG monitoring and re-reporting.

⁵ The ODDO BHF Asset Management exclusion policy is available at https://am.oddo-bhf.com/france/en/professional_investor/GetRequestDocument?CodeDoc=PEX&CodPageWeb=FICHE_FONDS.

⁶ Referring to funds managed by ODDO BHF Asset Management SAS

private companies in the secondary fund investments are currently more than often not available and/or cannot be reasonably accessed before an investment decision needs to be made.

The internal ESG due diligence for both GPs and companies may rely on external recognized frameworks such as the 10 principles of the United Nations Global Compact and the United Nations Principles for Responsible Investment (PRI). In addition, materiality level for the company analysis is determined with the help of tools such as the Sustainability Accounting Standards Boards (SASB) Materiality Map.

We seek to avoid and to address ESG information biases. We have thus chosen to develop our own ESG research model and utilize inputs from multiple ESG information sources. The internal research model may rely on data and information from:

- An internal ESG guidance for each criterion
- Documents made available via the GPs, sponsors, or companies themselves; dedicated ESG fact books and the ESG sections of information memoranda
- Specialized broker publications (including thematic research)
- External research providers to review controversies, such as RepRisk
- The analysis of an ESG questionnaire completed by the company on a case-by-case basis

These are particularly important sources of information as we recognize that the companies invested in in Private Equity may only provide a limited amount of information regarding their ESG performance.

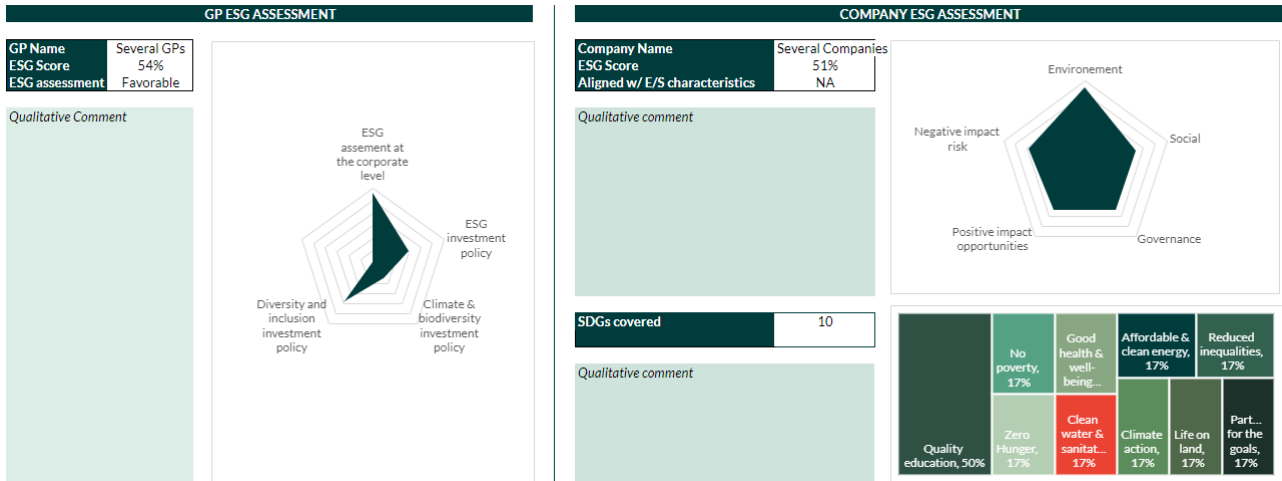
Some Private Equity funds managed by ODDO BHF Asset Management have a sustainable investment objective. We disclose more information about ODDO BHF AM's methodology to define and compute sustainable investments across article 8 SFDR in the following document available on ODDO BHF AM's Website: Sustainable investments methodology⁷.

⁷ *The document is available on the following link: https://am.oddo-bhf.com/France/en/professional_investor/DownloadSingleDocumentML?Langue=GB&IDarray=46919&IdSeqArray=2559827*

3. Investment Committee decision

After the due diligence process, an Investment Memorandum is presented to the Investment Committee, including the conclusion of the ESG diligences, prior the final investment decision, for Article 8 funds. This memorandum covers quantitative data such as overall ESG Scores and for each key pillar as well as qualitative comments and alignment with the UN SDGs. The outcome of the ESG analysis can influence the final investment decision.

INVESTMENT MEMORANDUM - ESG SUMMARY EXAMPLE



Depending on ESG material risks level in the due diligence phase, a corrective action can be included in the post-investment plan. The blind-pool nature of private equity fund investment means it may not always be possible to screen out companies prior to investment that are undesirable from an ESG perspective. In such cases, we will seek to engage and influence the manager to improve standards of ESG integration and governance. Therefore, we may not exclude an underlying manager or direct investment if it displays weak ESG practices, as long as there is a commitment by the underlying manager or company to address these shortcomings. However, when we foresee that an underlying manager or direct investment will not or cannot address our ESG concerns, we are prepared to support them in helping them to address sustainability market practice in relation to their activities.

In addition, we may include a side-letter of any clarifications, precision of reporting obligations with regards to ESG, Fund Themes or Target SDGs, and rectifications or ESG improvement obligations, on the part of the third-party manager of a proposed Investment, as appropriate.

4. Post investment (additional details in Section 1.2)

Annual ESG Questionnaire Campaign

Post-investment, we continue to monitor the ESG status of the companies in which we have invested through an annual ESG questionnaire campaign where comparisons are made on a year over year basis. This is done for both Art. 6 and Art. 8 funds. Sample datapoints include carbon intensity, percentage of non-renewable energy consumption, turnover, etc. It also covers the Principle Adverse Impacts (PAIs) where possible. We also monitor and track the UN SDGs as part of the campaign.

Continuous ESG analysis and monitoring

The blind-pool nature of primary investments means it may not always be possible to analyse companies pre-investment. In such cases, company analysis updates are conducted on a regular basis and new analysis for primary investments are made as and when the investments are made. A positive or negative development such as an ESG controversy may also change a company's score at any time.

Active owners and value creation

For *direct investments*, we define, post-closing, tailored areas of progress in consultation between the management company and the portfolio company. These depend on material ESG issues identified during the due diligence and naturally on the sector of activity. A dedicated ESG action plan is put in place and progress monitored throughout the investment cycle. If the management company has a representation on the Board of the portfolio company, a monitoring will also be carried during a meeting of this board. In situation where we do not have a seat on the Board, we will organize at minimum once a year a meeting to monitor the commitments and discuss potential ESG issues.

For our *Funds of Funds investments*, the team endeavors to:

- Engage with the general partners (“GPs”) of portfolio funds to promote the importance of ESG characteristics and practices (notably the stewardship of their portfolio companies during the holding period and of any material ESG incidents that may arise), where appropriate and for the relevant funds
- Have routine interactions with GPs and more specifically in relation to specific incidents
- Encourage an ESG dialogue in alignment with our internal practices and with relevant industry associations (France Invest, PRI, etc.)
- Keep our Limited Partners (LPs) aware of ESG-related topics through dedicated ESG reporting and encourage GPs to provide a similar level of reporting

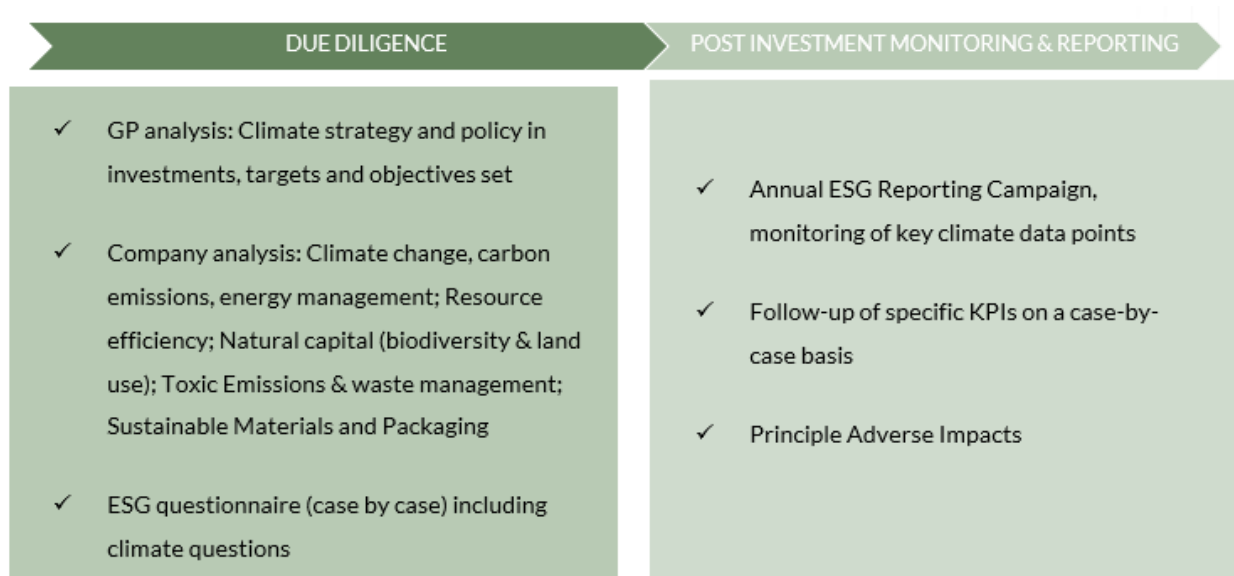
CLIMATE INTEGRATION

In our product range

We are committed providing our clients with sustainable solutions which aim to address climate risks and opportunities. We continue to review and further expand our fund range and our climate-related solutions.

In the investment cycle

Climate is considered at several stages of the investment cycle, alongside other ESG risks, where applicable and for the relevant funds. For SFDR article 8 funds, climate indicators are included in the due diligence phase if considered material, before an investment is made, as well as post-investment during the monitoring and reporting cycle.



The data availability for climate metrics ranges from scarce to non-existent in non-listed assets, and the expectation of climate data disclosed by companies in a harmonized way is still rather limited. As such, establishing clear trajectories for our holdings and portfolios still presents challenges.

In our engagement activities

For several years now, ODDO BHF Asset Management SAS has been involved in international and national initiatives to promote ESG integration and stewardship, encourage dialogue on and raise awareness of sustainable investing among various stakeholders, as well as influence issuers to improve their ESG practices. Collaborative engagements are a powerful mechanism for investors to collectively have more leverage and influence. Our involvement in these initiatives allows us to be part of collaborative engagements to address longer-term sustainability issues and provides material inputs for investment-decision making.

In Private Equity specifically, we joined the Initiative Climate International (iCi) in 2021. The iCi was originally launched as the iC20 (Initiative Climat 2020) in November 2015 by a group of French private equity firms to contribute to the Paris Agreement’s objective of limiting global warming to well-below 2 degrees Celsius.



Additional relevant memberships include:



Source: ODDO BHF AM SAS, 2023

2.2 REPORTING AND ACCOUNTABILITY

Annual ESG Reporting

The data collected in the questionnaire campaign is presented in the annual ESG report which also details the ESG progress and priorities. This enables us to report portfolio-level progress back to our own investors, as well as track our progress in implementing our own responsible investment policy. The report is available upon request. Additionally, as part of regulatory requirements under the SFDR and the EU Taxonomy, disclosures and annual required reporting are produced and available.

Risk Management

In terms of organization, the Risk & Compliance department is independent of the managers and reports directly to the Chairman of ODDO BHF Asset Management.

Controls are organized at two independent levels:

- First level controls are carried out by investment teams, i.e., managers, analysts, and the middle office.
- Second-level controls are carried out by the Compliance and Risk team, independently of operational activities, in accordance with the Annual Control Plan.

The Compliance function checks and controls compliance with this Responsible Investment policy as part of the Annual Control Plan.

The results of the second level controls are communicated in the Compliance and Risk Committee. In case of breach, the Compliance and Risk function informs the management of the ODDO BHF Asset Management and implements an action plan. This action plan is monitored until any breach is resolved.

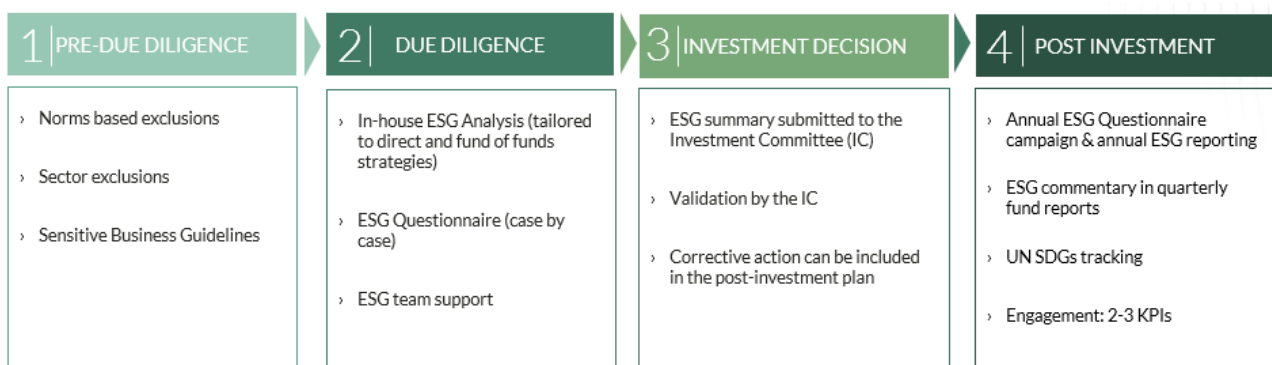
03 PRIVATE DEBT⁸

3.1 ESG AND CLIMATE INTEGRATION

ESG INTEGRATION

ODDO BHF Private Debt funds follow a specific approach enabling a custom-made ESG analysis of fundamentals within a long-term investment horizon and thus a better understanding of the risks and opportunities.

In 2023, we enhanced how we integrate ESG in our Art. 8 Funds for Private Debt. We notably strengthened our approach to sustainable investing. This approach to responsible investing covers broadly of: 1/pre-investment due-diligence, 2/ ESG due-diligence, 3/ investment decision and 4/ post-investment monitoring & reporting.



1. Pre-investment due diligence

We recognize the importance of mitigating potentially adverse environmental or social impacts of our investments and our Private Debt Art. 8 funds⁹ exclude companies which breach normative and sectorial considerations as outlined in the ODDO BHF Asset Management Exclusion Policy¹⁰. The exclusion list (“Common base of exclusions”) is based on normative and sectorial considerations and is a component of the initial screening on investment opportunities. In addition, our Art. 8 Private Debt funds apply further exclusions outlined below, driven by client requests.

- *Norms-based exclusions* – exclusion of companies that fail to meet certain international standards or conventions such as controversial weapons (chemical/biological weapons, anti-personnel mines, or cluster bombs), sanctioned countries, and others

⁸ The Private Debt activity only concerns funds managed by OBAM Lux, acting as the AIFM.

⁹ Referring to funds managed by ODDO BHF Asset Management Lux

¹⁰ The ODDO BHF Asset Management exclusion policy is available at https://am.oddo-bhf.com/france/en/professional_investor/GetRequestDocument?CodeDoc=PEX&CodPageWeb=FICHE_FONDS

- *Sector exclusions* – total or partial exclusion of sectors or businesses based on sectorial considerations, such as tobacco, alcohol, coal, gambling, unconventional oil & gas, nuclear, etc.

Additionally, the Private Debt team scans for activities that are included among the 13 activities in the “Sensitive Business Guidelines”. Investments in one of the Sensitive Business Areas require specific criteria and risks to be reviewed as part of an enhanced ESG assessment to better understand potential ESG risks. Approval to proceed further in the investment process must then be obtained from the Private Assets ESG Committee, Advisor Credit Committee (OBAM GmbH, as the Investment Advisor) and the Investment Committee (OBAM Lux, as the AIFM).

Norms-based exclusions	Sector Exclusions ²	Sensitive Business Guidelines ¹
<ul style="list-style-type: none"> • Violations of international conventions • Sanctioned countries • Controversial weapons 	<ul style="list-style-type: none"> • Adult entertainment • Alcohol • Arctic zone oil & gas exploration & production • Coal • Gambling • Human cloning and GMOs • Nuclear • Tobacco • Unconventional gas and oil production • Weapons and ammunitions 	<ul style="list-style-type: none"> • Agriculture, Fisheries and Forestry • Animal Welfare • Betting and Gambling • Clinical Trials • Animal Testing • Defense • Human Rights • Hydro Electric Power (HEP) • Infrastructure • Mining • Nuclear Energy • Oil and Gas • Sex Industry

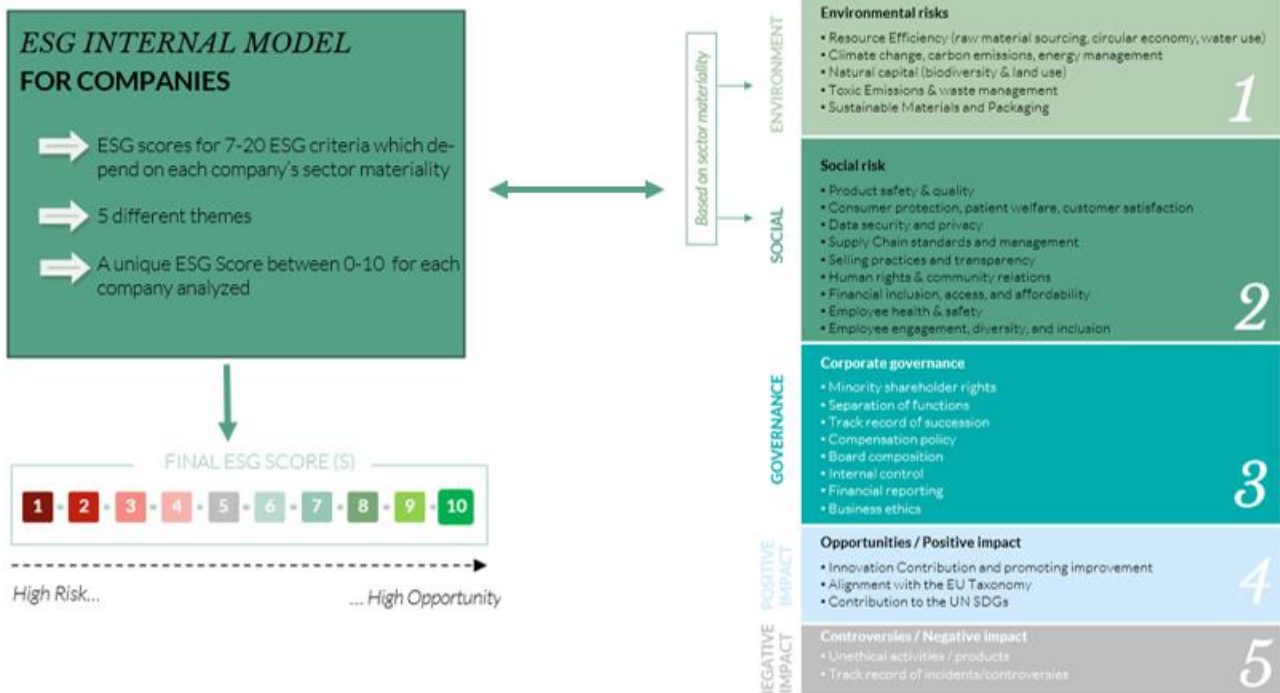
1.) Outlines the criteria and risks which must be reviewed in the context of a given transaction to decide whether the transaction must be referred for additional ESG assessment. 2.) Additional exclusions to align with ODDO BHF Asset Management’s exclusions policy updated March 2022.

After the initial screening, investment opportunities are sent the Private Debt ESG Questionnaire which contains questions covering Environmental, Social and Governance issues, grouped by its relevance to certain UN SDGs. The sending of an ESG questionnaire pre-investment allows to gather more information when little information is disclosed by companies and during the due diligence phase. The Private Debt team endeavors to receive the responses of the questionnaire before commitment; however, due to some deal processes which are time-compressed, this may not always be possible.

2. ESG due diligence

During the due diligence phase, we aim to identify and analyze the main ESG challenges, risks and opportunities of the investment target. Investments are primarily analyzed by our investment teams, with the support of the ESG Research team.

We have developed in 2023 our own in-house ESG research and rating model for Private Debt companies. This approach allows us to identify companies’ extra-financial risks and to assess how financially material such risks are. The analysis covers the following dimensions: social, environmental, governance, as well as aims to identify the positive contributions/opportunities and negative impacts of the activities as well as potential controversies. Where applicable with the investment opportunities, we assess the contribution to the UN Sustainable Development Goals (UN SDGs) and the alignment of investments with the European Taxonomy.



This approach fits the specific needs and the functioning of the Private Debt team, whose activities can often be focused on small companies or start-ups with limited information. For instance, our Private Debt investments are focused on Mittelstand companies, including small and medium European enterprises. Given their size, some of these companies may only provide a limited amount of information regarding their ESG performance.

The internal ESG due diligence may rely on external recognized frameworks such as the 10 principles of the United Nations Global Compact and the United Nations PRI. In addition, materiality level for the company analysis is determined with the help of tools such as the SASB Materiality Map.

While investing in issuers of all market sizes and across asset classes, we seek to avoid and to address ESG information biases. We have thus chosen to develop our own ESG research model and utilize inputs from multiple ESG information sources. The internal research model may rely on data and information from:

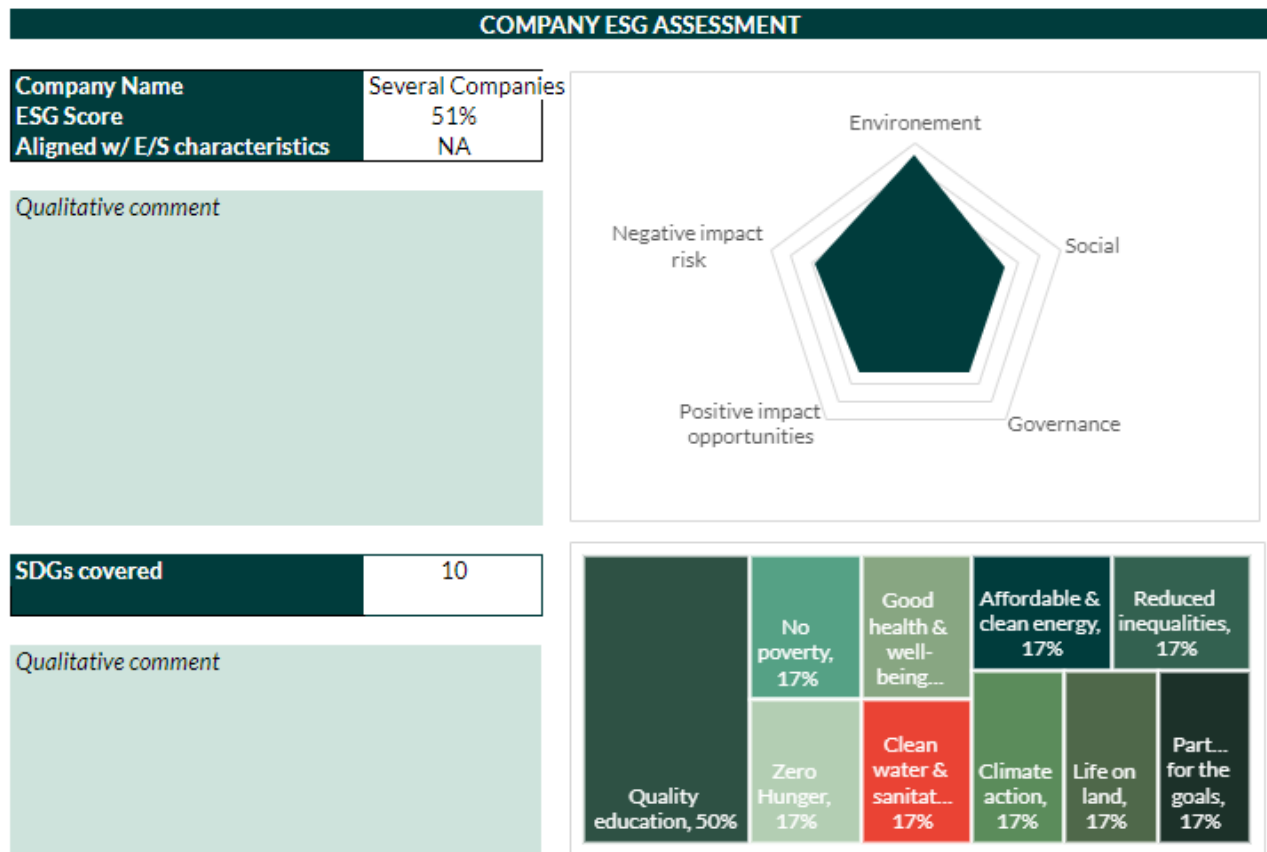
- An internal ESG guidance for each criteria including questions to ask companies in engagements
- Documents made available via the sponsors or companies themselves; dedicated ESG fact books and the ESG sections of information memoranda
- Specialized broker publications (including thematic research)
- External research providers to review controversies, such as MSCI and SESAMm (our provider of data based on an artificial intelligence-driven process)
- The analysis of an ESG questionnaire completed by the company on a case-by-case basis

These are particularly important sources of information as we recognize that the companies invested in in Private Debt may only provide a limited amount of information regarding their ESG performance.

3. Investment Committee decision

After the due diligence process, an ESG memo is presented to the Investment Committee prior the final investment decision, for Art. 8 funds. This memo covers quantitative data such as overall ESG Scores and for each key pillar as well as qualitative comments and alignment with the UN SDGs. The outcome of the ESG analysis can influence the final investment decision.

INVESTMENT MEMO ESG SUMMARY EXAMPLE



Depending on ESG material risks level in the due diligence phase, a corrective action can be included in the post-investment plan.

4. Post investment

Dialogue & engagement

The Private Debt team endeavors to enter into dialogue and engagement with investees and their sponsor(s), if applicable, on any ESG issues raised during the Due Diligence phase, alongside monitoring activities to gauge improvements or deteriorations in ESG issues. In the case that a material ESG problem or controversy arises concerning a portfolio company, the Private Debt team can ask the company’s management to treat the problem by setting up an action plan in collaboration with other stakeholders (sponsors, other lenders).

The level of engagement depends on the level of access to senior management which in turn is impacted by the concentration of lenders in the deal and/or arrangement role. Nevertheless, on a case-by-case basis, the team endeavors to:

- Open dialogue with other lenders and sponsors for collaboration on ESG objectives
- Educate borrowers on lender ESG needs including reporting ones
- Request that investees disclose material ESG incidences in regular borrower information packages
- Include ESG agenda items in regular borrower meetings
- Engage on 2-3 ESG KPIs, which for some borrowers, could result in ESG-linked pricing grid

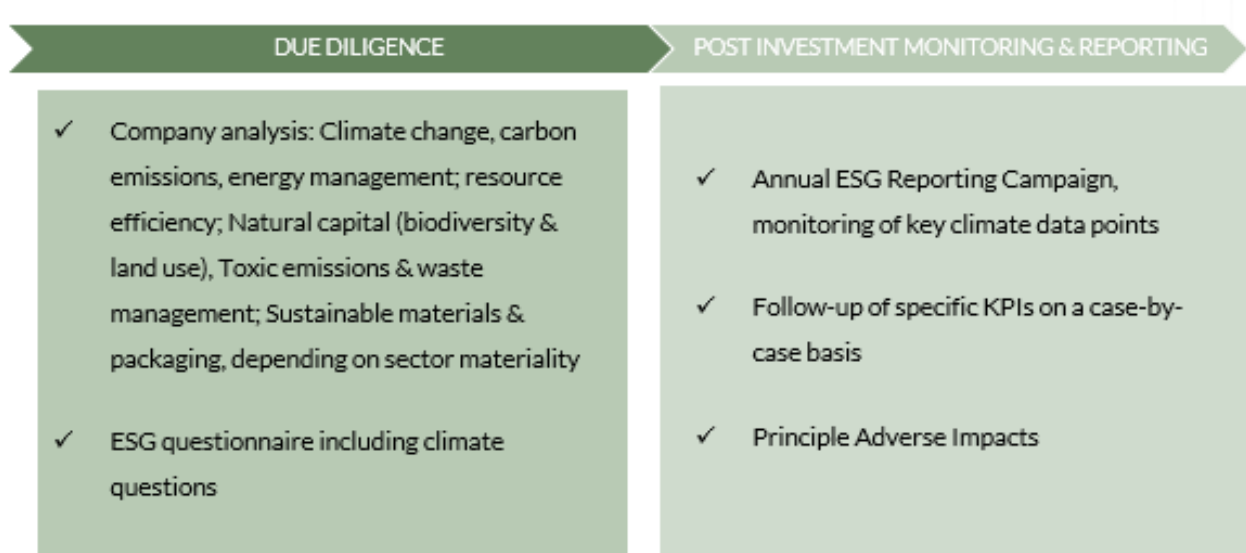
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Post-investment, we continue to monitor the ESG status of the companies in which we have invested through an annual ESG questionnaire campaign where comparisons are made on a year over year basis. Sample datapoints include carbon intensity, percentage of non-renewable energy consumption, turnover, etc. It also covers the Principle Adverse Impacts (PAIs). We also monitor and track the UN SDGs as part of the campaign.

CLIMATE INTEGRATION

In the investment cycle

Climate is considered at several stages of the investment cycle, alongside other ESG risks. Climate indicators are included in the due diligence phase if considered material, before an investment is made, as well as post-investment during the monitoring and reporting cycle.



Data availability for climate metrics ranges from scarce to non-existent in non-listed assets, and the expectation of climate data disclosed by companies in a harmonized way is still rather limited. As such, establishing clear trajectories for our holdings and portfolios still presents challenges.

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The data collected in the questionnaire campaign is presented in the annual ESG report which also details the ESG progress and priorities. This enables us to report portfolio-level progress back to our own investors, as well as track our progress in implementing our own responsible investment policy. The report is available upon request. Additionally, as part of regulatory requirements under the SFDR and the EU Taxonomy, disclosures and annual required reporting are produced and available.

Risk Management

In terms of organization, the Risk & Compliance department is independent of the managers and reports directly to the Chairman of OBAM Lux's Board of Directors.

The results of the second level controls are communicated in the Compliance and Risk Committee meetings. In case of breach, the Compliance and Risk function informs the management of the ODDO BHF Asset Management and implements an action plan. This action plan is monitored until any breach is resolved.

Controls are organized at two independent levels:

- First level controls are carried out by investment teams, i.e., managers, analysts, and the middle office.
- Second-level controls are carried out by the middle office team, independently of operational activities.

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Review: Annual

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