



ODDO BHF

SUSTAINABILITY STATEMENT

APRIL 2025

GENERAL INFORMATION - ESRS 2	5
BASIS FOR PREPARATION	5
BP-1 – General basis for the preparation of sustainability statements	5
BP-2 – Disclosures in relation to specific circumstances	5
GOVERNANCE	6
GOV-1 – The role of the administrative, management and supervisory bodies	6
GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	7
GOV-3 – Integration of sustainability-related performance in incentive schemes	7
GOV-4 – Statement on due diligence	8
GOV-5 – Risk management and internal controls over sustainability reporting	8
STRATEGY	9
SBM-1 – Strategy, business model and value chain	9
SBM-2 – Interests and views of stakeholders	14
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	15
IMPACT, RISK AND OPPORTUNITY MANAGEMENT	19
IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	19
IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	20
CLIMATE CHANGE - E1	23
STRATEGY	23
IMPACT, RISK AND OPPORTUNITY MANAGEMENT	23
PUBLICATION OF INFORMATION PURSUANT TO ARTICLE 8 OF THE EU TAXONOMY REGULATION	31
OWN WORKFORCE - S1	33
GENERAL INFORMATION CONCERNING THE GROUP'S EMPLOYEES	33
Characteristics of the Group's employees	33
Processes for engaging with employees and their representatives	34
Feedback channels and associated processes	36
IMPACT, RISK AND OPPORTUNITY MANAGEMENT	38
Working conditions that enable team performance and good collaboration	38
A commitment and framework to enable teams to develop and thrive	43
GOVERNANCE - G1	55
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES	55

An appropriate corporate culture promotes commitment and good collaboration between teams, notably through fundamental principles of good conduct	55
Preventing incidents of corruption and bribery is at the heart of the ODDO BHF Group's business conduct issues	56
A data leak or cyber security incident could have a significant negative impact on ODDO BHF customers and compromise the Group's business continuity	59
Acting with integrity and responsibly in conducting business is necessary to prevent reputational risk linked to the sustainability issues of the ODDO BHF Group	61
APPENDIXES	63
GLOSSARY	63
LIST OF DATA POINTS IN CROSS-CUTTING AND THEMATIX STANDARDS ARISING FROM OTHER UNION LEGISLATIVE ACTS	64
TAXONOMY APPENDIX	70

GENERAL INFORMATION - ESRS 2

BASIS FOR PREPARATION

BP-1 – General basis for the preparation of sustainability statements

This section of the management report corresponds to the sustainability statement of the ODDO BHF Group. It was prepared on the same scope of consolidation and the same reference period as the Group financial statements. The sustainability statement brings together information related to sustainability matters in environmental, social and governance areas. It describes the qualitative and quantitative data required by the European Sustainability Reporting Standards (ESRS) relating to the impacts, risks and opportunities (IROs) deemed material for the ODDO BHF Group. The sustainability statement covers the upstream and downstream value chain to the extent that the materiality assessment of the IROs was carried out by integrating the Group's main direct and indirect business relationships.

The information published in this sustainability statement in accordance with the ESRS should in particular enable users of this report to understand the material impacts the ODDO BHF Group has on the population and the environment as well as the material risks and opportunities and their effects on the Group's own development, its commercial performance, and its financial position.

The materiality of the information contained in this sustainability statement is not based on any classified or intellectual property information or on impending developments or matters in the course of negotiation.

BP-2 – Disclosures in relation to specific circumstances

The definition of medium or long-term time horizons applied by the ODDO BHF Group in this sustainability statement corresponds to that of the ESRS. The Group has therefore adopted the time intervals listed below as of the end of the reporting period:

- For the short-term time horizon: the period adopted by the company as the reporting period in its financial statements;
- For the medium-term time horizon: up to five years from the end of the short-term reporting period; and
- For the long-term time horizon: more than five years.

When conducting the materiality assessment process, ODDO BHF relied primarily on qualitative elements (expert judgments). The elements used to corroborate these analyses (methodologies, sector studies) are likely to evolve in line with market practices, regulations, and scientific progresses. In this context, the materiality assessment process may be adjusted to take these developments into account.

The calculation of greenhouse gas (GHG) emissions involves a high level of measurement uncertainty. Extrapolation assumptions have been used when the data collection process did not cover all of the Group's geographical locations. More specifically for GHG Protocol's scope 3 category 15. Investments, the ODDO BHF Group relied on the expertise of the consulting firm Carbon4 Finance in calculating the scope 1, scope 2 and scope 3 emissions of the financed issuers. Part of these calculations was based on estimates from sector averages of carbon intensity ratios. For more details, see page [28](#).

GOVERNANCE

GOV-1 – The role of the administrative, management and supervisory bodies

The management and supervisory bodies of the ODDO BHF Group are the Executive Committee and the Supervisory Board of the parent company ODDO BHF SCA. As of 31.12.2024, the Executive Committee is made up of the members of the Management Board as well as the Group Heads of asset management, investment banking, marketing and human resources. The Executive Committee has a total of ten executive members (eight men and two women). The Supervisory Board is made up of seven non-executive members (four men and three women). In accordance with the legislation in force, two employee representatives, from the Social and Economic Committee (CSE), are invited to the Supervisory Board meetings. The percentage of independent members within the Supervisory Board is 85.71%.

The members of the Executive Committee and the Supervisory Board of ODDO BHF SCA, taken as a whole, have extensive professional experience covering the Group's main business divisions (asset management, private banking, corporate and investment banking) as well as its main markets (France, Germany, Switzerland). In addition, some members of the Supervisory Board bring expertise from other economic sectors, so as to enrich the Board's discussions with varied points of view on cross-cutting themes. The Supervisory Board has also added the expertise of two censors, executive directors of global financial groups.

The monitoring of impacts, risks and opportunities around environmental, social and governance matters is ensured by the Executive Committee. In this capacity, the members of the Executive Committee are responsible for validating each year the content of the Group's strategy integrating sustainability aspects. They also validate each year the results of the materiality assessment process and review the action plans implemented within the framework of the internal policies dedicated to the management of IROs assessed as material. In addition, a summary of the ongoing initiatives carried out by the various departments of the Group, around material sustainability topics, is presented on a regular basis to the members of the Executive Committee.

The Supervisory Board of ODDO BHF SCA (hereinafter "Supervisory Board") is kept informed of the decisions taken by the Executive Committee concerning the supervision of IROs.

The internal regulations of the Executive Committee and the Supervisory Board specify the identity of the members who compose them as well as their roles and missions. These documents will be reviewed in order to ensure the formalization of the responsibilities of the two governance bodies in terms of monitoring of material IROs.

The management of the various departments of the ODDO BHF Group are directly attached to the members of the Executive Committee in a hierarchical manner. These departments participate, at their level, in the monitoring of IROs. In particular, they update the content of their department's strategy annually, including sustainability aspects. They are also called upon each year when the materiality assessment of environmental, social and governance matters is updated. The departments also participated in establishing internal policies at the consolidated level and in defining actions to manage material IROs related to these matters. They defined metrics and targets within these policies to assess progress and measure the effectiveness of these actions. All of these elements were validated by the Group's departments before being submitted to the Executive Committee.

When identified as responsible for implementing internal policies, the Group's departments ensure the deployment of procedures and controls, particularly for calculating metrics and monitoring associated targets. These metrics, validated by the departments, are calculated on an annual basis and submitted for review to the members of the Executive Committee, who may decide on corrective actions, particularly in the event of deviation from the defined targets. The Supervisory Board will be kept informed of the Executive Committee's decisions regarding the effective supervision of the implementation of internal policies.

The Executive Committee brings together professionals who have developed an understanding of sustainability matters through ongoing dialogue with the Group's stakeholders (customers, employees, supervisors, etc.) and external training provided by specialists. Indeed, the assessment of the materiality of the climate change topic led to the Executive Committee's decision to receive, during 2023, dedicated training on environmental and climate risks to strengthen its capacity to monitor the related impacts, risks and opportunities. The Executive Committee may still, where appropriate, train on sustainability issues that would require additional training by internal and/or external experts. The Supervisory Board is composed of directors who, during their careers and through different mandates, have had to manage and/or monitor sustainability topics in various sectors (banking, automotive, capital goods, telecommunications industries). This plurality of experiences allows the members of the Supervisory Board to use their general and specific skills on sustainability topics. Thus, these two governance bodies have the necessary skills to supervise sustainability matters at Group level.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The process of identifying and assessing the materiality of IROs around environmental, social and governance matters is carried out annually at the consolidated level for the ODDO BHF Group, in compliance with the regulatory requirements of double materiality (impact materiality and financial materiality). This materiality assessment is based in particular on the implementation of the due diligence process deployed within the Group through its permanent control system and on regular dialogue with the main stakeholders. Each year, the results of the materiality assessment process are submitted for validation to the Executive Committee and then for review to the Supervisory Board.

The manner in which the ODDO BHF Group manages environmental, social and governance matters assessed as material is specified in the internal policies mentioned in the previous section. These policies describe the general objectives that the Group has set for itself, in line with its strategy, in order to prevent, mitigate and remedy negative impacts and manage material risks and pursue material opportunities. These policies include, where applicable, specific action plans, as well as dedicated metrics and targets. The results of the implementation of these policies by the Group's various business lines and support functions, i.e. the measurement of the effectiveness of the action plans implemented to achieve the policy objectives, are presented to the Executive Committee on the basis of the calculation of the metrics compared to the targets established by the departments concerned. The decisions taken by the Executive Committee are submitted to the Supervisory Board for information.

With regard to the establishment of the Group's strategy, the Executive Committee and the Supervisory Board ensure each year that sustainability matters are formally taken into consideration. At the level of business conduct, as indicated above, these governance bodies review the effectiveness of internal policies regarding the management of material sustainability matters.

During 2024, the results of the exercise to identify and assess the materiality of impacts, risks and opportunities were validated by the Executive Committee and presented to the Supervisory Board. The content of internal policies around material environmental topics was also presented specifically to the Executive Committee.

GOV-3 – Integration of sustainability-related performance in incentive schemes

There is no incentive scheme or remuneration policy linked to sustainability matters for the members of the ODDO BHF SCA Executive Committee.

However, for 2024, collective objectives integrating ESG criteria have been assigned to them (in particular aspects of regulatory compliance in terms of sustainability and diversity elements).

GOV-4 – Statement on due diligence

A due diligence process is in place within the ODDO BHF Group and enables the identification, prevention and mitigation of negative impacts as well as reporting on how these impacts are managed. The main aspects and steps of this process are discussed in several sections of this report (correspondence table below).

Correspondence table	
Essential elements of due diligence	Paragraphs in the sustainability statement
Integrating the due diligence process into governance, strategy and business model	GOV-1, GOV-2, GOV-3, SBM-1, SBM-2, SBM-3
Identification and assessment of negative impacts	IRO-1
Dialogue with stakeholders	SBM-2, S1-2, S1-3
Prevention, mitigation and remediation actions	E1-2, E1-3, G1
Monitoring the progress of actions	E1-4, G1

In addition, a system for identifying and assessing negative impacts around environmental, social and governance matters has been deployed by all of the Group's major divisions. It takes different forms depending on the nature of the financial services concerned.

For investment activities, at the asset management and private banking level, the system for identifying and assessing negative impacts includes:

- The use of academic research and specialist studies
- The use of ESG ratings for investment products classified as articles 8 and 9 according to SFDR.
- The systematic application of an exclusion policy to open-end funds (for listed assets) and to management mandates classified under articles 8 and 9 according to SFDR.
- The annual statement on principal adverse impacts according to the article 4 of SFDR
- For financing activities, the system for identifying and evaluating negative impacts is based on the calculation of an ESG score according to a methodology and questionnaire (where applicable) developed internally.

Regarding metal trading activities, due diligence applies to activities upstream and downstream of the value chain. Thus, negative impacts are identified through the regular¹ collection of data on scope 1 and scope 2 greenhouse gas (GHG) emissions from a majority of direct metal suppliers (smelters) and according to the different modes of transport. In addition, these activities benefit from annual ISO 14001 certification, defining the requirements of an environmental management system.

GOV-5 – Risk management and internal controls over sustainability reporting

In order to ensure the relevance, usefulness and understandability of the sustainability information published in this sustainability statement, an input-validation system with a four-eye control was deployed in 2024 at the level of the contributing departments.

The risks concerning sustainability information have been assessed on the basis of internal criteria (e.g. complexity of calculation) and external criteria (e.g. material information for certain stakeholders). Based on this assessment, the sustainability information may be identified as critical. If this is the case, in addition to the four-eye control mentioned above, a second level of control is carried out. All these controls are formalized. Regarding the verifiability of the information, the persons involved are required to ensure a complete and reliable audit trail. All these elements (controls and audit trail) are entered into an IT platform dedicated to the production of this sustainability statement.

At the third level of control, the internal audit aims to periodically review the internal control system deployed around the production of sustainability information.

¹ For aluminum, this collection is quarterly within the framework of the CBAM (Carbon Border Adjustment Mechanism).

The content of the internal control system and the results of the associated controls may be presented to the Executive Committee and the Supervisory Board of ODDO BHF SCA. These presentations should allow the two governance bodies to ensure the effectiveness of the risk management and the internal control system of the sustainability information production process.

STRATEGY

SBM-1 – Strategy, business model and value chain

The activities of the ODDO BHF Group are traditionally structured around four main divisions:

- Asset Management
- Private Wealth Management
- Corporates & Markets
- Treasury and ODDO BHF Services (account safe keeping and fund depository activities).

This report focuses on the main activities within these four divisions that relate to sustainability matters. These activities are presented below.

Investment activities

Asset Management

The ODDO BHF Group carries out asset management activities (i.e. collective management via open-ended funds and individual management via dedicated funds) primarily for institutional clients and distribution partners. The main markets are Germany and France. The funds' investments are made in securities issued by companies based mainly in Europe. Through a partner network of independent financial advisors, led by a dedicated sales team, ODDO BHF SCA distributes ODDO BHF Asset Management funds within securities accounts and life insurance products in France.

Private Wealth Management

The Group also operates Private Wealth Management activities. Private Wealth Management offers high net worth individuals, entrepreneurial families, family offices and foundations a range of wealth management solutions designed to develop, preserve and transfer wealth. The main markets are Germany, France and Switzerland. In this context, Private Wealth Management offers its clients investment services, portfolio management on behalf of third parties (management under mandate) and investment advice.

Financing activities

International Banking

The International Banking department is particularly active in the confirmation of letters of credit with exporting companies in Western Europe. These letters of credit are traditionally issued by correspondent banks in emerging countries (Africa, Middle East, Asia) for their local importing clients. By participating in the securing of the transaction financing to the emerging country, the International Banking department thus acts as an intermediary with the correspondent bank of the emerging country as its direct counterpart.

Corporate Banking

The Corporate Banking department offers a multi-product offering consisting mainly of corporate financing and advisory services, primarily for German Mittelstand and preferably family-owned and international companies. The offering also includes liquidity management, foreign exchange strategies and payment services.

Private Wealth Management

The private bank also offers financing solutions to private clients and medium-sized companies, mainly in Germany and France.

Metal trading activities

The ODDO BHF Metals activity is defined as a service for the industry around the physical trading of non-ferrous raw metals (aluminum, copper, tin, zinc). The trading activity makes it possible to meet the needs of producers and end consumers by covering supply, financing, logistics and forward price hedging. ODDO BHF Metals acts as an intermediary between direct suppliers (smelters) and end-customers.

Own operations

Own operations are understood as the support functions (IT, IT Security, Compliance, Risks, HR, Corporate Real Estate Management, Procurement) which assist the businesses in their operational tasks as well as Asset Servicing activities (safe keeping of custody and depositary accounts).

All these activities pursue the same strategic objective of profitable and prudent growth. In this context, investment, financing and metal trading activities are all linked to sustainability matters in the environmental, social and governance areas.

ODDO BHF Group objectives related to sustainability

The sustainability objectives that the Group has set for itself take the form of commitments in line with the business strategy and the pillars of the CSR approach. These commitments are aligned with the Group's strategy and reflect the results of the analyses carried out as part of the materiality assessment of environmental, social and governance matters, taking into account the major service and customer groups as well as the main geographical areas and business relationships presented above. They have been approved by the Executive Committee of ODDO BHF SCA.

Many initiatives have already been carried out by the Group's business lines and support functions, in line with these sustainability commitments. Against each of these commitments, the main initiatives carried out by the Group's business lines and support functions below can be mentioned.

1. Develop impactful and sustainable solutions for our clients

As a financial institution, the ODDO BHF Group seeks to have a positive impact and work towards a more sustainable world by supporting clients in their own transformation. For investment activities (Asset Management and Private Wealth Management), a wide range of products categorized under art. 8 (financial product that promotes environmental or social characteristics) and art. 9 (financial product with sustainable investment objective) according to SFDR has been developed for several years, in particular to meet growing demand from institutional clients in the main European markets. Their share now represents a majority of products in the Group's investment activities.

2. Train teams and raise awareness

All Group teams, regardless of their geographical location, should be able to understand the financial and non-financial implications of major sustainability matters as well as the expectations of stakeholders in this area (regulators, business partners, shareholders). Regular training is offered to all Group employees on environmental, social and governance topics.

3. Manage and monitor indirect GHG emissions linked to the Group's activities

The Group is committed to managing the GHG emissions indirectly generated by its activities. The Group's investment activities now systematically integrate exclusion criteria relating to the intensity levels of issuers' GHG emissions into the investment processes for products classified under art. 8 and 9 SFDR. For more details, see [p.26](#).

4. Be sustainable in our own operations

The Group wishes to limit the negative impact on the environment of GHG emissions, including those directly generated by its own operations. To this end, a Low-Carbon Committee, including representatives from HR & CSR, Corporate & Real Estate Management, Procurement and IT, has been at work for several years. The low-carbon approach is structured around the following axes:

- The promotion of low-carbon mobility (business travel and commuting);
- The deployment of a training and awareness system on climate change issues;
- A more efficient management of the main buildings;
- A responsible purchasing policy;
- A responsible management of information systems.

Major challenges ahead in relation to sustainability matters

To ensure the profitable and prudent growth of its activities, the Group faces numerous challenges.

On the environmental front, those challenges include responding to the climate emergency and ensuring compliance with the European regulatory framework established to address it. The Paris Agreement, signed in 2015 by all EU Member States, gave impetus to the transition of the economic and financial world by setting clear climate targets. The ODDO BHF Group is sensitive to this emergency and is working to reduce its carbon footprint, particularly in scopes 1 and 2.

On the social level, based on its CSR approach, the awareness of the Group's teams of the climate emergency also constitutes a challenge. A system of regular internal communications is deployed and strengthened from year to year in order to raise awareness among teams on climate change issues and to help them reduce GHG emissions of their own activities by inviting them to adopt new behaviors and take individual actions.

In terms of business conduct, the challenges that the Group must address in order to maintain a sustainable growth strategy also relate to the response to European regulatory requirements on “digital operational resilience” for financial entities, the latter being particularly exposed to cyber threats and malfunctions of information and communication technologies (ICT). In a world where ICT have become essential for providing all types of financial services, these European regulations aim at changing the way financial institutions manage operational and IT risk in order to guarantee a high level of digital operational resilience.

Business model and value chain

In order to understand more precisely the origin of the impacts, risks and opportunities (IROs), it is necessary not only to clarify the Group's business model but also its value chain, in which its activities are included, and the main players, upstream (suppliers) and downstream (customers).

Business model

In order to achieve its strategic objective of growth in all its business divisions, the Group's economic model is based on five main types of resources: human, financial, IT, real estate and natural. Through its investment, financing, metal trading and proprietary operations, the Group generates value for its stakeholders, in particular for its approximately 70,000 clients (institutions, companies, distribution partners, private clients).

Added value for main stakeholders:

Clients:

- Full range of investment services, including sustainable solutions
- Efficient savings management, potential reallocation of capital towards more sustainable activities
- Secure financial transactions
- Individualized and digital support

Employees:

- Individualized support and opportunity to share their experiences
- Team involvement in the Group's success through the Partnership
- Measures to develop and retain the Group's talent

Investors:

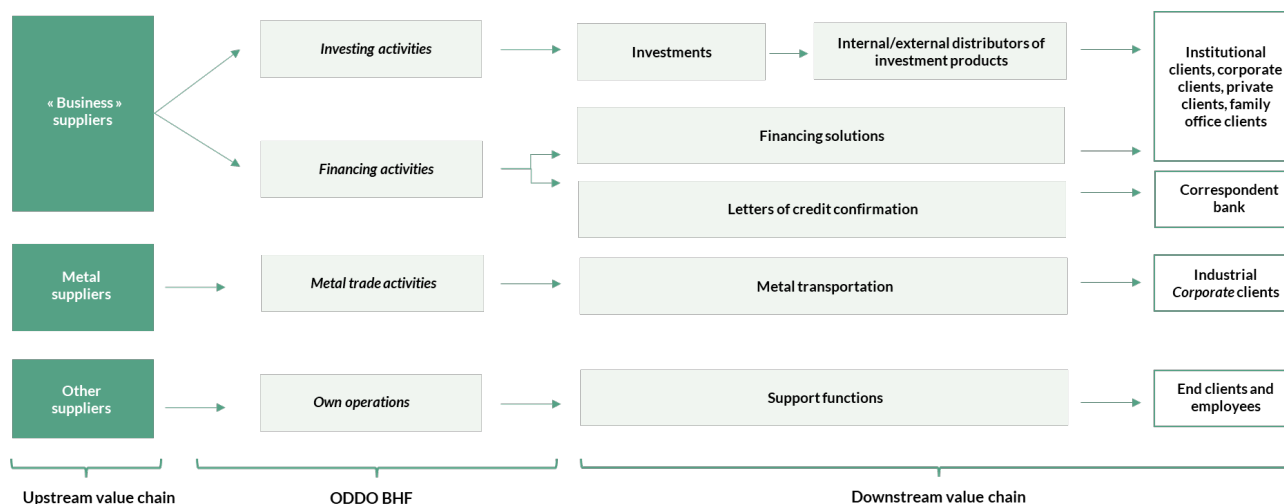
- Growth of the Group's activities, including external growth operations
- Diversity of the Group's activities and its customer base
- Family shareholding structure and "Franco-German" strategic focus

Other:

- Entrepreneurial corporate culture and brand image
- Support for economic and social development
- Measures to promote attractiveness to attract talent
- Conducting regular social dialogue, enabling the involvement of social partners in the Group's projects

Value chain

The main characteristics of the ODDO BHF Group value chain are described in the graph below:



The activities of the ODDO BHF Group are part of a value chain with specific suppliers, distribution channels and customer segments:

- Investment activities (Asset Management and Private Wealth Management): The creation and management of investment products is based on the provision of financial and extra-financial data as well as potential partnerships with external asset managers. These products are in particular distributed via a network of external partners (i.e. distribution platforms and insurers), mainly for institutional clients, corporate clients and private clients.
- Financing activities (Corporate Banking, International Banking and Private Wealth Management): The creation and management of financing products, which are based on the provision of financial and extra-financial data, are mainly intended for corporate and private clients. It should be noted that the International Banking activities (confirmation of letters of credit) are distinguished in that the direct counterparty for the Group is the correspondent bank of an emerging country.
- Metal trading activities: In metal trading activities, direct suppliers are foundries, producers of non-ferrous metals. These metals are transported to corporate customers operating in different industrial sectors.
- Own operations: Support functions (IT, IT Security, Compliance, Risks, HR, Corporate Real Estate Management, Procurement) support the business lines in their daily operational tasks. They mainly call upon software publishers and IT service providers to facilitate the processes of managing IT systems, operational and non-compliance risks, workforce management, real estate assets and suppliers.

Distribution of ODDO BHF Group workforce worldwide

Country	2024
France	968
Germany	1501
Switzerland	147
Rest of the world	528
Total employees	3144

SBM-2 – Interests and views of stakeholders

Stakeholders play a key role in the operation, development and success of the Group. Considering the characteristics of the ODDO BHF Group's business model and value chain specified above, the main categories of stakeholders have been defined. These are (i) clients, (ii) Group employees, (iii) investors and creditors, (iv) national supervisors and (v) direct suppliers.

Dialogue with these main stakeholders is a constant practice that is part of the due diligence process, regardless of the Group's activity. This dialogue is based on regular exchanges with varying levels of formalization, specified in the diagram below.

MAIN STAKEHOLDERS

(i) Clients	
<ul style="list-style-type: none"> • Institutional investors, corporate clients, private clients • Family offices, foundations 	<i>Dialogue through client appointments, physical and virtual meetings, questionnaires for some clients</i> <i>Internal and external events, dedicated internal committees</i>
(ii) Group employees	
<ul style="list-style-type: none"> • Employees • Employees representatives 	<i>Dialogue through regular exchanges between teams and key contacts, processes, surveys and internal events</i> <i>Regular social dialogue</i>
(iii) Investors	
<ul style="list-style-type: none"> • Shareholders • Lenders and other creditors 	<i>Dialogue through physical and virtual meetings</i>
(iv) Supervisors	
<ul style="list-style-type: none"> • Regulator • Legislator 	<i>Dialogue through physical and virtual meetings, conferences, questionnaires and, more rarely, controls</i>
(v) Direct suppliers	
<ul style="list-style-type: none"> • Business suppliers • Suppliers of own operations 	<i>Dialogue through physical and virtual meetings, questionnaires</i> <i>Internal dedicated committees</i>

OTHER STAKEHOLDERS

- Universities and schools
- Training bodies
- Candidates
- Civil society (NGOs, trade unions)

These discussions enable the Group, on the one hand, to better understand the interests of its main stakeholders in relation to its strategy and its business model. Thus, the growing interest of clients in sustainability topics in recent years has enabled the Group to orient its strategy towards the development of a more “sustainable” investment product offering art. 8 and 9 products (SFDR) and its business model towards creating value over the longer term by meeting clients' expectations. On the other hand, requests to understand the Group's sustainability strategy, and more specifically on the subject of climate change, are becoming increasingly numerous, not only from clients and prospects (requests for proposals) but also from investors and supervisors. With regard to employees, the conclusions of the engagement survey enable to measure the level of satisfaction of the teams and to identify the Group's strengths and potential areas for improvement.

As part of the conduct of the materiality assessment process, based on due diligence mechanisms and taking into account the point of view of the main stakeholders, dedicated workshops with the heads of the business lines and support functions were conducted, in order to collect essential information on the activities and the value chain in which they are included. The sustainability matters and the related IROs assessed as material are established on a consolidated scope for the ODDO BHF Group. These elements are submitted for validation to the Management Board and then for review by the Supervisory Board. A simplified questionnaire has been established to allow some stakeholders, if they wish, to give their opinion on the results of the materiality assessment.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Material impacts, risks and opportunities

The materiality assessment process resulted in the identification of three sustainability topics as material for the ODDO BHF Group:

- Climate change
- Own workforce
- Business conduct

The details of the impacts, risks and opportunities assessed as material for the Group around these three sustainability topics are presented below:

ENVIRONMENTAL TOPICS		IRO CHARACTERISTICS		
IMPACT	E1/ Climate Change	Actual/Potential	Positive/Negative	Horizon
	Climate change mitigation (GES emissions)			
	1. Financing of GHG emitting sectors through loans & Investing in GHG emitting sectors for ODDO BHF's own investments or for clients	Actual	Negative	LT
	2. Own operations : GHG emissions due to transportation, IT data centers	Actual	Negative	LT
	3. Metal trading activity value chain (upstream) - Negative impact: indirect GHG emission from smelter (energy consumption)	Actual	Negative	LT
	4. Metal trading activity value chain (downstream) - Positive impact: GHG reduction thanks to the use of metals by clients for the generation of renewable energy and electrification	Actual	Positive	LT
RISK	Energy consumption	Actual	Negative	LT
	5. Buildings/IT servers			
	E1/ Climate Change	Actual/Potential	Positive/Negative	Horizon
OPPORTUNITY	Climate change mitigation & adaptation	Actual		LT
	11. Transition risks impacting underlying assets (AM/PE, PWM, Corporate banking, Treasury)			
	E1/ Climate Change	Actual/Potential	N/A	Horizon
	Climate change mitigation & adaptation	Actual		ST
	14. Development of sustainable financial products by AM/PE, PWM and international & corporate banking	Potential		MT
	15. Potential growth of Metals activities in the context of the green transition			
SOCIAL TOPICS		IRO CHARACTERISTICS		
IMPACT	S1/ Group employees	Actual/Potential	Positive/Negative	Horizon
	6. Working conditions that enable team performance and good collaboration A work organisation offering flexibility to teams Working conditions that protect teams and prevent associated risks (health and safety) A regular social dialogue	Actual	Positive	ST
	7. A commitment and framework to enable teams to develop and thrive Diversity within teams as a lever for performance A commitment to promote greater gender diversity at all levels of the organization An agreement enabling the employment and development of people with disabilities Continuous training to develop the skills and employability of employees A prevention plan and sanction mechanisms to combat all forms of inappropriate behavior in the workplace	Actual	Positive	ST

	GOVERNANCE TOPICS		IRO CHARACTERISTICS		
			Actual/Potential	Positive/Negative	Horizon
IMPACT	G1/ Business conduct				
	8. Corporate culture:	An appropriate corporate culture promotes commitment and good collaboration between teams, notably through fundamental principles of good conduct	Actual	Positive	ST
	9. Corruption and bribery:	Preventing incidents of corruption and bribery is at the heart of the ODDO BHF Group's business conduct issues	Actual	Negative	ST
	10. Data protection:	A data leak or cyber security incident could have a significant negative impact on ODDO BHF customers and compromise the Group's business continuity	Actual	Negative	ST
RISK	G1/ Business conduct				
	12. Integrity and responsible business model(*)	*including risk of greenwashing	Actual	N/A	ST
	13. Cyber risk		Actual	N/A	ST

All material IROs are linked to topics mentioned in the ESRS. Only one material risk related to cybersecurity specific to the entity was identified outside of these topics and enriches the sustainability information published on the topic of business conduct.

Material impacts, risks and opportunities related to climate change

Regarding climate change, material IROs are mainly concentrated in the downstream value chain level:

- For investment and financing activities, the negative impacts stemming from climate change mitigation are currently materializing at the level of issuers and corporate end customers due to their contribution to the increase in GHG emissions. They are also likely to operate in economic sectors presenting high transition risks according to European regulations². Transition risks have been identified as material for the Group. In addition, in the context of the implementation of the European Green Deal aimed at promoting the reallocation of financial flows towards more sustainable activities, the Group identifies a material opportunity with the increase in demand for sustainable financial products from customers, particularly institutional investors.
- For metal trading activities, material negative impacts are concentrated in the downstream value chain. These impacts are notably linked to GHG emissions generated by the transport of metals to end customers using different modes of transport, which are more or less intensive in GHG emissions. However, metal trading activities play a key role in the global energy transition. In this way, these activities generate positive impacts on the environment. Specifically, they contribute to the transition to a low-carbon economy: non-ferrous metals (aluminium and copper in particular) are essential to support the electrification process and decarbonize electricity production and storage sites. They indirectly contribute to the gradual reduction of the share of fossil fuels in the global energy mix. More generally, still in the downstream value chain, the potential increase in demand for metals to take part in the global energy transition has been identified as a material opportunity for metal trading activities.
- Regarding its own activities, the Group is exposed to material negative impacts concentrated in its real estate assets (energy consumption), and the mobility of its employees, who contribute to direct GHG emissions.

Overall, from an environmental perspective, all material negative impacts identified for the Group are directly or indirectly linked to GHG emissions. These negative impacts affect the population and/or the environment (health hazards linked to global warming, weakened food security, increasing conflicts, etc.).

² Regulation (EU) 2016/1011 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds

The identification of material negative impacts and transition risks on the environmental level could jeopardize the strategic growth objective of the ODDO BHF Group. For investment and financing activities, certain sectors emitting GHG continue to play a key role in the global economy; the gradual elimination of the Group's exposures to these sectors could harm the ability of managers and bankers to generate absolute and relative performances of their investment products and to increase the outstanding amounts of their credit portfolios. Transition risks could also lead to a significant drop in the returns of financial products and an increase in the probability of default on corporate credits for clients active in economic sectors exposed to these transition risks. In light of these negative effects on the Group's growth, all departments are mobilized to appropriately manage their exposures to certain GHG-intensive sectors (coal, unconventional oil and gas) according to predefined criteria, integrated into the investment and credit granting processes. For more details on these internal criteria, see section [p.25](#).

If the strategic objective of prudent and profitable growth is aligned with the creation of value for investors over the long term, the realization of material transition risks into negative financial effects could lead the Group to strengthen its actions to prevent and mitigate risks linked to climate change, which will be described below.

Material impacts, risks and opportunities related to employees

Concerning the Group's teams, the current material positive impacts identified are by nature spread across all activities carried out by the Group's employees, whatever they may be, and affect employees in the long term. These positive impacts concern:

- Working conditions that enable team performance and good collaboration, based on the protection of teams and the prevention of health and safety risks, a work organization offering flexibility to teams as well as the conduct of regular social dialogue.
- A commitment and framework to enable teams to develop and thrive, which is based on the promotion of diversity and gender diversity, the employment and development of people with disabilities, continuous training and the fight against all forms of inappropriate behavior in the workplace.

The Group's success, for all of its activities, is based on the talent of its employees. The positive impacts on ODDO BHF teams are directly linked to the Group's strategic growth objective and business model, in that the workforce, thanks to their expertise, motivation and long-term commitment, are the driving force behind value creation for stakeholders. Although the Group's exposure to the issue of human rights is limited and none of its activities present a significant risk of forced or compulsory labour or child labour, the Group has created the conditions to secure and develop the human inputs that are essential to ensuring the sustainability of the Group's business model. All employees can be or are affected by the positive impacts identified as material, and this in all of the Group's activities. These impacts have the effect of preserving and strengthening the expertise, motivation and commitment of the teams, and represent support for the Group's growth strategy.

The Human Resources department supports value creation (particularly equity participation and regular training) for the Group's teams by regularly taking into account their interests and points of view, with this dialogue being part of the due diligence process. This improves their experience within the Group, whether on an individual or collective scale, which makes it possible to adopt a resilient approach and generate positive impacts for all teams, as is currently being done.

No material negative impacts on individuals with particular characteristics have been identified.

Material impacts, risks and opportunities related to business conduct matters

Regarding business conduct, the material positive impacts are mainly concentrated at the level of the Group's own operations. These positive impacts concern:

- A corporate culture, based on principles of good conduct, which promotes strong commitment from teams and ethical behavior towards customers.

The potential material negative impacts are found not only at the level of the Group's own operations but also at the level of its downstream value chain. They concern:

- Corruption, bribery, money laundering, terrorist financing and market abuse which could negatively impact customers and the protection of their interests as well as the Group in the event of an incident and associated sanctions, in particular with suppliers or when financial operations are carried out in countries particularly exposed to these issues.
- The potential negative impact on the business and the customer due to security incidents (data leaks, cyber attacks, unauthorized access to data, etc.) requires data protection.

Material risks relate to:

- A cyber risk leading to financial losses, damage to reputation and/or a decline in the Group's activity.
- The integrity of the Group's operations with reputational and financial risks related to potential controversies on topics such as greenwashing, business conduct incidents and any other controversy that may arise from environmental or social issues related to the Group's activities and its value chain.

The identification of negative impacts and material risks in terms of governance could also jeopardize the Group's strategic growth objective. On the one hand, some negative impacts may materialize through cases of corruption and bribery, as well as breaches in data protection. On the other hand, the weakening of the level of integrity, with which departments conduct their activities, or the poor management of cyber risks could threaten the Group's development (loss of customers, tarnished brand image) and lead to potential sanctions if certain laws in force were not respected.

The impact and risk regarding cybersecurity and data protection are intrinsically linked to the governance and conduct of the Group's business. Although these issues also have an impact on end consumers, they will be addressed in the Governance section of this report due to their important link to a healthy and safe business conduct for ODDO BHF activities.

Financial effects of material risks and opportunities

It is currently difficult to accurately estimate the current financial effects as well as the potential significant adjustments to the book values of assets and liabilities related to the identified material risks. In particular for transition risks, this is explained by the diversity of climate scenarios, the lack of data and the large number of parameters considered in the simulation models (pace of the transition, changes in the price of a tonne of CO₂, growth and inflation rates, etc.). The Risk department is working to specify the methodology for assessing these short-, medium- and long-term financial effects on the Group's financial situation. For material risks related to business conduct, it is difficult to accurately anticipate the negative financial effects of a potential sanction from the supervisor, particularly related to non-compliance with procedures or greenwashing practices, given the cross-functional nature of the subject and the existence of many related regulatory requirements.

The same issue arises for the material opportunities described above, for which it is also difficult to accurately estimate the current and expected financial effects. In connection with the development of investment, financing and metal trading activities, the financial effects of material opportunities are understood as a contribution to the Group's NBI.

Strategy resilience

No resilience analysis of the Group's strategy and business model has been specifically formalized to date. However, based on the identification of material IROs and the description of their concentration in the Group's value chain and business model and their financial effects, the Group believes that it has implemented a resilient strategy and business model thanks to the great diversity of its activities and its strict control of risks and operational expenses. More specifically, for each material sustainability matter, actions are implemented to address material impacts and risks and pursue material opportunities. For more information, refer to the thematic sections detailing the actions concerning each of these issues.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

Description of process for identifying and assessing material impacts, risks and opportunities

The materiality assessment process is organized in four steps:

1. The identification process used was the same for impacts, risks and opportunities (IROs) and covered all of the ODDO BHF Group's activities as well as its upstream and downstream value chain. The list of potential IROs was established on the basis of internal information as well as external data (ESRS environmental, social and governance topics, reports, peer analysis, existing sector references, scientific articles, etc.).
2. This list of potential IROs was structured according to the topics of the ESRs, adapted to each of the departments and discussed during dedicated workshops with their representatives. The latter, relying in particular on the due diligence process described above, made their contribution to confirm, refute or complete the potential IROs identified, making it possible to establish the final list of relevant IROs for each of the departments. This step thus enabled the identification of potential impacts and dependencies and the risks and opportunities that could result from them. The final list was distributed for validation to the representatives concerned.
3. Each of the IROs was subject to an assessment based on the criteria defined in the regulations in order to assess its impact materiality or its financial materiality:
 - For positive impacts: scale, scope and likelihood
 - For negative impacts: scale, scope, irremediable character and likelihood
 - For risks and opportunities: potential magnitude of financial effects and likelihood.

Each of these criteria was scored from one to five for each IRO. The average of the different scores was finally calculated to establish an overall score. Internal thresholds were established above which the IROs were identified as material at the level of the departments concerned. This assessment was based on qualitative criteria (e.g. expert judgment, scientific analysis/consensus), in accordance with EFRAG guidelines. The different IROs were ranked in order of priority on the basis of this rating. Where appropriate, the assessment of materiality was supported by a dedicated quantitative analysis.

4. An aggregation process was carried out for the IROs relating to the same sustainability matters. This enabled to establish a final list of material IROs for the ODDO BHF Group. As previously specified, a simplified questionnaire was established to allow stakeholders to give, if they wish, their opinion on the results of the materiality assessment process.

The material IROs and associated sustainability topics were presented to and validated by the Executive Committee.

Regarding business conduct issues, the Group, as a credit institution, investment firm or management company, is subject to numerous local regulations, due to the plurality of its activities and its geographical locations. The potential issues related to business conduct were considered with regard to the nature of the activities, their location and the typology of customers.

Preliminary work to identify physical and transition risks has been carried out and the integration of sustainability risks into ODDO BHF overall risk management framework has been initiated and is being implemented.

Description of process for identifying and assessing material impacts, risks and opportunities related to climate and other environmental issues

The process of identifying and assessing IROs was carried out in an identical manner, at the level of the Group's activities and its value chain, for all sustainability topics, including those related to climate, pollution, water and marine resources, biodiversity and ecosystems, as well as resource use and the circular economy.

More specifically for environmental impacts, the results of the identification and assessment process were corroborated by dedicated quantitative analyses. These focused on the level of exposure of the Group's investment and financing portfolios to sectors with a high impact on each of the environmental :

- Climate change: exposure to high impact climate sectors as defined by European regulations (SFDR);
- Pollution: exposure to industries that emit high levels of pollutants as defined by European regulations (European Pollutant Release and Transfer Register Regulation (E-PRTR) & Industrial Emissions Portal Regulation (IEPR));
- Water and marine resources: exposure to high water-consuming sectors as identified by CDP's Water Watch Index;
- Biodiversity and ecosystems: exposure to sectors with high impact on biodiversity as identified by the Finance for Biodiversity Foundation;
- Resource use and circular economy: exposure to sectors identified as key in the European Commission's circular economy action plan.

With regard to climate-related transition and physical risks, specific quantitative elements, notably based on more or less long-term climate scenarios, have been initiated in order to analyse the potential financial effects of these risks. Ultimately, these elements may be integrated into the assessment of the materiality of IROs.

Regarding climate change-related opportunities, several events related to the climate transition have been identified as creating opportunities assessed as material for the Group, such as changes in consumer preferences (e.g. increasing demand for funds integrating ESG criteria) or the replacement of existing products and services with low-emission solutions (e.g. increased demand for certain metals necessary for the electrification process).

IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement

List of disclosure requirements that ODDO BHF complied with while preparing the sustainability statement

Presented below is the list of disclosure requirements that the Group complied with in preparing its sustainability statements, based on the results of the double materiality assessment process.

Publication requirement	Pages
BP-1 – General basis for preparation of sustainability statements	5
BP-2 – Disclosures in relation to specific circumstances	5
GOV-1 – The role of the administrative, management and supervisory bodies	6
GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	7
GOV-3 – Integration of sustainability-related performance in incentive schemes	7
GOV-4 – Statement on due diligence	8
GOV-5 – Risk management and internal controls over sustainability reporting	8
SBM-1 – Strategy, business model and value chain	9
SBM-2 – Interests and views of stakeholders	14
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	15
IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	19
IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	20
E1 GOV-3 Integration of sustainability-related performance in incentive schemes	7
E1-1 – Transition plan for climate change mitigation	23
E1 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	16
E1 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	20
E1-2 – Policies related to climate change mitigation and adaptation	23
E1-3 – Actions and resources in relation to climate change policies	25
E1-4 – Targets related to climate change mitigation and adaptation	25
E1-5 – Energy consumption and mix	27
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	28
S1 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	15
S1-1 – Policies related to own workforce	38, 39, 42, 44, 45, 48, 50, 52
S1-2 – Processes for engaging with own workers and workers' representatives about impacts	34, 35
S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	36
S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	38, 40, 42, 44, 46, 49, 50, 53
S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	39, 40, 42, 45, 47, 51, 53
S1-6 – Characteristics of the undertaking's employees	33
S1-8 – Collective bargaining coverage and social dialogue	43
S1-9 – Diversity metrics	45, 47
S1-11 – Social protection	41
S1-12 – Persons with disabilities	50
S1-13 – Training and skills development metrics	##
S1-14 – Health and safety metrics	41
S1-15 – Work-life balance metrics	39
S1-16 – Compensation metrics (pay gap and total compensation)	47
S1-17 – Incidents, complaints and severe human rights impacts	53
G1 GOV-1 – The role of the administrative, supervisory and management bodies	6
G1 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	20
G1-1 – Business conduct policies and corporate culture	57, 55
G1-3 – Prevention and detection of corruption and bribery	57
G1-4 – Confirmed incidents of corruption or bribery	58

Definition of material information to be published regarding impacts, risks and opportunities

Once the material impacts, risks and opportunities have been identified, an assessment of the materiality of the information to be published under these impacts has been carried out. This assessment was based on several criteria:

- Relevance of the information to the Group and its activities
- Importance of the information in relation to the topic it aims to describe or explain
- Relevance of the information to meet the needs of users of this report in their decision-making

The result of this assessment made it possible to identify all the material information for ODDO BHF in relation to the material impacts, risks and opportunities.

CLIMATE CHANGE - E1

STRATEGY

To date, the ODDO BHF Group has not established a transition plan for mitigating climate change and achieving carbon neutrality by 2050, nor a date for implementing such a plan. However, the Group is following the many discussions and recommendations made by supervisors and other stakeholders, such as research institutes and professional associations, regarding the concept of climate neutrality in the banking sector. In 2025, work will begin to consolidate direct and indirect greenhouse gas (GHG) emissions in a dedicated IT platform in order to better determine reduction targets across the main emission sources. This work will enable to outline the first GHG emission targets for scope 1 and 2 emissions, credible and aligned with the Group's strategy and economic model.

The Group has already identified decarbonization levers for its scope 1 (direct), scope 2 (indirect related to energy consumption) and scope 3 (indirect upstream and downstream of investment, financing and metal trading activities) emissions in order to limit its total GHG emissions in a context of growth in its activities. These decarbonization levers, detailed in internal policies on climate change, include:

- Energy efficiency of major real estate assets;
- The extension of the use of low-carbon electricity for major real estate assets;
- Exposure constraints to carbon-intensive sectors for certain investment and financing activities.

These different decarbonization levers will contribute to limiting scope 1, scope 2 and scope 3 GHG emissions.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies related to climate change mitigation and adaptation

The ODDO BHF Group has established internal policies dedicated to the management of climate change as a material sustainability topic. These policies set out the actions in progress (for the year 2024) and planned (from 2025) that the Group's various businesses and support functions have defined in order to, on the one hand, prevent, mitigate and remediate material impacts (actual and potential), and on the other hand, address material risks and pursue material opportunities related to climate change mitigation, adaptation and energy consumption (energy efficiency and deployment of the use of renewable energies).

The material impacts, risks and opportunities related to climate change, as defined on the basis of the results of the materiality assessment process and to which the internal policies relate, are the following:

Impacts

Climate change mitigation (GHG emissions)

- Financing and investing in GHG-intensive sectors (for own investments and customers)
- Own operations: GHG emissions from transportation, IT data centers, servers, waste, etc.
- Metals value chain – Negative impact: indirect GHG emissions from smelters
- Metals value Chain – Positive Impact: Reduction of GHG emissions through the use of metals by customers for renewable electricity generation and electrification
- Energy consumption: Buildings/IT servers

Risks

Climate change mitigation and adaptation: Transition risks impacting underlying assets (Asset Management (including Private Equity), Private Wealth Management, Corporate banking)

Opportunities

Mitigation and adaptation to climate change:

- Development of sustainable financial products by Asset Management (including Private Equity), Private Wealth Management and International & Corporate Banking
- Potential growth of metal trading activities in the context of the green transition

As described above, internal policies have been established to formally report on the initiatives and commitments made by the Group's various businesses in terms of climate change. The objectives, at the consolidated level, are as follows:

- For impacts: the management and monitoring of GHG emissions generated directly or indirectly by the Group's activities, in particular through the definition and yearly computation of internal metrics contained in the dedicated policy (for more information on the related actions and metrics, see section [p.25](#))
- For risks: the management and monitoring of transition risks, in particular through the definition and yearly computation of internal metrics contained in the dedicated policy (for more information on the related actions and metrics, see section [p.25](#))
- For opportunities: the promotion of business initiatives for the development of sustainable financial products to meet client needs.

All of the Group's major business divisions, as well as its own operations (support functions), contribute to the materiality of the negative impacts addressed in these policies. More specifically:

- With regard to the Group's investment and financing activities, the identification of negative impacts related to GHG emissions is concentrated at the downstream value chain level, i.e. at the level of issuers or corporate end customers (indirect emissions, excluding own operations). The scope of the policy therefore includes the investment and credit granting processes for companies.
- Regarding metal trading activities, the identification of negative impacts related to GHG emissions is not only concentrated at the downstream value chain level, due to the transport of physical metals to industrial customers, but also at the upstream value chain level, at the smelter level (indirect emissions, excluding own operations). The scope of the policy integrates these two aspects of the value chain. It should be noted that a material positive impact has also been identified due to the central place that metallurgy will hold in the climate transition.

All locations of the ODDO BHF Group in which the business lines and support functions carry out their activities are included in the scope of application of the climate change policies. The managers of each department are identified as the persons responsible for the implementation of these policies within the scope of their responsibilities. The content of these policies is reviewed on an annual basis.

Actions and resources linked to climate change policies and targets regarding climate change mitigation and adaptation

To manage the material impacts, risks and opportunities related to climate change and achieve the above mentioned objectives, the key actions formalized in internal policies, and summarized below, were carried out in 2024 or planned.

1. Training Group employees on climate change issues

A system for communicating and raising awareness among teams about issues related to climate change has been deployed within the Group for several years. It takes the form of internal communications (interventions of experts, regular newsletters, information published on the intranet) and external communications (webinars, conferences).

At the Group level, the CSR team is responsible for managing this communication and awareness system, in order to educate employees and make them fully participate in efforts to limit direct and indirect GHG emissions by promoting behavioral changes and individual actions. In parallel with the internal training initiatives linked to the Climate Fresk that have been underway for several years, the CSR team deployed an educational and interactive online tool in 2024 that will allow all Group teams to achieve the same level of understanding of the issues related to climate change.

At the business level, specific risk-oriented training (in particular with regard to the assessment of the expected financial effects of climate risks) is also regularly provided by internal or external experts.

2. Gradual elimination of the Group's exposure to coal

The coal sector is among the most emitting in GHGs. It remains in second place (after oil) in the global energy mix and in first place in the global electricity mix. The International Energy Agency (IEA) estimates that the weight of coal should be significantly reduced³ to achieve the objectives of limiting the increase in the global average temperature set by the Paris Agreement in 2015.

Aware of the climate issues thus raised, the ODDO BHF Group aims, by 2040, to gradually eliminate its exposure to the coal sector on the basis of predefined criteria and thresholds, for its investment and financing activities, including on its own account via its cash portfolio.

In order to measure the effectiveness of this action to eliminate coal exposure and achieve the objectives of internal policies relating to the management of direct and indirect GHG emissions and the management of transition risk, the Group has decided to define measurable metrics and targets based on the nature of the activities targeted.

The methodology for calculating the "coal" indicators and targets is as follows. A list of companies active in thermal coal is defined on the basis of data provided by external service provider MSCI and NGO URGEWALD. Within the thermal coal value chain, two main activities are taken into consideration: on the one hand, the extraction of coal and its sale to external parties, and on the other hand, the production of electricity from coal. Only companies deriving 5% or more of their revenues from the extraction or production of electricity activities are taken into account in the calculation. The calculation of the exposure of the Group's activities to coal is weighted by the percentage of revenues derived from these activities.

The entire "coal" value chain is therefore not included in the scope of the calculation. In particular, coal trading activities (including logistics activities) and metallurgical coal mining are excluded.

³ See the version of the "Sustainable Development" scenario published in October 2020. The weight of coal in the global primary energy mix is expected to decrease from 26% in 2019 to 17% in 2030; its weight in the global electricity mix is expected to decrease from 37% in 2019 to 15% in 2030.

Targets of 0% exposure to coal by 2040 have been set for the Group's investing and financing activities. These targets are based on conclusive scientific evidence and are part of the IEA's recommendations described above to achieve the Paris Agreement's objectives of limiting the increase in global average temperature.

By reducing and gradually eliminating exposure to companies active in coal through its investing and financing activities, the ODDO BHF Group will contribute to reducing financial support for GHG-intensive sectors.

3. Promotion of investment products integrating ESG criteria

In order to meet the growing interest of clients, the ODDO BHF Group promotes financial products that integrate environmental, social and governance criteria. In terms of its investment activities, both in terms of listed asset management and private equity or private banking (management mandates), this promotion takes the form of the internal development of new "article 8⁴" or "article 9⁵" products according to the SFDR classification (Regulation (EU) 2019/2088 on the publication of sustainability information in the financial services sector). For example, in terms of asset management activities, the sum of the outstanding amounts of open-ended funds classified as art. 8 and art. 9 SFDR represent 81% of the total outstanding amounts as of 31.12.2024.

The development of the range of products classified as "article 9" demonstrates the ODDO BHF Group's desire to pursue the commercial opportunity represented by the development of more sustainable solutions for customers who wish to align their portfolio with their convictions.

On the Asset Management side, in 2024, three open investment funds classified as "article 9" will be offered to the general public:

- ODDO BHF Artificial Intelligence (launched in 2018): the fund uses artificial intelligence and qualitative analysis to invest in listed global equities exposed to the theme of artificial intelligence, while following a decarbonization trajectory with the objective of carbon neutrality by 2050 at the latest.
- ODDO BHF Green Planet (launched in 2019): the fund also uses artificial intelligence and qualitative analysis to invest in listed global stocks exposed to the themes of ecological transition via a selection of associated sub-themes (clean energy, energy efficiency, sustainable mobility and preservation of natural resources).
- ODDO BHF Green Bond (launched in 2019): the fund invests in green bonds from international issuers, as well as in sustainability bonds. One of the objectives of this fund is to contribute positively to climate and environmental protection by financing projects with measurable environmental, climate and social benefits.

On the Private Wealth Management side, in 2024, the first "article 9" management mandate was launched in France. Its objective is sustainable investment in that investments are made directly in companies that have a positive impact on the environment (protection of biodiversity) and social cohesion.

⁴ Financial product that "promotes, among other characteristics, environmental or social characteristics, or a combination of those characteristics, provided that the companies in which the investments are made follow good governance practices [...]."

⁵ Financial product which "has sustainable investment as its objective and an index has been designated as a reference benchmark". Sustainable investment is "an investment in an economic activity that contributes to an environmental objective, as measured, for example, by key resource efficiency indicators on the use of energy, renewable energy, raw materials, water and land, on the production of waste, and greenhouse gas emissions, or on its impact on biodiversity and the circular economy, or an investment in an economic activity that contributes to a social objective, in particular an investment that contributes to tackling inequality or that fosters social cohesion, social integration and labour relations, or an investment in human capital or economically or socially disadvantaged communities, provided that such investments do not significantly harm any of those objectives and that the investee companies follow good governance practices, in particular with respect to sound management structures, employee relations, remuneration of staff and tax compliance [...]."

In accordance with the provisions of SFDR Articles 8 and 9 of, Asset Management and Private Wealth Management activities focus on managing sustainability risks and the principal adverse impacts on sustainability factors using ESG rating models (internal or external), on which the integration of ESG criteria into investment decision-making processes is based. The relevant departments have put in place mechanisms to address sustainability risks through an exclusion policy, thus excluding certain sectors due to the significance of their sustainability risks (in particular greenhouse gas emission-intensive sectors) by excluding companies that are controversial or that do not comply with the principles of the United Nations Global Compact.

In order to measure the effectiveness of this action related to the pursuing of material business opportunities and to achieve the objectives of internal policies for promoting investment products integrating ESG criteria, the Group will monitor the development of investment solutions classified as Article 8 and Article 9 according to SFDR. The methodology for calculating metrics and targets related to the promotion of investment products integrating ESG criteria is based on the identification, within the pre-contractual documentation, of the classification Art. 8 or Art. 9 SFDR.

Overall, it should be noted that all these metrics and targets that the Group is committed to monitoring to assess the results and effectiveness of the key actions deployed around the matter of climate change have been established by the persons responsible for implementing the aforementioned policies, before validation by the Executive Committee. The Group has not, to date, defined targets for reducing GHG emissions in absolute value or intensity value.

Metrics related to energy consumption and greenhouse gas (GHG) emissions

Energy consumption and energy mix

The data on energy consumption and energy mix cover almost all of the ODDO BHF Group's geographical locations. The offices located in Madrid were not included due to their nature (co-working space). The offices located in Abu Dhabi, Ho Chi Minh and Abidjan were also excluded due to the limited number of employees on site (one or two).

For offices in France, data was mainly collected on energy supplier platforms for the year 2024. For offices in Germany, except Frankfurt, the responsible department was able to collect data for the year 2023 from lessors. For offices in New York, Luxembourg, Brussels, London and Milan, extrapolation assumptions were made based on the number of square meters of the sites concerned.

The share of fossil, nuclear and renewable sources in energy consumption was defined by country by Carbone 4 from the International Energy Agency database.

Energy consumption and energy mix	
	2024
(6) Total fossil energy consumption (MWh)	2,586.48
Share of fossil sources in total energy consumption (%)	39%
(7) Consumption from nuclear sources (MWh)	1,227.86
Share of consumption from nuclear sources in total energy consumption (%)	19%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	-
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	2,791.44
(10) Consumption of self-generated non-fuel renewable energy (MWh)	-
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	2,791.44
Share of renewable sources in total energy consumption (%)	42%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	6,605.78

Gross GHG emissions from scopes 1, 2, 3 and total GHG emissions

In order to calculate its carbon footprint, the ODDO BHF Group relied on the accounting and reporting standards defined by the GHG Protocol as well as on the GHG emissions calculation methodologies recommended by the Partnership for Carbon Accounting Financials (PCAF) for financed emissions.

The emissions calculated for the ODDO BHF Group are classified as follows according to the GHG Protocol:

- Scope 1: GHG emissions directly generated by assets owned or controlled by the ODDO BHF Group as a result of the usual conduct of its activities;
- Scope 2: GHG emissions indirectly generated by the production of energy consumed by the Group to carry out its activities;
- Scope 3: indirect GHG emissions, not included in scopes 1 and 2, linked to the Group's upstream and downstream value chain. With regard to scope 3, the following categories defined by the GHG Protocol are applicable to the ODDO BHF Group and are included in the GHG emissions calculations:
 - Regarding the upstream value chain: 1. Purchased goods and services, 2. Capital goods, 3. Fuel and energy-related activities (not included in scopes 1 and 2), 4. Upstream transportation and distribution, 6. Business traveling, 7. Employee commuting
 - Regarding the downstream value chain: 5. Waste generated in operations, 15. Investments.

All fully consolidated legal entities (i.e. over which the parent company ODDO BHF SCA exercises operational control) were considered in the calculation of the carbon footprint of the ODDO BHF Group. Investments in equity associates were thus excluded.

Scope 1, scope 2 and scope 3 emissions (excluding category 15. Investments)

All activity data required to calculate the ODDO BHF Group's scope 1, scope 2 and scope 3 GHG emissions (excluding category 15. Investments) was collected from the responsible departments for 2024. These data were communicated to Carbone 4, an independent consulting firm specializing in climate issues, in charge of carrying out the calculations based on the selection of appropriate emission factors.

When the activity data collected did not cover all of the Group's geographical locations, extrapolation assumptions were used. These extrapolations were based on the number of square metres of the sites concerned for scope 2 emissions (electricity consumption), and on the number of FTEs for scope 3 emissions (1. Goods and services purchased, 5. Waste produced during operations, 7. Employees' home-work travel).

Scope 3 emissions category 15. Investments

GHG emissions from scope 3 category 15. Investments are limited to emissions indirectly generated by the investment and financing activities of the ODDO BHF Group ("financed emissions"). In accordance with the methodological standards established by the PCAF, financed emissions were established on the basis of the on-balance sheet assets as per the Group's consolidated balance sheet as of 30.09.2024. The assets under management (off-balance sheet assets) were excluded from computations. For the investment activities of the Group, it can be noted that the computation results of the GHG emissions related to assets under management are included in the reports required by article 4 of SFDR (Statement on principal adverse impacts of investment decisions on sustainability factors).

For financed emissions, the following portfolios were retained:

- Investment (after applying a materiality threshold of 1 million euros per issuer or per fund reflected in the Group's consolidated balance sheet):
 - Treasury (corporate bonds and sovereign debt)
 - Listed Asset Funds
 - Private debt funds
 - Minority investments
- Financing: loans from the Corporate Banking activity.

To calculate the financed emissions from the consolidated on-balance sheet assets, the ODDO BHF Group relied on a total amount of assets of 2.1 billion euros. Those data were communicated to Carbon4 Finance, a subsidiary of Carbone 4, responsible for identifying the corresponding PCAF asset classes and applying the appropriate calculation methodologies.

The total amount of assets covered by Carbon4 Finance for the calculation of financed emissions amounts to €1.6 billion. They concern the following PCAF asset classes: listed equities and corporate bonds, sovereign debt, project finance (green bonds), corporate loans and unlisted equities.

For 66% of the covered assets, Carbon4 Finance recalculated scope 1, scope 2 and scope 3 emissions based on physical data reported by the issuer (the reported scope 1 and scope 2 emissions being selected when aligned with the recalculations). For the remaining 34%, Carbon4 Finance estimated the issuer's scope 1, scope 2 and scope 3 emissions based on revenue intensity ratios by sector.

For each PCAF asset class, a systematic reprocessing of the gross GHG emissions results was applied by Carbon4 Finance to eliminate double counting (i.e. duplicates in the calculation of GHG emissions between the different players in the same value chain).

Private banking loan portfolios for private clients and corporate clients were excluded due to missing or unstructured information on how the funding is effectively used by clients ("use of proceeds").

Private equity funds (funds of funds and direct investments) were excluded due to the lack of structured information necessary for estimating GHG emissions at the level of underlying assets.

GHG emissions from scope 3 category 15 Investments linked to emissions indirectly generated by the investment banking activities of the ODDO BHF Group ("facilitated emissions") were not included, as these activities were not considered as contributing to the materiality of the climate change matter.

Methodological limitations

The methodological limitations the ODDO BHF Group faces in calculating its scope 1, scope 2 and scope 3 emissions are summarized below:

- For scope 1, scope 2 and scope 3 emissions (excluding category 15 Investments), the data collection process did not always cover all of the Group's geographical locations (a minority of emission categories are nevertheless concerned). In these cases, the results were extrapolated for the "missing" sites. With regard to category 4. Upstream transport and distribution and category 7. Employee commuting, it should be noted that the mileage relating to the transport of metals was estimated.

- For Scope 3 emissions, category 15 Investments, the scope selected was restricted, in particular to the extent that private equity funds and private bank loans were excluded from the calculations (the latter being optional according to the PCAF methodology in the absence of information on their use). In addition, the ODDO BHF Group relied on the expertise of Carbon4 Finance in calculating the Scope 1, Scope 2 and Scope 3 emissions of the financed issuers. Part of these calculations were based on estimates from sector averages of intensity ratios which can, in certain cases, artificially inflate the total emissions calculated.

Regarding financed emissions, regulatory developments, methodological clarifications and the increase in the number of reporting companies will enable the Group to expand the scope of assets covered and the share of non-estimated results.

Total GHG emissions	
	2024
Scope 1 GHG emissions	
Gross Scope 1 GHG emissions (tCO ₂ eq)	627.00
Scope 2 GHG emissions	
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	2,066.95
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	260.36
Significant scope 3 GHG emissions	
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	308,458.85
1 Purchased goods and services	34,257.88
2 Capital goods	13,963.06
3 Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	333.46
4 Upstream transportation and distribution	56,060.12
5 Waste generated in operations	50.83
6 Business traveling	1,728.22
7 Employee commuting	3,514.28
15 Investments	198,551.00
Total GHG emissions	
Total GHG emissions location based (tCO ₂ eq)	311,152.80
Total GHG emissions market based (tCO ₂ eq)	309,346.21

In accordance with regulatory requirements, the ODDO BHF Group publishes scope 2 GHG emissions using the location-based and market-based methods. The location-based method quantifies scope 2 GHG emissions based on average emission factors for energy production at a country level. The market-based method quantifies scope 2 GHG emissions based on GHG emissions emitted by producers from whom Group entities purchase electricity. In France and Germany, contractual instruments exist to guarantee the origin of purchased electricity from renewable sources.

	2024
Share of contractual instruments (guarantee of origin, renewable energy certificates) used for the purchase of energy	72.93%

GHG emissions intensity based on GNP

The consolidated Net Banking Income of the ODDO BHF Group as of 31.12.2024 (in millions of euros) was used to calculate the monetary intensity data for GHG emissions.

	2024
Net revenue used to calculate GHG intensity (M€)	846.40
Net revenue (other, M€)	
Total net revenue (in financial statements, M€)	846.40

The monetary intensity of GHGs is calculated by taking into account total GHG emissions by applying location-based and market-based methods for scope 2 and by integrating emissions financed in scope 3.

	2024
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/M€ of net revenue)	367.62
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/M€ of net revenue)	365.49

PUBLICATION OF INFORMATION PURSUANT TO ARTICLE 8 OF THE EU TAXONOMY REGULATION

In accordance with the EU Taxonomy regulation requirements, ODDO BHF publishes its Key Performance Indicators (KPIs) on a consolidated basis, taking into account all the Group's assets, financial guarantees and assets under management.

Moreover, additional key performance indicators (KPIs) must be published at the ODDO BHF group level. These KPIs represent the Group's income-weighted Green Asset Ratio (asset management and other activities). The result is as follows:

- Consolidated key performance indicator at ODDO BHF group level (based on turnover): 0.9%,
- Consolidated key performance indicator at ODDO BHF group level (based on CapEx): 1.3%.

In addition, the KPIs of the ODDO BHF Group's asset management companies are published at the sub-consolidated level. These figures are displayed in the "Asset Manager" template.

The data required to calculate the eligibility, alignment, and also the enabling and transitional activities are obtained from specialized data providers.

ODDO BHF has globally a low Green Asset Ratio (GAR), reflecting the typology of its activities and clients (i.e. loans to companies mostly not subject to the NFRD and/or in non-aligned projects, almost non-existing real estate credit, etc.)

ODDO BHF will use the Green Asset Ratio as a monitoring KPI that will be presented once a year to the Board and General Management Committee in order to track the evolution of the green share of financial activities. At this stage, there is no will to take the green asset ratio as a strategic KPI with a binding target at Group level.

Summary of KPIs to be published by credit institutions in accordance with Article 8 of the Regulation establishing the taxonomy as of December 31, 2024

In millions of euros		Total environmentally sustainable assets (revenue)	Total environmentally sustainable assets (CapEx)	ICP turnover	ICP CapEx	% coverage (relative to total assets)	% of assets excluded from the GAR numerator (Article 7, paragraphs 2 and 3 and section 1.1.2 of Annex V)	% of assets excluded from the GAR denominator (Article 7, paragraph 1 and section 1.2.4 of Annex V)
ICP Principal	Encours du ratio d'actifs verts (GAR)	19	29	0.3%	0.4%	50.3%	36.6%	49.7%
Additional ICPs		Total environmentally sustainable activities (turnover)	Total environmentally sustainable activities (CapEx)	ICP turnover	ICP CapEx	% coverage (relative to total assets)	% of assets excluded from the GAR numerator (Article 7, paragraphs 2 and 3 and section 1.1.2 of Annex V)	% of assets excluded from the GAR denominator (Article 7, paragraph 1 and section 1.2.4 of Annex V)
	GAR - flow	0	1	—%	—%	74.1%	60.4%	25.9%
	Trading portfolio (*)							
	Financial guarantees	1	2	0.1%	0.3%			
	Assets under management	1,581	2,398	2.4%	3.7%			
	Fees and commissions collected (*)							

(*) The reporting obligation starts from 1/1/2026

Detailed information is available in the appendix.

OWN WORKFORCE - S1

GENERAL INFORMATION CONCERNING THE GROUP'S EMPLOYEES

Characteristics of the Group's employees

Due to legal constraints in some countries where the Group operates, gender reporting is limited to male and female. In accordance with the local definition of employee, trainees in France are excluded from the following data, due to the nature of their contractual relationship with the Group. Data is communicated in headcount as of 31.12.24.

Distribution of employees by gender and by country for countries with 50 or more employees, representing at least 10% of the workforce

					2024
	Total	Male	Female	Others	Not reported
Group	3144	1786	1358	0	0
Germany	1,501	874	627	0	0
France	968	550	418	0	0
Tunisia	468	240	228	0	0

The total number of employees is the result of the consolidation of the Group's workforce across all locations. The breakdown by gender is the result of the consolidation, on the one hand, of the workforce whose gender is "female", and on the other hand, of the workforce whose gender is "male" across all locations of the Group.

The total number of employees in countries with 50 or more people, representing at least 10% of the total workforce is the result of the consolidation of the workforce by country within which the Group counts at least 50 employees (France, Germany, Switzerland, Tunisia). The Group divided the total number of employees in these countries by the total number of employees at consolidated level, multiplied by 100. From this calculation results that only France, Germany and Tunisia exceed the 10% representation. The breakdown of these results by gender is the result of the consolidation, for each country, of the number of employees whose gender is «female» on the one hand and those whose gender is «male» on the other.

Distribution of employees by gender and contract type

					2024
	Group	Female	Male	Others	Not reported
Permanent employees	2849	1232	1617	0	0
Temporary employees	295	126	169	0	0
Including fixed-term contracts	76	43	33	0	0
Including students (apprentices, interns, etc.)	219	83	136	0	0
Non-guaranteed hours employees	0	0	0	0	0

The permanent workforce at ODDO BHF is represented by employees directly linked to the Group by a permanent contract of employment. Their total number results from the consolidation of permanents across all locations of the Group. Regarding temporary employees, the concerned are directly linked to the Group by a temporary contract (fixed-term contracts, interns excluding France, apprentices...). Their total number results from the consolidation of temporary employees across all Group locations, regardless of their specific contract type.

The gender distribution of employees by type of contract is the result of consolidation, on the one hand, of employees whose gender is “female”, and on the other hand, of employees whose gender is “male” for each type of contract. The ODDO BHF Group is not affected by the contract type of non-guaranteed hours.

Employees who have left the Group

	2024
Number of employees who left the Group	504
Number of permanent employees who left the Group	249
Rate of employee turnover	17%
Rate of permanent employee turnover	9.5%

The Group has consolidated all recorded employee departures during the reporting year. To calculate the turnover rate, the Group divided the number of departures recorded during 2024 by the total number of employees at 31/12/2023. The same methodologies, applied to permanent contracts, were used for the calculation of the total number of permanent leavers and the dedicated turnover rate.

Processes for engaging with employees and their representatives

Processes for engaging with Group employees

The greatest asset of the ODDO BHF Group is represented by its teams. The creation of co-construction relationships with them, considered as part of the main stakeholders, is encouraged through regular interaction with a series of interlocutors and tools, both at the individual and collective levels. The means which enable these interactions are listed in an internal practices manual. They are part of the Group's due diligence, aimed at identifying, preventing, and mitigating negative impacts on the environment and the population. The Human Resources Department is responsible for its implementation and integration into the Group's strategy. Several means allow for direct and regular interaction with the Group's workforce:

The Management

Managers are an essential point of contact for employees in their daily lives. Each new manager is trained to adopt an attitude of listening, exchange and benevolence.

The Human Resources Team

The Human Resources (HR) team proactively builds collaborative and trust-based relationships with teams. In this way, the HR team supports employees on a daily basis and throughout their career within the Group, whether in the context of the contractual relationship, the development of their skills and their career, or any other event that may have an impact on their professional life. Each employee can directly contact their dedicated HR Business Partner, a key contact within the HR team with whom regular meetings are organized. Exit interviews are also conducted with resigning employees. These discussions enrich the level of understanding of the reasons for departure and taking them into account makes it possible to identify areas for improvement for the Group.

The appraisal process

An appraisal process is in place within the Group and enables the creation of regular and privileged moments of exchange between managers and members of their teams. The process is structured around a mid-year appraisal, a year-end appraisal, as well as a target-setting campaign. This entire process contributes to the regular sharing of feedback on strengths and areas for improvement, the evaluation of performance and skills, the setting and evaluation of annual targets, the discussion of wishes for development, training, internal and international mobility and the discussion of potential issues.

The conclusions of these discussions are processed by the management and the HR team, which ensures that their needs are taken into account. At the same time, the Group complies with local regulatory frameworks regarding discussions related to professional development, such as in France, where dedicated additional meetings take place.

Internal events

Each year, several internal events are organized. They aim to familiarize new employees with the Group's various activities and to encourage experience sharing.

The effectiveness of the HR team's support and the quality of managerial support are assessed through the Group's engagement survey, which will be described further below. The results are monitored closely and can enable the Group to identify improvement areas.

Processes for engaging with employee representatives

ODDO BHF is committed to conducting constructive social dialogue with employee representatives. However, since local legal obligations differ from country to country, social dialogue remains conducted and managed on a local basis.

Social dialogue in France

In France, there are several employee representative bodies:

- At the level of ODDO BHF SCA,
- At the level of ODDO BHF Asset Management SAS

In accordance with the legal framework, the HR team holds monthly meetings with representatives of the two legal entities ODDO BHF SCA and ODDO BHF SAS, during which all types of projects concerning the general running of the company are discussed, which are the subject to consultation of the representatives. These consultations enable exchanges and the active involvement of employee representatives in the Group's projects. Furthermore, and in accordance with French law, employee representatives are consulted several times a year on mandatory topics: strategic orientations, economic and financial situation as well as social policy, working conditions and employment. Extraordinary meetings are also held when situations require it.

In addition, several agreements have been concluded with union representatives and are the result of the held social dialogue, such as the Agreement on equality between men and women, the Agreement in favor of the employment of workers with disabilities and the Agreement on the deployment of remote working and the implementation of an agile organization.

Meetings with employee representatives are formalized by minutes published on the Group's intranet.

Social dialogue in Germany

In Germany, there are also several employee representative bodies:

- At the level of ODDO BHF SE,

- At the level of ODDO BHF Asset Management GmbH,
- More locally, with employee representative bodies at the Frankfurt, Berlin, Cologne, Mainz and Stuttgart sites. The Frankfurt entity body also provides representation for the Baden-Baden, Essen, Hamburg, Hanover and Munich sites.
- Within the supervisory board, through one third of its seats filled by employee representatives, in accordance with the One-Third Participation Act.
- Representatives of severely disabled workers are responsible for representing their interests and those of workers with equivalent disabilities in companies and departments.
- There is an additional auxiliary body within the ODDO BHF SE works council, the economic committee (Wirtschaftsausschuss). It must be informed and consulted by the employer on economic matters and must inform the works council of critical economic results and situations.

Usually, weekly discussions are held by the HR team with representatives within the legal entities SE and OBAM GmbH; this goes beyond the local regulation. These exchanges enable a more regular social dialogue with employee representatives who play a key role in the conduct of the Group's activities in Germany, as the co-determination system in force enables the employee representative body (Betriebsrat) to be involved in all decisions concerning the running of the company. Regular consultations take place on all topics concerning employees. Additional meetings are held regularly to exchange information or consult representatives on specific projects or issues and may involve employees from all departments and countries, when the Group's initiatives extend beyond Germany's borders. The minutes of these exchanges are published on the Group's intranet.

Social dialogue in the Group's other geographical locations

Due to the absence of employee representatives, linked to local regulations or the size of the Group's entities, social dialogue has been built on a dialogue between the management and the teams. For example, in Tunisia, regular meetings are organized between the HR team and employees, as well as quarterly local internal events, promoting ongoing dialogue and team cohesion, on which social dialogue is also built. An email address has also been created to incite employees to express their questions. In Switzerland, as soon as a new social or economic policy may have direct repercussions on employees, those concerned are required to express their views through mandatory social consultations.

Finally, social dialogue is also carried out using the systems in place within the Group, such as the engagement survey.

Feedback channels and associated processes

Within ODDO BHF, employees can report any incidents and problematic situations that they may encounter, and the Group is committed to resolving them. While all previously presented interaction mechanisms already constitute channels for sharing concerns for the workforce, several specific channels and contacts, which are part of the Group's due diligence, exist:

Internal channels

The engagement survey

Collecting feedback is considered a key process for the continuous improvement of the Group's employee experience.

Permanent employees have the opportunity to regularly assess their experience within the Group by responding to the engagement survey. It is available in French, English and German and allows them to assess, among others, the team spirit and support, the quality of the management and their perception of their personal and professional development. Teams are strongly encouraged to participate in the survey, through several reminders. While it is not possible to measure the level of trust placed in this channel, the Group nevertheless insists on the fact that the feedback is anonymous, the objective being to allow each employee to express themselves in complete transparency, without any fear of reprisals. This transparency is also essential to enable the Group to improve.

The results of the survey, as well as the participation rate, are monitored and analyzed by the HR team and presented at Group level to the Executive Committee, which is likely, on the basis of the identified main areas for improvement, to define action plans at the consolidated level. The departments concerned by these areas for improvement, stakeholders who also respond to the survey, are directly involved in the implementation of the linked action plans. The results are also presented and discussed with employee representatives in France and Germany, who were notably involved in the construction of this survey for its first launch.

The action plans, as well as the results of the survey, are communicated to all employees. This communication allows the teams to learn about the results, the initiatives resulting from their feedback, and thus the effect of their participation in this survey and its effectiveness. At the same time, the results of the survey are analyzed by country and by department and shared with the concerned teams, with the aim of considering more localized solutions, when appropriate. Regularly conducting this survey allows the Group to monitor the evolution of results, to assess the effectiveness of the launched action plans at the consolidated level and to detect the steadiness or emergence of potential new collective problematic. Its regular renewal also allows the Group to monitor the evolution of results, and thus anticipate potential impacts, in that continuous or sudden drops in satisfaction from survey to survey can alert the Group to the need to manage them.

This survey, which allows each employee to share their experience, constitutes a mechanism for collectively expressing points of satisfaction and dissatisfaction as well as an opportunity for the Group to better capitalize on its strengths and to take action in response to the identified improvement areas.

The student and apprentice survey

As a key talent pool, particular attention is paid to the quality of the experience offered to interns and apprentices. This is why, in France, they regularly have the opportunity to evaluate their experience within the Group by responding to a dedicated survey. It allows the Group to measure their satisfaction from the recruitment stage to the end of their experience and to identify potential specific issues. This survey is also a tool for identifying potential future talent, which is part of the Group's recruitment strategy.

Internal referents and employee representatives

Internal referents

Employees can contact internal referents, some of whom are part of the employee representative bodies, when it comes to certain specific subjects, such as discrimination, harassment in all its forms, including sexual harassment and sexist behavior, or certain health-related subjects. People with disabilities can also contact dedicated disability referents in France and Germany. Their contact details are available on the Group's intranet and shared during awareness campaigns.

Employee representatives

In France and Germany, employees can also contact their representatives to report potential issues, which, depending on their type, result in the opening of an investigation in collaboration with the HR team.

External channels

Occupational health

As soon as they join the Group, teams in France benefit from regular medical monitoring by an occupational health service. They are also made aware of occupational risks by this same service. In the event of an impact of work on physical, psychological and mental health, employees can contact the occupational health service. In Germany, employees can also contact an occupational health service.

The external reporting center

ODDO BHF provides its teams with an external reporting center, through a mediator, in order to provide anonymous information while keeping the identity of the concerned employee(s) confidential. This mediator serves as an additional point of contact for ODDO BHF teams in the event of reporting white-collar crimes, activities detrimental to the Group or its customers and reporting breaches of money laundering regulations. Violations of human rights, labour law and any other incident related to working conditions can also be reported. Internally, the teams can also contact the Compliance team. For more information on the Group's whistleblowing system, see section [p.58](#).

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

As described above, the two current positive impacts related to the Group's employees below have been identified as material:

- Working conditions that enable team performance and good collaboration
- A commitment and framework to enable teams to develop and thrive

Working conditions that enable team performance and good collaboration

ODDO BHF is involved in maintaining working conditions that are favorable to collaboration and the expression of full potential, and to do so relies on three subtopics that will be addressed separately below:

- A work organization offering flexibility to teams
- Working conditions that protect teams and prevent associated risks (health and safety)
- Regular social dialogue

Dedicated systems are formalized within the Group's internal documentation and built with the involvement of the departments directly concerned by their implementation: the HR team and, when applicable, the Corporate Real Estate Management (CREM) team. They constitute guidelines that cover the entire Group and are under the responsibility of the Human Resources department.

A work organization offering flexibility to teams

Approach

ODDO BHF promotes a work environment and organization for its employees that allow them to benefit from a certain flexibility, to better reconcile their personal life with their professional life. This topic is notably monitored as part of the Group's engagement survey. The associated systems are described in an internal practices manual, with objective to promote a work environment and organization that ensures efficiency while integrating flexibility.

Actions

For several years, thanks to dedicated human and financial resources, actions have been implemented within the Group, which is committed to perpetuating them in order to continue to promote positive impacts:

- The Group has a hybrid organization, made possible thanks, on the one hand, to adapted tools and workspaces, and on the other hand, to the various remote working agreements that are in place within the Group. This organization enables to offer more flexibility in terms of work organization.

- In Germany, there is a flexibility in the working time, which allows teams to follow their working hours and to be able to use their overtime account for their free time. This process is supervised by the Group and the employee representatives in Germany.
- Teams can participate in webinars on health and work organization topics (digital disconnection, etc.).
- With the Sport Now! program, ODDO BHF supports athletes and para-athletes from France, Germany, Switzerland and Tunisia in their sports practice. As part of this initiative, the Group encourages its teams to adopt a balanced life through physical activities. In 2024, teams were offered the opportunity to travel by bike from Switzerland to Paris. In France, a gym for the teams was opened in the Paris premises. These initiatives make it easier for the teams to integrate physical activities into their daily lives.

Metrics and targets

Tools are used to measure the Group's impact on the life balance of its teams. For example, the Group's engagement survey allows teams to express their perception of their work-life balance as well as the efficiency of the remote working organization. The results of the 2024 edition of this survey confirm that most are satisfied. The particular attention paid to the results of this survey allows the Group to take additional initiatives or remedial measures if impacts in this area were identified.

The systems enabling regular dialogue between employees and the Group described above are also tools for identifying solutions to potential individual or team issues as well as the need to allocate additional human resources. In practice, these solutions can take the form of support from external contacts. In addition, each year, job creations are budgeted in order to meet the needs of the teams to face market developments and foreseeable increase in the Group's activities, the objective being to limit the impact of ODDO BHF own activities on the life balance of its teams.

To continue to generate a positive impact in this area, ODDO BHF aims to continue to be attentive to the balance between professional and personal life of its teams. This objective was set by the HR team, which works to implement the Group's approach to the environment and work organization, monitor its effectiveness, and identify learnings or improvements in the Group's performance, using the monitoring tools mentioned above. Only a qualitative objective was set because ODDO BHF aims to continue to generate a positive impact on its teams when it comes to enabling them to lead a balanced life.

Work-life balance metrics

To calculate the total percentage of employees entitled to family leave, the Group ensured that locally regulatory frameworks enable this within each location of the Group.

Family-related leave	
	2024
Share of employees entitled to take family-related leave	100%

Working conditions that protect teams and prevent associated risks (health and safety)

Approach

ODDO BHF ensures that it provides its teams with safe and healthy working conditions and environments and prevents potential health and safety related risks.

With the aim of guaranteeing and maintaining working conditions that allow teams to preserve their health and safety, the Group has established a series of procedures, based on compliance with applicable regulations and agreements, and implements various initiatives around health and safety at work. The Group's approach in this area can be summarized in the following six pillars:

- Identify, assess, prevent and minimize occupational health and safety risks especially thanks to a system for preventing and managing workplace accidents
- Train teams on security topics
- React to unusual situations and meet individual needs
- Promote employee health and raise awareness of health topics
- Create and maintain a work environment in which no one is discriminated because of their physical or mental condition
- Communicate and share best practices, to make teams responsible for their own and the other's health and safety

All documentation relating to health and safety at work is accessible from the Group's intranet. In France, as in Germany, Health and Safety committees cover these subjects.

Actions

In 2024, in order to promote positive impacts on its teams, the Group has, thanks to dedicated human and financial resources, undertaken a series of actions around health and safety at work:

- Several initiatives have enabled ODDO BHF to share best practices in the event of emergency situations (including fire, attack, hostage-taking, intrusion), such as the publication of new recommendations in Germany or the organization of several webinars in France, with the aim of identifying, analyzing and evaluating the various possible threats in the workplace or on business trips and enabling teams to react in the best possible conditions.
- Teams have access to services that allow them to preserve their health: in France, a medical concierge service is available to support teams and a communication was made in 2024 to encourage them to use it. In Germany, a coaching and psychological support platform on a multitude of subjects (stress management, sleep disorders, anxiety, addictions) is accessible from the Group's intranet.
- Online webinars and physical workshops are regularly organized in France and Germany on good practices related to health in general and at work, particularly on the occasion of the well-being day, as part of Pink October or during the European Disability Employment Week (EDEW).

Metrics and targets

To measure the effectiveness of the Group's approach to ensuring a safe and healthy working environment, ODDO BHF monitors health and safety metrics, such as work and commuting accident rates, and pays particular attention to the results of the Group's engagement survey. This survey constitutes a barometer of their well-being, allowing the Group to take additional measures or remediation actions if impacts in this area were identified.

To continue to generate a positive impact in terms of health and safety at work, ODDO BHF aims to continue to ensure the safety of its teams while helping them to preserve their health.

This objective was set jointly by the CREM and HR teams, who work together to implement the associated actions, monitor their effectiveness, and identify learnings or improvements in the Group's performance, using the monitoring tools mentioned above. ODDO BHF aims to continue to generate a positive impact on its teams when it comes to health and safety, in particular by maintaining its current framework, which protects the safety of its teams, while providing them with the tools to preserve their health, which is why a qualitative objective has been set.

Health and safety metrics

Health and safety at work	
	2024
Percentage of employees covered by a health and safety management system based on legal requirements and/or recognized standards or guidelines	100%
Number of work-related accidents	26
Rate of work-related accidents	4.9%
Number of cases of recordable work-related ill health	-
Number of fatalities as a result of work-related injuries and work-related ill health among employees	-
Number of fatalities as a result of work-related injuries and work-related ill health among other workers working on the Group's sites	-
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	179

To calculate the total percentage of workforce covered by a health and safety management system, the Group has ensured that for each location of the Group, a regulatory framework covers health and safety at work and is respected by the Group.

The number of work-related accidents is reported on the consolidated scope. To calculate rate of work-related accidents, the Group divided the number of work-related accident cases by the total number of hours worked by its workforce, multiplied by 1,000,000. The total number of hours worked by its workforce was determined based on the following assumptions:

- The same number of hours worked per week was applied to all Group employees, by calculating the average between the legal hours worked per week between France and Germany.
- This number of hours was multiplied by the number of weeks worked by the Group's workforce, also resulting from the calculation of the average between the number of weeks worked defined by the regulations in France and in Germany.
- The Group multiplied the number of hours worked by an employee by the number of employees at the consolidated level.

For the number of work-related ill health, days lost and work related fatalities, data are reported at consolidated level. For the consolidation of data related to work-related ill health, the Group has limited the scope to countries that are not subject to legal restrictions on the collection of data in this area.

Social protection metrics

Social Protection	
	2024
Percentage of employees covered by social protection, through public programs or through benefits offered by the Group, against loss of income due to sickness	99.9% Not covered: Ivory Coast
Percentage of employees covered by social protection, through public programs or through benefits offered by the Group, against loss of income due to unemployment starting from when the own worker is working for the Group	99.9% Not covered: Ivory Coast
Percentage of employees covered by social protection, through public programs or through benefits offered by the Group, against loss of income due to employment injury and acquired disability	100%
Percentage of employees covered by social protection, through public programs or through benefits offered by the Group, against loss of income due to parental leave	99.9% Not covered: Ivory Coast
Percentage of employees covered by social protection, through public programs or through benefits offered by the Group, against loss of income due to retirement	99.5% Not covered: Ivory Coast, United States and Abu Dhabi

Regular social dialogue

Approach

ODDO BHF strives to maintain an environment that ensure qualitative, constructive and long-term oriented social dialogue with employee representatives. This is why the Group is committed to building trust-based relationships with employee representatives bodies in France and Germany.

Social dialogue practices are described in a dedicated HR practices manual, alongside practices that enable a regular dialogue with the Group's employees. The HR team assumes responsibility for social dialogue, but also with employees, with the main objective of maintaining constructive exchanges, in order to identify and remedy any potential critical situations.

Local legal obligations related to the conduct of social dialogue, which the Group strictly respects, differ from one country to another. This is why it remains conducted locally. To find out more about the dialogue with the Group's employee representatives, see part [p.35](#).

Actions

Thanks to the teams dedicated to conducting social dialogue and in order to continue to generate a positive impact in this area, the Group maintains:

- The conformity with all local legal obligations associated with the conduct of social dialogue.
- Regular exchanges with employee representatives
- To ensure transparency and cooperation, the sharing of a lot of information with the representatives, both in terms of internal organization and regarding the functioning of the Group and its economic results as well as its projects.

In France, independently of the mandatory annual consultations, discussions were held with employee representatives in 2024, in particular on a universal transfer of assets project for a subsidiary of ODDO BHF SCA and on two external growth projects.

In Germany, in 2024, within ODDO BHF SE, negotiations were duly conducted with the representatives and resulted in the successful deployment of a matrix organization between two entities, as well as the effective merger between two other ones. As every year, employee representatives participated in the review of annual bonuses paid to employees. They were also consulted on global projects, such as on the introduction of IT tools processing the personal data, to ensure their adequate protection.

Metrics and targets

The concluded agreements make it possible to meet regulatory requirements, but also to deploy social measures in favor of the teams. Moreover, to ensure that its own activities do not have negative repercussions on the conduct of social dialogue, the Group always takes into account the necessary involvement of employee representatives in its development and evolution projects.

To continue to generate a positive impact in terms of social dialogue, ODDO BHF aims to:

- Maintain a framework favorable to qualitative and transparent social dialogue, particularly in the context of supporting the Group's projects.
- Continue to scrupulously respect the legal framework associated with the conduct of social dialogue.

These objectives were set by the HR team, which is responsible for conducting social dialogue and ensuring strict compliance with the associated legal framework, as well as evaluating the results of social dialogue. ODDO BHF aims to continue to generate a positive impact in terms of social dialogue. The effectiveness and quality of social dialogue is measured through the results of collective negotiations and discussions, which is why non-quantified objectives have been set.

Coverage of collective bargaining and social dialogue

Collective bargaining agreements and social dialogue

	2024
Percentage of employees covered by collective agreements	83%

In order to calculate the coverage of the Group's workforce by collective agreements, the Group has consolidated the number of employees attached to the Group's legal entities covered by collective agreements. This result was divided by the total number of staff at the Group level and then multiplied by 100.

	2024		
	Collective Bargaining Coverage		Social dialogue
Coverage rate	Employees - EEA (countries with >50 employees, representing >10% of the total workforce)	Employees - non-EEA (countries with >50 employees, representing >10% of the total workforce)	Workplace representation - EEA (countries with >50 employees representing >10% of the total workforce)
0-19%	-	-	-
20-39%	-	-	-
40-59%	-	-	-
60-79%	Germany	-	—
80-100%	France	Tunisia	France Germany

Concerning the coverage rates by collective agreements within and outside the EEA for countries with at least 50 employees, representing at least 10% of the workforce, the Group has consolidated the number of employees attached to legal entities covered by collective agreements in each of the concerned countries. This result was divided by the total number of employees per country and multiplied by 100. Regarding the coverage rates of the social dialogue within the EEA for countries with at least 50 employees, representing at least 10% of the workforce, the Group consolidated the workforce attached to the legal entities in each concerned country covered by the social dialogue. This result was divided by the total number of staff per country and then multiplied by 100.

ODDO BHF SE has set up a staff representation body at European level, in which representatives of the various structures of the Group participate.

A commitment and framework to enable teams to develop and thrive

ODDO BHF strives to maintain a working environment that promotes the development of teams and their diversity, and to do so relies on five subtopics, which will be addressed separately below:

- Diversity within teams as a lever for performance
- A commitment to promote greater diversity at all levels of the organization
- An agreement enabling the employment and development of people with disabilities
- Continuous training to develop the skills and employability of employees
- A prevention plan and sanction mechanisms to combat all forms of inappropriate behavior in the workplace

Dedicated systems are formalized within the Group's internal documentation and built with the involvement of stakeholders directly concerned by their implementation. They constitute guidelines that cover the entire Group and are under the responsibility of the Human Resources department.

Diversity within teams as a lever for performance

Approach

For ODDO BHF, diversity is a key element in the performance of its teams. It promotes differences in point of view and perception as well as better decision-making and innovation. The Group is aware of the challenge it represents for its workforce, and remains committed to its promotion. The commitments made on diversity are part of the “Champion our employees” pillar of ODDO BHF Corporate Social Responsibility (CSR) policy. They represent important areas for the Group and are monitored by the CSR and HR teams. The Group's approach to diversity is based on gender diversity (see p.45), the inclusion of people with disabilities (see p.48) and the promotion of collaboration between different cultures and generations, which will be presented in this section. Certain other aspects of diversity are addressed on a case-by-case basis.

Actions

In 2024, in order to promote intergenerational diversity, the following actions were carried out:

- Trainings on intergenerational collaboration were organized for the teams to enable them to capitalize as best as possible on the knowledge of all generations.
- The Group has maintained its efforts to rebalance its age pyramid, thanks to its strategy for recruiting young talent in Europe, organized around five axes: a team dedicated to talent acquisition and employee experience, the evaluation of the employee experience through the Group's internal surveys, the strengthening of partnerships with schools and student associations, the development of the employer brand as well as the continuous development of internal programs dedicated to juniors, such as Graduate Programs and other development programs. To do this, the Group actively capitalizes on its internal talent pool, through the recruitment of students, VIE (*Volontariat International en Entreprise* - International Internship in a Company) and Graduate Programs.

To promote cultural diversity, in 2024, the following measures have been implemented:

- To enable multicultural and cross-border teams, particularly Franco-German, to understand and capitalize on their differences, training courses have been organized at the Group's initiative (such as webinars on Franco-German collaboration) or in response to individual and collective needs.
- Training of cross-border managers in understanding local specificities has continued.
- Language trainings in French, German and English have continued.
- ODDO BHF international mobility policy allows many employees each year to spend a few months in another country, sometimes permanently settling there. This policy is based on the belief that collaborating on a daily basis is a powerful lever for overcoming cultural differences and learning valuable lessons. A communication plan has been implemented around this policy. In 2024, 34 international mobility projects were supported by the Group.

Metrics and targets

Human and financial resources are dedicated each year to the implementation of these actions. The effectiveness of the training actions is assessed by the employees themselves. The effectiveness of the young talent recruitment strategy, supported by the Executive Committee, is measured with dedicated metrics, such as the conversion rate of interns to permanent contracts. Diagnostics are carried out, which make it possible to define the needs for junior profiles by profession and by country and thus measure the effectiveness of the actions. The quality of intercultural collaboration is monitored through the engagement survey, allowing teams to assess how easily they collaborate with other countries within the Group. In addition, teams can also share their perception of equal opportunities within the Group. The attention paid to the results of this survey allows the Group to take additional initiatives or remedial measures if impacts in this area were identified.

To continue promoting intergenerational and cultural diversity, ODDO BHF aims to:

- Strengthen intergenerational collaboration across all Group teams,
- Continue the attention and efforts given to recruiting juniors in Europe each year,
- Strengthen the number of cross-border teams and collaboration among those teams,
- Continue to promote international mobility.

These objectives were set by the CSR and HR teams, who are working to implement the Group's approach to diversity, monitor its effectiveness, and identify lessons learned or improvements resulting from the Group's performance, using the monitoring tools mentioned above. ODDO BHF aims to continue to generate a positive impact on cultural and intergenerational diversity, through continued efforts across all areas that enable the Group to promote diversity, which is why a qualitative objective has been set.

Diversity metrics

Distribution of the Group's employees by age group

2024		
	Number	Percentage
Employees under 30 years old	840	27%
Employees aged 30 to 50	1459	46%
Employees over 50 years old	845	27%

To calculate the age distribution of its workforce, the Group used the ages of its employees as of 31/12/2024, which it divided into three age categories (>30 years; 30-50 years including 50-years old employees; 50< years). To calculate their distribution, each result was divided by the total number of employees in the Group, multiplied by 100.

A commitment to promote greater gender diversity at all levels of the organization

Approach

ODDO BHF pays particular attention to the subject of gender diversity. There is still much progress to be made on the subject of gender equality in the historically more masculine financial sector. ODDO BHF takes responsibility in this approach: recruitment, promotion, training to promote more diversity. The Group's gender-related ratios, particularly at the top management level, are not yet satisfactory, but improving. An action plan is in place to enable the Group to improve. This commitment is materialized by the Gender Balance Program, which is part of the Champion our employees pillar of the Group's CSR policy. The objective of the Gender Balance Program is to promote gender balance at all levels of responsibility within the teams, based on five complementary pillars:

- Commitment of the Top management: diagnoses are regularly presented to the top management, and associated objectives are defined.
- Training and awareness raising: specific, individual and collective programs are co-constructed with dedicated partners and according to the targets (women, men, managers), to recognize perception biases and go beyond stereotypes and prejudices. These programs also aim to empower women in their development.
- Adjustment of HR and management processes: particular attention is paid to the recruitment and career development of the women and men who make up the Group.
- Monitoring of dedicated KPIs: a wide range of regularly monitored KPIs exists (male/female distribution in recruitment and departures, within internal programs, within management as well as at the highest hierarchical levels).
- Communication: specific attention is paid to internal communication as well as employer branding, to ensure a balanced representation of men and women within the Group.

The Gender Balance Program allows ODDO BHF to have several areas of action and initiatives, which involve the CSR and HR teams, the management and the Group's top management. ODDO BHF regularly communicates internally about this commitment and makes this information available to teams on its intranet. Furthermore, in France, the Group is committed to the employees and their representatives through an agreement on gender equality.

In terms of remuneration, the Group complies with the minimums defined at regulatory, branch level or resulting from company agreements. Particular attention is paid to the consistency of remuneration according to functions and levels of responsibility. Each year, during the process of awarding bonuses and reviewing fixed remuneration, department management and the HR team ensure that there is cross-functional consistency in the Group's remuneration. This process is discussed with employee representatives in Germany, who approve all remuneration. In France, *non-cadre* teams can contact their representatives in the event of dissatisfaction with their bonus. These individual situations are discussed during dedicated committees. The employee representatives, in accordance with local regulations, are involved in determining the terms of variable remuneration and can act as intermediaries in the event of dissatisfaction or misunderstanding. They receive information on this subject each year.

Actions

In 2024, the following measures were implemented to continue to promote gender diversity through dedicated human and financial resources:

- KPIs dedicated to gender diversity continued to be regularly monitored, such as the representation of men and women among Groups recruitments. In 2024, 42% of the total hires were women. Monitoring of gender diversity KPIs was also extended to the N-1 and N-2 of the Executive Committee. This new diagnosis is regularly presented to them.
- Collective empowerment and networking programs for women continued to be developed, in both French and German:
 - Since 2020, in Germany, female employees can apply for empowerment programs, adapted to their level of seniority. In 2024, two new groups were created. In addition, a Female Excellence program was co-constructed for female managers and will be officially launched in 2025.
 - For several years, inter-company empowerment programs have been offered in France. In 2024, ODDO BHF co-constructed a new program called Towards Leadership, aimed at female managers, of which a first pilot was launched.

Metrics and targets

The diagnostics carried out as part of the Gender Balance Program make it possible to regularly identify improvement measures. In addition, regular monitoring of the previously mentioned internal metrics dedicated to gender diversity makes it possible to measure the Group's progress on the subject. The engagement survey also allows teams to share their perception of equal opportunities within the Group. Since 2024, in the event of a negative perception, respondents have the opportunity to explain why they consider that the Group does not offer equal opportunities. In 2024, the results of the survey confirm that the majority of employees have a positive perception of this.

In order to maintain its positive impact on gender diversity, ODDO BHF has internal objectives for improving gender diversity ratios, particularly at the level of the ODDO BHF Strategic Forum (OBSF), a program dedicated to around a hundred top managers of the Group. The Group aims to continue its efforts in terms of gender diversity within internal programs.

This objective was set by the CSR and HR teams, who are working on implementing the Gender Balance Program, monitoring its effectiveness, and identifying lessons learned or improvements in the Group's performance, using the measurement tools mentioned above. A qualitative objective was set because ODDO BHF aims to continue its efforts to improve the gender balance across all of the Group's teams and at all hierarchical levels.

Diversity metrics

Gender distribution at the ODDO BHF Strategic Forum

Gender	2024	
	Number	Percentage
Man	86	74%
Women	30	26%
Others	–	–%
Not reported	–	–%

ODDO BHF uses its own definition of top management in the publication of the gender diversity metric. The top management at ODDO BHF is represented by the members of the ODDO BHF Strategic Forum (OBSF) program, which brings together the Group's 120 top managers, from all professions, locations and several hierarchical levels (executive committee and managers at various lower hierarchical levels). This male/female ratio is not yet satisfactory, but is improving. In fact, in 2019 (year during which the Group started monitoring this KPI), the OBSF counted among its members 87% of men and 13% of women.

The number of employees by gender within the OBSF is the result of the consolidation of, on the one hand, members whose gender is “female” and, on the other hand, members whose gender is “male”. To calculate their distribution within the OBSF, the Group divided, on the one hand, the number of women and on the other hand, the number of men, by the total number of members of the OBSF, multiplying these results by 100.

Compensation metrics (pay gap and total compensation)

Gender pay gap

	2024
Gender pay gap	41%
Gender pay gap (excluding OBSF members)	29%
Annual total remuneration ratio	46

The gender pay gap refers to the difference in average compensation between women and men, expressed as a percentage of the average earnings level of men. Are included in the remuneration: the fixed salary, the individual variable remuneration, severance payments paid over the year 2024, as well as benefits in kind, representation expenses, the amounts related to the payment of the participation in the results and any free shares awarded during the year.

This calculation therefore does not take into account elements related to the level of responsibility, age or characteristics or nature of the functions held. The Group ratio is, among others, a consequence of the male/female distribution at the top management level to date; it is thus a photo at a given moment of the distribution of the workforce. As a result, it does not fully reflect the efforts made in the recent years to reduce the gaps that may have existed historically.

To complement this indicator, ODDO BHF calculated the gender pay gap by excluding members of the OBSF (ODDO BHF Strategic Forum), defined as the Group's top management and composed of 74% men and 26% women.

In addition, in accordance with the local regulatory framework, the Group publishes for France the equality index between men and women, which stands at 84/100 for the year 2024. For more information click [here](#).

The total annual compensation ratio refers to the ratio between the median annual remuneration of employees and the highest paid employee's remuneration. Are included in the remuneration: the fixed salary, the individual variable remuneration, severance payments paid over the year 2024, as well as benefits in kind, representation expenses, the amounts related to the payment of the participation in the results and any free shares awarded during the year. This calculation is made independently of the types of contracts (permanent, fixed-term and internships in particular) and geographical location, and thus does not take into account local specificities and wage differences related to the types of contracts. Interims and persons who have not an employees or similar status are excluded from this calculation.

An agreement enabling the employment and development of people with disabilities

Approach

ODDO BHF is committed to maintaining a work environment that enables to recruit, develop and support employees with disabilities. This intention is part of the Champion our employees pillar of the Group's CSR policy. Its objective is to enable employees with disabilities to work in the best possible conditions. This involves promoting their full performance and development, while raising awareness and removing taboos around disability.

Within the Group, this topic is supported in France by the "Mission Handicap" and in Germany by a committee of elected employees, in close collaboration with the HR team. While this objective extends to the Group level, initiatives remain conducted locally, due to the differences in the definition of disability in the corporate world. In France, the ODDO BHF SCA entity has signed a "Disability Agreement". The Group has identified major challenges to best include people with disabilities:

- 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 employee 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, which bind ODDO BHF SCA, are applied to all entities in France and constitutes shared values and objectives at Group level.

As a population likely to be particularly vulnerable to impacts and marginalized, employees with disabilities can benefit from specific support. In France, a disability representative supports the people concerned. In Germany, employees with disabilities can contact the members of the disability committee, whom they elect themselves every four years. In France as in Germany, these representatives are positioned as trusted people for the employees concerned. They can support them from the recruitment stage and throughout their career path, both on administrative aspects, development or adjustment of workstations and provide individualized and regular support, adapted to different needs. Their role can extend to supporting a team to ensure their integration in the best possible conditions. They are also there to answer employee's questions about disability and its declaration.

Actions

Thanks to dedicated human and financial resources, in application of the objective to integrate and develop people with disabilities and thus continue to create positive impacts in this area, ODDO BHF has undertaken the following actions in 2024:

- The Group continued to support employees with disabilities thanks to the commitment of representatives in France and Germany, who are implementing concrete measures to promote their integration and continued employment. As a result, 100% of requests for job adaptation and support were met, as in previous years.
- Existing partnerships with disability-majority companies (STPA - *secteur du travail protégé et adapté*) have been made permanent, thus contributing to the indirect employment of people with disabilities.
- The Disability Agreement of the ODDO BHF SCA entity has been renewed, committing the entity for three additional years and providing a guideline to the other entities of the Group.
- Training and awareness-raising activities on disability were carried out among teams in France and Germany, particularly as part of the European Disability Employment Week (EDEW).

As part of the renewal of the Disability Agreement for the ODDO BHF SCA entity, employees with disabilities had the opportunity to assess the effectiveness of the system in France. Thus, all of them stated that they would recommend to other employees of the Group to declare their disability situation at ODDO BHF.

Metrics and targets

To maintain its positive impact on the employment and development of people with disabilities, ODDO BHF aims to:

- Process 100% of disability recognition applications in France and Germany: This objective, in absolute value, is measured and monitored annually through the number of applications processed compared to applications received. This indicator is applicable in countries where regulations allow it.
- Continue to meet requests for job adaptation: This objective, in absolute value, aims to maintain 100% favorable responses to requests for workplace adaptation made by employees with disabilities within the Group.
- Maintain its current system and continue training and awareness of disabilities.

These objectives were set by the CSR and HR teams, who are working on implementing the system for integrating and developing people with disabilities, monitoring its effectiveness, and identifying learnings or improvements in the Group's performance. A qualitative objective was set because ODDO BHF aims to continue to generate a positive impact on the employment and development of people with disabilities, by ensuring that its current system is maintained and by continuing to develop its system within the Group.

Disability-related metrics

Employees with disabilities	
Country	2024
France	3.0%
Germany	2.5%

The data has been split by legal entities, in accordance with data collection obligations, given different local regulatory definitions and calculation methodologies. The other entities of the ODDO BHF Group are not subject to data collection in this area due to their size and/or are not subject to associated local regulations.

Continuous training to develop the skills and employability of employees

Approach

Training at ODDO BHF helps support employees who want to seize opportunities for internal and international development and mobility. The Group is committed to enable its teams to adapt to changes in their current and future professions.

ODDO BHF has a Group approach to skills development to offer teams a working environment in which they can learn and develop throughout their professional lives. This approach is structured around major themes and two complementary access methods. Indeed, some training courses are initiated by the Group, such as open access formats and mandatory or regulatory content, and others are offered at team, business line or country level or globally. Other formats are built or made available in response to needs and wishes expressed by departments, managers and employees. All information relating to this training offer is available on the Group's intranet.

The Group also offers development programs to specific populations, such as the ODDO BHF Development Program (OBDP) for high-potentials, or Graduate Programs, which are aimed at junior profiles to allow them to spend a few months or years within different teams and/or departments within the Group at the beginning of their careers. Members of the ODDO BHF Strategic Forum also benefit from specific approaches to training.

Actions

In 2024, in order to implement its training approach, the Group implemented the following actions, thanks to dedicated human and financial resources:

- As every year, ODDO BHF responded to the training wishes and needs reported by its employees.
- Mandatory training has been rolled out at Group level.
- Specific training courses for different departments to meet specific needs were organized. Webinars, at Group or country level, on current topics for the Group were offered, in particular on intercultural collaboration in France and Germany.
- The Group has launched new training programs. The Climate School, which consists of an online micro-learning program for all Group employees, was created to raise awareness and train them on climate change issues. As part of the definition of the Group's leadership principles, the Group's management was trained in the adoption of managerial practices in line with these principles and a dedicated program will be rolled out in 2025 for OBSF members.

The launch of a new class of participants in our OBDP program at Group level, as well as development initiatives aimed at women within the framework of the ODDO BHF Gender Balance Program, are additional initiatives which enable the Group to create positive impacts in terms of development for its teams.

Metrics and targets

Tools are used to measure the Group's impact on training and skills development. The Group's engagement survey allows teams to assess whether they consider themselves to be sufficiently trained to perform their job efficiently. In 2024, the majority of employees consider themselves satisfied with their level of training. The particular attention paid to the results of this survey allows the Group to take additional initiatives or remedial measures if impacts in this area were identified (see section p.34).

Internal metrics, such as the number of employees trained, are also regularly monitored. In addition, the completion of the regulatory defined professional development meetings in France ensures that each employee receives a satisfactory level of training. In addition, teams are regularly asked to evaluate the training courses they have taken, which allows them to measure the effectiveness of the training courses and to continuously adapt the range of content, formats and partners. Finally, the effectiveness of certain training courses can be assessed by carrying out skills or level tests before and after the training courses, particularly for language training courses.

Furthermore, attention is paid to changes in the Group and its environment as well as their impact on the workforce. In fact, ODDO BHF adapts its training offer to these changes. As part of the Group's development, for example, multicultural and cross-border teams have been trained in intercultural collaboration, to enable them to adapt as best as possible to this daily collaboration. Teams are encouraged to learn English, German and French; a range of language training has been designed and can be adapted to each need.

To maintain its positive impact in terms of training and skills development, ODDO BHF has set itself the following objectives at Group level:

- Continue to process 100% of training requests: this objective, in absolute value, which aims to continue to achieve a processing rate of 100% each year, is measured and monitored annually through the metric of the number of requests processed compared to requests received.
- Track the number of people trained, allowing the Group to ensure that a majority of its teams develop their skills each year.
- Annually relaunch new promotions as part of development and empowerment programs.

These objectives were set by the Human Resources team. It works to implement the Group's approach to developing its teams and monitoring its effectiveness. ODDO BHF aims to maintain its positive impact on its teams, through the continuous development of its offer and the maintenance of existing development programs.

Training and skills development metrics

Training and skills development

2024					
	Group	Man	Women	Others	Not reported
Percentage of employees that participated in regular performance and career development reviews	77%	77%	79%	-	-
Percentage of eligible employees (defined by the management) that participated in regular performance and career development reviews	86%	85%	87%	-	-
Average number of training hours (France)	21	19	24	-	-

The total number of employees who have participated in regular performance and career development assessments is the result of the number of participants in the process divided by the total number of employees as at 31/12/2024, multiplied by 100. The breakdown of these results by gender is the result of consolidation, on the one hand, of participants whose gender is “female”, and on the other hand, of participants whose gender is “male”. To calculate their participation rate, the Group divided the total number of female participants and the total number of male participants by the total number of women and men in the Group, respectively and multiplied the results by 100.

The Group’s performance evaluation process, which also allows for exchange around professional development, is addressed to permanent employees only.

As regards the average number of training hours, data are reported for the France perimeter, since data can only be collected for this perimeter in this first reporting year. To calculate the average number of training hours per employee, the Group divided the total number of hours of training provided to its workforce in 2024 in France by the total number of employees in France. The average number of training hours by gender is the result of consolidation, on the one hand, of the number of hours of training given to women and, on the other hand, of the number of hours of training given to men, divided respectively by the total number of women and men in France, multiplied by 100.

A prevention plan and sanction mechanisms to combat all forms of inappropriate behavior in the workplace

Approach

In order to maintain a working environment that protects the dignity and personal integrity of the Group’s employees, any violation of human rights and labor rights as well as any form of discrimination, violence, harassment and sexist behavior are prohibited.

In addition to scrupulous compliance with local regulations, ODDO BHF has been a member of the UN Global Compact since 2015 and supports the 10 fundamental principles that focus notably on respect for human rights and compliance with international labor standards. The Group is thus committed to respecting human rights and labor rights, including non-discrimination and the formal rejection of human trafficking, forced or compulsory labor and child labor.

With regard to discrimination, harassment and sexist behavior, the Group undertakes to:

1. Prohibit any form of discrimination against its employees in all of its processes.

In accordance with local regulatory frameworks, the internal regulations in force within the Group recall the prohibition of all forms of discrimination as well as the grounds applicable locally. The grounds of discrimination covered are supplemented by the grounds defined in principle 6 of the UN Global Compact relating to the elimination of all forms of discrimination in employment and occupation. ODDO BHF has implemented procedures aimed at preventing and excluding discrimination. These procedures include, in particular, standardized evaluation grids within the Group as part of the recruitment and performance evaluation process, based on precise and objective evaluation elements.

The Champion our employees pillar, part of the Group’s CSR policy, complements Group’s ambition to promote diversity and inclusion, by addressing the topics of gender diversity, cultural and generational diversity, as well as the employment and development of people with disabilities.

2. Promote a healthy workplace free from sexist behavior and harassment in all its forms.

The internal regulations recall the definition and prohibition of all forms of harassment and sexist behavior as well as the exposure of teams to sanctions in the event of non-compliance. Prevention tools and specific procedures exist when such a situation arises.

Employees can report any incident of discrimination, harassment and sexist behavior and any potential violation of human rights and labor rights through the Group's internal and external channels. ODDO BHF is committed to handling each complaint received and protecting whistleblowers, in accordance with the regulations in force. In the event that an incident in this area is identified, the Group undertakes to take corrective measures to remedy it.

Actions

In 2024, thanks to the dedicated human and financial resources and in order to maintain its positive impact on its teams in the fight against all forms of inappropriate behavior in the workplace, the Group has, in France:

- Continued to raise awareness among its new managers of the principle of non-discrimination,
- Implemented a prevention plan dedicated to sexual harassment and sexist behavior which allows:
 - An awareness raising among the Human Resources team about recognizing inappropriate behavior and handling potential complaints
 - The structure of a clearer procedure for handling complaints,
 - An awareness raising among teams through the organization of dedicated webinars,
 - The availability of more information around the topic, by creating a new dedicated page on the French intranet,
 - The awareness raising at multiple hierarchical levels.

This prevention plan constitutes an objective for the Group's other locations.

These regular awareness-raising sessions help to strengthen the Group's positive impact by reminding the definition of inappropriate behavior, the reporting tools, and the sanctions in the event of non-compliance. In parallel with these actions, ODDO BHF remains attentive to the number of complaints that it may receive. In the event of a significant increase in the number of complaints, the Group undertakes to strengthen its current measures or to take new measures to remedy them. By taking the necessary measures to sanction proven inappropriate behavior and by training its teams, ODDO BHF strives to ensure that there are no incidents in this area within its activities.

Metrics and targets

The Group is committed to monitoring the prevention actions implemented each year in order to enable managers and teams to have a better understanding of these concepts and thus avoid behaviors that could enter in this type of situation.

This objective was set by the HR team, which works on the implementation of the initiatives related to the fight against all forms of inappropriate behavior in the workplace. The HR team also monitors of their effectiveness and identifies the findings and improvements in the Group's performance, using the follow-up tools mentioned above. Only a qualitative objective was set because ODDO BHF aims to continue to generate a positive impact on its teams in this area, by pursuing its initiatives.

Incidents, complaints and severe human rights impacts metrics

Discrimination, harassment, severe human rights incidents

Incidents of discrimination, including harassment	2024
Number of incidents	2
Number of complaints filed through channels for the Group's own workforce to raise concerns	3
Number of complaints filed through to the National Contact Points for OECD Multinational Enterprises	-
Amount of fines resulting from incidents and complaints	-
Amount of penalties resulting from incidents and complaints	-
Amount of compensation for damages resulting from incidents and complaints	-
Cases of severe human rights incidents	
Number of severe human rights incidents connected to the Group's workforce	-
Cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises	-
Amount of fines resulting from incidents	-
Amount of penalties resulting from incidents	-
Amount of compensation for damages resulting from incidents	-

Data is reported at the consolidated level.

GOVERNANCE - G1

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

This section addresses the impacts, risks and opportunities related to governance matters and identified as material based on the materiality assessment. The following impacts and risks are presented:

The actual positive impact is at the level of the Group's own operations:

- An appropriate corporate culture, in that it promotes safe development of the company (notably through compliance with procedures) and has a positive impact on employees in their development within the Group.

The potential material negative impacts are found not only at the level of the Group's own operations but also at the level of its downstream value chain. They concern:

- Corruption, bribery, money laundering, financing of terrorism and market abuse which could negatively impact customers and the protection of their interests as well as the Group in the event of an incident and associated sanctions, in particular when financial operations are carried out in countries particularly exposed to these issues.
- The potential negative impact on the business and the customer due to security incidents (information leaks, cyber attacks, unauthorized access to data, etc.) requires data protection.

The risks identified relate to:

- A cyber risk leading to financial losses, damage to reputation and/or a decline in the Group's activity.
- Regarding the integrity of the Group's business model, reputational and financial risks related to potential controversies on subjects such as greenwashing, incidents in business conduct and any other controversy that may arise from environmental or social issues related to the Group's activities and its value chain.

The impact and risk regarding cybersecurity and data protection are intrinsically linked to the governance and conduct of the Group's business. Although these issues partly concern the protection of customer data and are therefore linked to end-consumer themes, they will be addressed in the Governance section of this report due to their important link to healthy and safe business conduct for ODDO BHF activities.

An appropriate corporate culture promotes commitment and good collaboration between teams, notably through fundamental principles of good conduct

Approach

The ODDO BHF Group's approach to corporate culture involves defining and promoting a set of fundamental principles in conducting business, applicable to all employees. They address in particular issues of corruption, bribery and whistleblower protection.

These fundamental principles are, when required by local legal provisions, formalized in a Code of Conduct and Ethics. These fundamental principles include:

- The primacy of customers' interests: employees must act with diligence, fairness and neutrality in compliance with banking rules, notably market ones prohibiting any abuse of a privileged or dominant position.
- Respect for professional secrecy: employees are obliged to respect professional secrecy for information of which they may have become aware due to their duties, notably related to ODDO BHF customers.

- Prohibition on using (for personal purposes) or transmitting inside information: inside information is defined as non-public, specific information concerning one or more issuers and/or one or more listed financial instruments, which, if made public, could influence the price of the financial instrument concerned. Employees may, in the normal course of their duties, occasionally or regularly have access to such information. They undertake not to carry out or have carried out, on their own behalf or on behalf of others, transactions relating to the financial instruments to which the information relates and shall refrain from communicating it.
- Prevention of conflicts of interest: employees ensure compliance with the “Chinese Walls” established between the different departments and entities of the Group to avoid the undue circulation of confidential information.
- Management of gifts and benefits: Group employees comply with the internal rules established to manage the potential compensation (in any form whatsoever) received from a third party, based on the information they hold or the operations they are authorized to carry out as part of their duties.

The highest standards of integrity are required within the Group with the prohibition of all forms of corruption, bribery, extortion and embezzlement, as well as fraud and breach of trust. The implementation and controls related to these fundamental principles are detailed in the section [p.56](#).

The professional obligations that employees undertake to respect are defined on the basis of these fundamental principles. They may be, depending on the legal provisions in force in the country concerned, formalized in Internal Regulations, the existence of which is brought to the attention of the new employees concerned. They are available on the Group intranet. Training is provided to remind employees of the professional obligations they must respect in the exercise of their duties.

Actions

The fundamental principles cited above are operationally implemented through dedicated procedures, which are detailed below in part [p.56](#).

A project to deepen and embody the corporate culture was carried out at the end of 2024, and should result, in 2025, in the formalization of the Group's mission statement, which the members of the Executive Committee will be responsible for validating.

Metrics and targets

Internal control teams ensure compliance with the professional obligations described above. The internal control system is described below in part [p.56](#).

Regarding the appropriation of the Group's corporate culture by employees, the engagement survey contains open-ended questions, which allow teams to describe the reasons why they would or would not recommend working for the ODDO BHF Group, or why they feel engaged. In 2024, the Group's corporate culture was among the top reasons explaining strong employee engagement.

Preventing incidents of corruption and bribery is at the heart of the ODDO BHF Group's business conduct issues

As a financial institution, the ODDO BHF Group is subject to strict regulatory requirements, particularly in terms of corruption, market abuse, money laundering and terrorist financing. In addition, a whistleblower protection system is in place at ODDO BHF.

These requirements are transposed into internal policies, and mechanisms are in place to monitor their flawless application,, in particular thanks to the three lines of defense system.

These major themes are described below.

Corruption and bribery

The potential negative impacts in the event of an incident related to corruption or bribery are linked to ODDO BHF Group employees behavior. In order to prevent these incidents, teams must comply with the Group's procedures and ethics both in their actions within the Group and in the management of their business relationships.

Approach

The ODDO BHF Group is committed to a zero tolerance policy on corruption and influence peddling. This commitment is embodied in a set of rules that establishes the anti-corruption program, available on the Group's intranet. This program is described in particular in the ODDO BHF Group Anti-Corruption Code of Conduct.

The program applies to all Group employees. Its identified objectives are defined as follows:

- Establish a clear, accessible and effective internal policy prohibiting all forms of corruption within the ODDO BHF group, and including the related ethical rules.
- Implement operationally the applicable legislation on corruption.
- Raise awareness and inform all Group employees about the risks of corruption and influence peddling.
- Identify situations likely to generate a risk of corruption or influence peddling and define appropriate due diligence measures based on the risk presented.
- Minimize the Group's exposure to the risk of administrative or legal sanctions and damage to its reputation.
- Demonstrate the commitment of the ODDO BHF Group and its management in the fight against corruption.

In order to ensure compliance with these objectives, the anti-corruption program is structured around the following pillars:

- The Anti-Corruption Code of Conduct defining and illustrating good practices and prohibited behaviors.
- The whistleblowing framework geared towards collecting reports from employees.
- A risk mapping designed by business line and geography.
- Processes designed to assess the situation of clients, suppliers and intermediaries.
- Accounting controls designed to detect and prevent accounting manipulation.
- Training employees on these subjects.
- A disciplinary regime sanctioning violations of the Anti-Corruption Code of Conduct.
- An internal evaluation framework designed to assess the effectiveness of the anti-corruption framework.

The ODDO BHF Group management is responsible for defining a corporate culture aiming at preventing corruption and playing an active role in strengthening the standards set out in the ODDO BHF Group Anti-Corruption Code of Conduct. The Compliance Department is responsible for implementing the standards and rules set out in local and international regulations and advising employees on anti-corruption issues. The Chief Compliance Officer is responsible for the bank's application of current regulations, compliance with the Group's internal rules and the effectiveness of the control system, particularly with regard to the anti-corruption system.

Employees are the ODDO BHF Group's first line of defense in the anti-corruption system. As such, they are required to comply with the Group's procedures and any applicable anti-corruption regulations.

Actions

The ODDO BHF Group has deployed and maintains a set of rules to implement the anti-corruption system described above. The applicable policies and procedures are made available to employees on the intranet and are regularly updated to take into account changes in applicable regulations. These procedures relate in particular to conflicts of interest, personal transactions and gifts and benefits.

The Group's employees are regularly trained on these topics, whether through the deployment of mandatory e-learning training (in compliance with the Sapin II regulations) or through mandatory training in the fight against fraud, organized regularly for new employees. The purpose of this training is to remind people of the obligations relating to the prevention and fight against corruption and conflicts of interest applicable within the ODDO BHF Group so that the Group's employees can identify potential situations of corruption and bribery, understand their roles and responsibilities and alert the right people on potentially risky situations.

Metrics and targets

A dedicated first and second level control system is in place to ensure compliance with the above procedures.

Each entity reports at least once a year to the anti-corruption officer on the progress of the local anti-corruption program.

Training programs	
% covered by training programs	
	2024
Functions at-risk	100%

Corruption and bribery	
	2024
Number of convictions for violations of anti-corruption and anti-bribery laws	–
Amount of fines for violation of anti-corruption and anti-bribery laws	–

Protection of whistleblowers

A whistleblowing system is in place and described in the Group's Anti-Corruption Code of Conduct as well as in dedicated procedures, which provide additional and operational information on the scope of the reporting system and the protection of whistleblowers. This whistleblowing system has a broader scope (any act deemed illegal, immoral, illicit, dangerous or fraudulent by law), some elements of which are described in other sections of the report (see part p.36 and part p.61).

The operational framework enables ODDO BHF employees and external contractors to report anonymously or to disclose to an external and independent mediator by e-mail or online. Whistleblowers are protected against retaliation, in particular with regard to discriminatory measures or sanctions they may suffer as a result of their reporting.

The Group's employees receive regular training on this subject, particularly as part of Sapin II, with an emphasis on the various reporting channels available.

Combating money laundering and the financing of terrorism

Prevention of financial crime and money laundering is a cornerstone of ODDO BHF commitment to ensure business safety. The ODDO BHF AML/CFT (Anti-Money Laundering and Combating the Financing of Terrorism) policy describes the framework to be deployed on these topics at Group level. It complies with the relevant provisions of the French Monetary and Financial Code relating to AML/CFT topics, which in particular transcribes the requirements arising from European directives.

Therefore, all ODDO BHF subsidiaries or branches apply AML/CFT measures at least equivalent to those required by French regulations, regardless of their country of incorporation (but ODDO BHF Group entities may diverge when necessary to comply with binding local rules). The Group Chief Compliance Officer is responsible for this policy and reports directly to the member of the Executive Committee in charge of the compliance function. The standards set out in this policy are to be considered as minimum requirements for all Group branches and subsidiaries and are further developed in the Group policies, in particular with regard to the “Know Your Customer”, “Transactions Monitoring” and “Restrictive Measures” processes.

In parallel, in accordance with applicable regulatory requirements and the Group's anti-money laundering policy, all Group entities must develop a coherent training program, including follow-up training on a regular basis (in-class trainings, e-learning, webinars, etc.), to create and maintain a satisfying awareness of AML/CFT topics.

In this context, each year, a compliance training program is set up on these topics. The content of the training program is designed to take into account the specificities of each sector of activity concerned and the training is adapted to the role and exposure of the employee to AML/CFT risk.

In order to ensure effective management of the AML/CFT framework at Group level, a dedicated Group committee meets regularly. This committee provides an opportunity to discuss key performance indicators concerning the main components of the AML/CFT framework described above.

A data leak or cyber security incident could have a significant negative impact on ODDO BHF customers and compromise the Group's business continuity

Ensuring the security and integrity of information systems as well as the protection of customer data is a key topic for the Group ODDO BHF. Indeed, in the event of a cyber attack, ODDO BHF clients and business could be compromised. Therefore, an appropriate system is in place and described below.

Approach

To ensure the security and integrity of the information systems and the protection of the Group clients' data, ODDO BHF has adopted an Information Security Policy. This policy outlines the overall information security strategy, the information security objectives as well as the measures to achieve these objectives alongside controls that are reported quarterly to the management body.

The following information security objectives have been defined to mitigate risk and minimize impacts on ODDO BHF Group:

- Raise awareness about human risks.
- Address evolving compliance expectations to build a sustainable business.
- Enable businesses to identify and report risks related to information security.
- Protect our business to minimize impact of cyberattacks.
- Protect the confidentiality of the Group's information.
- Be a driver to support digital transformation.
- Foster a culture of continuous improvement to reach ISO 27001 certification.

To reach these objectives, actions plans have been defined and are measured with KPIs and followed regularly by the management bodies.

This policy forms a solid framework for safeguarding the information assets and defines key roles and responsibilities to achieve it. It applies to all systems, people and processes that constitute the organization's information systems, including management bodies, directors, employees, suppliers and other third parties who have access to ODDO BHF Group systems and is communicated to all employees.

The management body bears the overall responsibility for information security, ensuring that the Group's practices meet the highest standards of security and compliance. ODDO BHF Group CISO (Group Chief Information Security Officer) is responsible for aligning the cybersecurity efforts with the bank's overall risk management framework, ensuring adherence to regulatory standards, and overseeing the development and implementation of the cybersecurity strategy.

A regulatory watch is continuously performed to be compliant with all relevant cybersecurity regulations. The information security management practices are also aligned with the industry standards (ISO/IEC 27001: ensuring a systematic approach to managing sensitive company and customer information.)

In addition to this policy, a list of procedures describes how this risk is managed operationally, including the Incident Response Procedure which defines the protocols for responding to cybersecurity incidents efficiently.

Actions

To prevent security incidents and achieve the objectives that have been set in the policy, regular cybersecurity risk assessments are conducted to identify and address potential threats to the systems. This includes:

- Vulnerability Assessments: Regular scans and assessments to identify and mitigate vulnerabilities.
- Threat Analysis: Ongoing monitoring and analysis of the threat landscape to anticipate and defend against emerging risks.

Based on those assessments that identify potential vulnerabilities, risk mitigation strategies are implemented, including:

- Technical Controls: Deployment of firewalls, intrusion detection/prevention systems, and advanced encryption technologies.
- Procedural Controls: Establishment of stringent access controls and regular auditing processes.

Incident Response and Recovery

Cyber threats are becoming more and more frequent and sophisticated. Despite our strong mitigation process, the Group must be ready to respond to any potential incident. The Incident Response Procedure (IRP) defines a strong process to swiftly and effectively respond to cybersecurity incidents that may occur:

- Detection and Reporting: Continuous monitoring systems to detect and report incidents in real-time.
- Response Procedures: Defined steps for containing and mitigating the impact of incidents.
- Communication Protocols: Clear communication channels for notifying stakeholders and regulatory bodies.

End customers can report their concerns or questions about cybersecurity and data protection to their direct contacts within each business line. These reports will be forwarded to the information security department, which will take these reports into account and, if necessary, take the necessary actions to remedy or respond to these reports. Customers will be informed of the progress of their requests by their direct contacts within the business lines. Similarly, in the event of an incident, customers whose personal or financial information may have been compromised or whose interactions with the bank may be affected are identified and informed of the incident and the measures being taken to remedy it.

Additionally, in the event of an incident, a post-mortem analysis of the incident is carried out in order to draw lessons on how processes can be improved in order to avoid any similar incident and to mitigate the risk to the business continuity of the ODDO BHF Group.

Continuous improvement

To prevent attacks based on human factors and foster a culture of cybersecurity, ODDO BHF invests in ongoing cybersecurity training and awareness programs for employees. These programs are aimed at all Group teams. They include mandatory training sessions on threats and best practices to adopt and simulations of phishing attacks. A monthly virtual newsletter is also sent by the Group's CISO, containing news and advice on cybersecurity as well as information on ODDO BHF training sessions on the subject.

Technology and Innovation

ODDO BHF is committed to providing customers and relevant stakeholders with cutting-edge technologies to ensure data security:

- **Machine Learning:** When managing cyber risks, the Group's practices increasingly leverage advanced analytics to detect threats and respond more effectively.
- **Collaboration and partnerships:** The Group also engages with industry partners and participates in cybersecurity information sharing initiatives to promote best practices.

Given the growing prevalence of artificial intelligence (AI) systems and the associated cyber risk, a framework for assessing and securing all AI projects was defined in 2023 and then implemented in 2024.

To ensure the robustness of the cybersecurity framework and measures, ODDO BHF undergoes regular internal and external audits. These audits help identify areas for improvement and validate compliance with industry standards.

Metrics and targets

The Information Security Department produces monthly reports providing visibility into performance in the information security areas described by ISO27001, through key risk indicators, with the gaps, and their corresponding remediation plan in order to provide the Information Security Committee with an overview of the current risk situation.

Quarterly reports are also prepared for the management body. This report provides specific visibility on information security objectives as well as their progress and any deviations from the associated indicators, risks and action plans.

Employees are made aware of and trained on the subject. By 2024, 100% of active employees are trained in cybersecurity. ODDO BHF aims to maintain a ratio of 100% of active employees trained in cybersecurity.

Acting with integrity and responsibly in conducting business is necessary to prevent reputational risk linked to the sustainability issues of the ODDO BHF Group

Approach

A reputational incident resulting from a lack of integrity in business conduct could have a significant financial impact on the Group. As such, it is considered a significant risk by ODDO BHF. This risk is particularly linked to poor communication on ESG issues (greenwashing), the occurrence of incidents in business conduct or investments/financing made with players subject to serious controversy.

In order to limit reputational risk, a set of policies and procedures are in place in the Group. They are described below.

Actions

Risk of greenwashing

Regarding asset management, a Responsible Investment Policy is in place detailing the main axes of its responsible investor approach (exclusions, integration of ESG criteria, shareholder engagement). This document is public and reviewed by the Compliance teams.

Regarding investment activities (private banking and asset management), sustainability information on products and services is required by the European SFDR regulation. This regulation imposes increased transparency for any financial product classified as article 8 or 9. These documents fall within the scope of compliance control and external auditors, which helps reduce the risk of greenwashing. In addition, funds have binding ESG labels (e.g. ISR label in France). In addition, sustainability training is deployed to teams to raise awareness of the risks of greenwashing and to encourage them to communicate proportionately internally and externally on the characteristics of the financial products distributed.

Risk related to incidents concerning the conduct of business

The occurrence of an incident of corruption, fraud or money laundering may result in a reputational risk. This risk is monitored in particular by the Group's Compliance and Risk departments.

The policies and measures put in place by the Compliance teams to prevent these incidents of corruption and fraud are detailed in the section p.[57](#)

Regarding the fight against money laundering and terrorist financing, all ODDO BHF subsidiaries or branches apply measures at least equivalent to those required by French regulations, regardless of their country of incorporation. A training program is set up each year on these subjects (cf. part p.[58](#)).

Risks related to potential controversies

The Group faces reputational risk if controversies arise in its financing and investment activities.

Exclusion policies for asset management and private banking prevent investment in companies exposed to controversies on biodiversity issues or due to questionable business practices or lack of commitment to local initiatives in favor of sustainable practices. For financing activities, questionnaires submitted to clients include specific requests on the treatment of environmental, social and governance issues and make it possible to identify potential controversies. At the level of own operations, the Purchasing team has a database (Ecovadis) integrating an analysis of controversies for direct suppliers.

Metrics and targets

Each of these risks is mitigated by controls in place, making it possible to limit the Group's exposure to a deterioration in its image associated with the conduct of its operations. Regarding the risk related to incidents concerning the conduct of business, see section p. for more details. Regarding the risk of greenwashing, for the Group's investment activities, automatic controls are implemented within the pre-trade and post-trade order-passing systems in order to ensure compliance with the investment guidelines, including investment constraints linked to ESG criteria, to which the Group commits to investors.

APPENDIXES

GLOSSARY

Term	Definition
Actions	The actions and action plans that are undertaken to ensure that the undertaking delivers against targets set and through which the undertaking seeks to address material impacts, risks and opportunities.
Climate change adaptation	The process of adjustment to actual and expected climate change and its impacts.
Climate change mitigation	The process of reducing GHG emissions and holding the increase in the global average temperature to 1,5 °C above pre-industrial levels, in line with the Paris Agreement.
Climate-related physical risk	Physical risks resulting from climate change, including increased frequency and severity of weather events such as floods, droughts and storms, and the deterioration of ecosystems due to the decline of pollinating insects and deforestation.
Climate-related transition risk	Risks that arise from the transition to a low-carbon and climate-resilient economy. They typically include policy risks, legal risks, technology risks, market risks and reputational risks.
CSRD	Corporate Sustainability Reporting Directive - European directive aimed at improving and harmonizing the disclosure of ESG information by companies.
Double materiality	Double materiality has two dimensions: impact materiality and financial materiality.
Due diligence	The process by which undertakings identify, prevent, mitigate and account for how they address the actual and potential negative impacts on the environment and people connected with their business.
EFRAG	European Financial Reporting Advisory Group, responsible for developing ESRS standards.
Employee	An individual who is in an employment relationship with the undertaking according to national law or practice.
ESRS	European Sustainability Reporting Standards - Set of standards and indicators defined by the European Commission to govern CSRD reporting.
Financial effects	Effects from risks and opportunities that affect the undertaking's financial position, financial performance and cash flows over the short, medium or long term.
Financial materiality	A sustainability matter is material from a financial perspective if it generates risks or opportunities that affect the undertaking's financial position, financial performance, cash flows, access to finance or cost of capital
Impact	The effect (positive or negative) the undertaking has or could have on the environment and people.
Impact materiality	A sustainability matter is material from an impact perspective when it pertains to the undertaking's material actual or potential, positive or negative impacts on people or the environment.
IRO	Impact, Risk and Opportunity.
Metrics	Qualitative and quantitative indicators that the undertaking uses to measure and report on the effectiveness of the delivery of its sustainability-related policies and against its targets over time.
Opportunity	Sustainability-related opportunities with positive financial effects.
Policies	A set or framework of general objectives and management principles that the undertaking uses for decision-making. A policy implements the undertaking's strategy or management decisions related to a material sustainability matter.
Risk	Sustainability-related risks with negative financial effects arising from environmental, social or governance matters.
Scope 1 GHG emissions	Direct GHG emissions from sources that are owned or controlled by the undertaking.
Scope 2 GHG emissions	Indirect emissions from the generation of purchased or acquired electricity, steam, heat or cooling consumed by the undertaking.
Scope 3 GHG emissions	All indirect GHG emissions (not included in scope 2 GHG emissions) that occur in the value chain of the reporting undertaking, including both upstream and downstream emissions.
Stakeholders	Those who can affect or be affected by the undertaking (e.g. customers, investors, suppliers, employees, etc.).
Sustainability matters	Environmental, social and human rights, and governance factors.
Targets	Measurable, outcome-oriented and time-bound goals that the undertaking aims to achieve in relation to material impacts, risks or opportunities.
Transition plan for climate change mitigation	An aspect of an undertaking's overall strategy that lays out the undertaking's targets, actions and resources for its transition towards a lower-carbon economy, including actions such as reducing its GHG emissions with regard to the objective of limiting global warming to 1.5°C and climate neutrality.
Value chain	The full range of activities, resources and relationships related to the undertaking's business model and the external environment in which it operates.

LIST OF DATA POINTS IN CROSS-CUTTING AND THEMATIX STANDARDS ARISING FROM OTHER UNION LEGISLATIVE ACTS

Publication requirement	Relative data point	SFDR	Pillar 3	Regulation on benchmark indices	European climate law	Materiality	Page
ESRS 2 GOV-1 Diversity within governance bodies	ESRS 2 GOV-1-21 d)	Indicator No. 13, Table 1, Annex I		Annex II to Commission Delegated Regulation (EU) 2020/1816;		Material	6
ESRS 2 GOV-1 Percentage of independent directors	ESRS 2 GOV-1-21 e)			Annex II to Commission Delegated Regulation (EU) 2020/1816		Material	6
ESRS 2 GOV-4 Due Diligence Statement	ESRS 2 GOV-4-30	Indicator No. 10, Table 3, Annex I				Material	8
ESRS 2 SBM-1 Participation in fossil fuel related activities	ESRS 2 SBM-1-40 d) i)	Indicator No. 4, Table 1, Annex I	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Annex II to Commission Delegated Regulation (EU) 2020/1816		Material	9
ESRS 2 SBM-1 Participation in activities related to the manufacture of chemical products	ESRS 2 SBM-1-40 d) ii)	Indicator No. 9, Table 2, Annex I		Annex II to Commission Delegated Regulation (EU) 2020/1816		Non-material	
ESRS 2 SBM-1 Participation in activities related to controversial weapons	ESRS 2 SBM-1-40 d) iii)	Indicator No. 14, Table 1, Annex I		Article 12(1) of Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		Non-material	
ESRS 2 SBM-1 Participation in activities related to tobacco cultivation and production	ESRS 2 SBM-1-40 d) iv)			Delegated Regulation (EU) 2020/1818, Article 12(1) of Delegated Regulation (EU) 2020/1816, Annex II.		Non-material	
ESRS E1-1 Transition plan to achieve climate neutrality by 2050	ESRS E1-1-14				Article 2(1) of Regulation (EU) 2021/1119	Non-material	

Publication requirement	Relative data point	SFDR	Pillar 3	Regulation on benchmark indices	European climate law	Materiality	Page
ESRS E1-1 Companies excluded from the "Paris Agreement" benchmark indices	ESRS E1-1-16 g)		Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Article 12(1)(d) to (g) and Article 12(2) of Delegated Regulation (EU) 2020/1818		Non-material ⁶	
ESRS E1-4 GHG Emission Reduction Targets	ESRS E1-4-34	Indicator No. 4, Table 2, Annex I	Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Model 3: Banking book – Climate change transition risk: alignment metrics	Article 6 of Delegated Regulation (EU) 2020/1818		Non-material ⁷	
ESRS E1-5 Consumption of energy produced from fossil fuels broken down by energy source (only sectors with a high climate impact)	ESRS E1-5-38	Indicator No. 5, Table 1, and Indicator No. 5, Table 2, Annex I				Non-material ⁸	
ESRS E1-5 Energy consumption and energy mix	ESRS E1-5-37	Indicator No. 5, Table 1, Annex I				Material	27
ESRS E1-5 Energy intensity of activities in sectors with high climate impact	ESRS E1-5-40 to 43	Indicator No. 6, Table 1, Annex I				Non-material ⁹	
ESRS E1-6 Gross GHG emissions from scopes 1, 2 or 3 and total GHG emissions	ESRS E1-6-44	Indicators No. 1 and No. 2, Table 1, Annex I	Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Article 5(1), Article 6 and Article 8(1) of Delegated Regulation (EU) 2020/1818		Material	28

⁶ No transition plan

⁷ No GHG emissions reduction target

⁸ The financial sector is not listed among those with a high impact on the climate

⁹ ODDO BHF does not operate in sectors with a high climate impact

Publication requirement	Relative data point	SFDR	Pillar 3	Regulation on benchmark indices	European climate law	Materiality	Page
ESRS E1-6 Gross GHG Emissions Intensity paragraphs	ESRS E1-6-53 to 55	Indicator No. 3, Table 1, Annex I	Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Article 8(1) of Delegated Regulation (EU) 2020/1818		Material	28
ESRS E1-7 GHG absorptions and carbon credits	ESRS E1-7-56				Article 2(1) of Regulation (EU) 2021/1119	Non-material ¹⁰	
ESRS E1-9 Exposure of the benchmark index portfolio to physical climate-related risks	ESRS E1-9-66			Annex II to Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		Non-material	
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk ESRS E1-9 Location of significant assets exposed to significant physical risk	ESRS E1-9-66 a) ESRS E1-9-66 c)		Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47, template 5: Banking book – Physical risk related to climate change: exposures subject to physical risk.			Non-material	
ESRS E1-9 Breakdown of the book value of the company's real estate assets by energy efficiency class	ESRS E1-9-67 c)		Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, paragraph 34, template 2: Banking book – Climate change transition risk: Loans secured by immovable property – Energy efficiency of collateral			Non-material	
ESRS E1-9 Degree of portfolio exposure to climate-related opportunities	ESRS E1-9-69			Annex II to Commission Delegated Regulation (EU) 2020/1818		Non-material	
ESRS E2-4 Quantity of each pollutant listed in Annex II of the E-PRTR (European Pollutant Release and Transfer Register) Regulation released into air, water and soil	ESRS E2-4-28	Indicator No. 8, Table 1, Annex I; Indicator No. 2, Table 2, Annex I; Indicator No. 1, Table 2, Annex I; Indicator No. 3, Table 2, Annex I				Non-material	
ESRS E3-1 Aquatic and marine resources	ESRS E3-1-9	Indicator No. 7, Table 2, Annex I				Non-material	
ESRS E3-1 Policy on the subject	ESRS E3-1-13	Indicator No. 8, Table 2, Annex I				Non-material	
ESRS E3-1 Sustainable practices in oceans and seas	ESRS E3-1-14	Indicator No. 12, Table 2, Annex I				Non-material	

¹⁰ ODDO BHF does not develop/contribute to GHG absorption/reduction projects

Publication requirement	Relative data point	SFDR	Pillar 3	Regulation on benchmark indices	European climate law	Materiality	Page
ESRS E3-4 Total percentage of water recycled and reused	ESRS E3-4-28 c)	Indicator No. 6.2, Table 2, Annex I				Non-material	
ESRS E3-4 Total water consumption in m3 in relation to turnover generated by own activities	ESRS E3-4-29	Indicator No. 6.1, Table 2, Annex I				Non-material	
ESRS 2 IRO-1 - E4	ESRS 2 IRO-1-E4-16 a) i)	Indicator No. 7, Table 1, Annex I				Non-material	
ESRS 2 IRO-1 - E4	ESRS 2 IRO-1-E4-16 b)	Indicator No. 10, Table 2, Annex I				Non-material	
ESRS 2 IRO-1 - E4	ESRS 2 IRO-1-E4-16 c)	Indicator No. 14, Table 2, Annex I				Non-material	
ESRS E4-2 Sustainable land/ agricultural practices or policies	ESRS E4-2-24 b)	Indicator No. 11, Table 2, Annex I				Non-material	
ESRS E4-2 Sustainable practices or policies regarding oceans/seas	ESRS E4-2-24 c)	Indicator No. 12, Table 2, Annex I				Non-material	
ESRS E4-2 Policies to combat deforestation	ESRS E4-2-24 d)	Indicator No. 15, Table 2, Annex I				Non-material	
ESRS E5-5 Non-recycled waste	ESRS E5-5-37 d)	Indicator No. 13, Table 2, Annex I				Non-material	
ESRS E5-5 Hazardous waste and radioactive waste	ESRS E5-5-39	Indicator No. 9, Table 1, Annex I				Non-material	
ESRS 2 SBM-3 - S1 Risk of forced labor	ESRS 2 SBM-3-S1-14 f)	Indicator No. 13, Table 3, Annex I				Non-material	
ESRS 2 SBM-3 - S1 Risk of child labour exploitation	ESRS 2 SBM-3-S1-14 g)	Indicator No. 12, Table 3, Annex I				Non-material	
ESRS S1-1 Commitments to implement a human rights policy	ESRS S1-1-20	Indicator No. 9, Table 3, and Indicator No. 11, Table 1, Annex I				Material	52
ESRS S1-1 Due diligence policies on matters covered by fundamental Conventions 1 to 8 of the International Labour Organization	ESRS S1-1-21			Annex II to Commission Delegated Regulation (EU) 2020/1816		Non-material	
ESRS S1-1 Processes and measures for preventing human trafficking	ESRS S1-1-22	Indicator No. 11, Table 3, Annex I				Non-material	
ESRS S1-1 Prevention policy or work accident management system	ESRS S1-1-23	Indicator No. 1, Table 3, Annex I				Material	39

Publication requirement	Relative data point	SFDR	Pillar 3	Regulation on benchmark indices	European climate law	Materiality	Page
ESRS S1-3 Dispute or complaint handling mechanisms	ESRS S1-3-32 c)	Indicator No. 5, Table 3, Annex I				Material	36
ESRS S1-14 Number of deaths and number and rate of work-related accidents	ESRS S1-14-88 b) to c)	Indicator No. 2, Table 3, Annex I		Annex II to Commission Delegated Regulation (EU) 2020/1816		Material	41
ESRS S1-14 Number of days lost due to injury, accident, death or illness	ESRS S1-14-88 e)	Indicator No. 3, Table 3, Annex I				Material	41
ESRS S1-16 Unadjusted gender pay gap	ESRS S1-16-97 a)	Indicator No. 12, Table 1, Annex I		Annex II to Delegated Regulation (EU) 2020/1816		Material	47
ESRS S1-16 Excessive CEO Compensation Ratio	ESRS S1-16-97 b)	Indicator No. 8, Table 3, Annex I				Material	47
ESRS S1-17 Cases of discrimination	ESRS S1-17-103 a)	Indicator No. 7, Table 3, Annex I				Material	53
ESRS S1-17 Failure to comply with the Guiding Principles on Business and Human Rights and the OECD Guidelines	ESRS S1-17-104 a)	Indicator No. 10, Table 1, and Indicator No. 14, Table 3, Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Material	53
ESRS 2 SBM-3 – S2 Significant risk of child labour exploitation or forced labour in the value chain	ESRS 2 SBM-3-S2-11 b)	Indicators No. 12 and No. 13, Table 3, Annex I				Material	52
ESRS S2-1 Commitments to implement a human rights policy	ESRS S2-1-17	Indicator No. 9, Table 3, and Indicator No. 11, Table 1, Annex I				Material	52
ESRS S2-1 Value Chain Worker Policies	ESRS S2-1-18	Indicators No. 11 and No. 4, Table 3, Annex I				Non-material	
ESRS S2-1 Non-compliance with the Guiding Principles on Business and Human Rights and the OECD Guidelines	ESRS S2-1-19	Indicator No. 10, Table 1, Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Material	52
ESRS S2-1 Due diligence policies on matters covered by fundamental Conventions 1 to 8 of the International Labour Organization	ESRS S2-1-19			Annex II to Delegated Regulation (EU) 2020/1816		Material	52
ESRS S2-4 Human rights issues and incidents identified upstream or downstream in the value chain	ESRS S2-4-36	Indicator No. 14, Table 3, Annex I				Non-material	

Publication requirement	Relative data point	SFDR	Pillar 3	Regulation on benchmark indices	European climate law	Materiality	Page
ESRS S3-1 Commitments to implement a human rights policy	ESRS S3-1-16	Indicator No. 9, Table 3, Annex I, and Indicator No. 11, Table 1, Annex I				Non-material	
ESRS S3-1 Non-compliance with the Guiding Principles on Business and Human Rights, ILO Principles and/or OECD Guidelines	ESRS S3-1-17	Indicator No. 10, Table 1, Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Non-material	
ESRS S3-4 Human Rights Issues and Incidents	ESRS S3-4-36	Indicator No. 14, Table 3, Annex I				Non-material	
ESRS S4-1 Consumer and End-User Policies	ESRS S4-1-16	Indicator No. 9, Table 3, and Indicator No. 11, Table 1, Annex I				Non-material	
ESRS S4-1 Non-compliance with the Guiding Principles on Business and Human Rights and the OECD Guidelines	ESRS S4-1-17	Indicator No. 10, Table 1, Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Non-material	
ESRS S4-4 Human Rights Issues and Incidents	ESRS S4-4-35	Indicator No. 14, Table 3, Annex I				Non-material	
ESRS G1-1 United Nations Convention against Corruption	ESRS G1-1-10 b)	Indicator No. 15, Table 3, Annex I				Material	57
ESRS G1-1 Whistleblower Protection	ESRS G1-1-10 d)	Indicator No. 6, Table 3, Annex I				Material	58
ESRS G1-4 Fines for breaches of anti-corruption and bribery legislation	ESRS G1-4-24 a)	Indicator No. 17, Table 3, Annex I		Annex II to Delegated Regulation (EU) 2020/1816		Material	58
ESRS G1-4 Anti-Corruption and Bribery Standards	ESRS G1-4-24 b)	Indicator No. 16, Table 3, Annex I				Material	

TAXONOMY APPENDIX

Assets for the calculation of the GAR
(based on turnover)
T-2024

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T (2024)																	
In millions of euros	Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
					Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator																		
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1 951	215	18	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0
2	Financial undertakings	1 077	202	17	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0
3	Credit institutions	967	183	15	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0
4	Loans and advances	479	75	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Debt securities, including UoP	488	108	10	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
6	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
7	Other financial corporations	110	19	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
8	of which investment firms	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
16	of which insurance undertakings	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Non-financial undertakings	37	13	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Loans and advances	17	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Debt securities, including UoP	20	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
24	Households	837	0	0	0	0	0	0	0	0	0					0	0	0	0
25	of which loans collateralised by residential immovable property	0	0	0	0	0	0	0	0	0	0					0	0	0	0
26	of which building renovation loans	0	0	0	0	0	0	0	0	0	0					0	0	0	0
27	of which motor vehicle loans	0	0	0	0	0	0												
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
(based on turnover)
T-2024

In millions of euros		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T (2024)																	
		Total [gross] carrying amount	Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)					Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
			Of which environmentally sustainable (Taxonomy-aligned)			Of which Use of Proceeds	Of which transitional	Of which enabling	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which enabling					Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling					
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	5 229																	
33	Financial and Non-financial undertakings	3 290																	
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1 655																	
35	Loans and advances	928																	
36	of which loans collateralised by commercial immovable property	0																	
37	of which building renovation loans	0																	
38	Debt securities	458																	
39	Equity instruments	269																	
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1 635																	
41	Loans and advances	1 343																	
42	Debt securities	266																	
43	Equity instruments	27																	
44	Derivatives	31																	
45	On demand interbank loans	438																	
46	Cash and cash-related assets	2																	
47	Other categories of assets (e.g. Goodwill, commodities etc.)	1 467																	
48	Total GAR assets	7 180	215	18	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0
49	Assets not covered for GAR calculation	7 104																	
50	Central governments and Supranational issuers	1 054																	
51	Central banks exposure	5 672																	
52	Trading book	378																	
53	Total assets	14 284	215	18	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations																			
54	Financial guarantees	20	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
55	Assets under management	20 261	5 718	1 551	0	77	1 006	328	4	0	4	16	2	0	0	677	19	0	17
56	Of which debt securities	8 876	2 726	957	0	46	575	200	1	0	2	9	2	0	0	93	2	0	1
57	Of which equity instruments	11 370	2 987	594	0	31	431	128	3	0	2	7	0	0	0	583	17	0	16

Assets for the calculation of the GAR
(based on turnover)
T-2024

In millions of euros		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T (2024)												
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)		
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling
	GAR - Covered assets in both numerator and denominator													
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1	0	0	0	0	0	0	0	216	19	0	1	5
2	Financial undertakings	0	0	0	0	0	0	0	0	202	17	0	1	5
3	Credit institutions	0	0	0	0	0	0	0	0	183	15	0	1	3
4	Loans and advances	0	0	0	0	0	0	0	0	75	5	0	1	0
5	Debt securities, including UoP	0	0	0	0	0	0	0	0	108	10	0	0	2
6	Equity instruments	0	0		0	0	0		0	0	0		0	0
7	Other financial corporations	0	0	0	0	0	0	0	0	19	2	0	0	2
8	of which investment firms	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0		0	0	0		0	0	0		0	0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0		0	0	0		0	0	0		0	0
16	of which insurance undertakings	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0		0	0	0		0	0	0		0	0
20	Non-financial undertakings	1	0	0	0	0	0	0	0	14	2	0	0	0
21	Loans and advances	0	0	0	0	0	0	0	0	8	0	0	0	0
22	Debt securities, including UoP	1	0	0	0	0	0	0	0	6	2	0	0	0
23	Equity instruments	0	0		0	0	0		0	0	0		0	0
24	Households									0	0	0	0	0
25	of which loans collateralised by residential immovable property									0	0	0	0	0
26	of which building renovation loans									0	0	0	0	0
27	of which motor vehicle loans									0	0	0	0	0
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
(based on turnover)
T-2024

In millions of euros		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T (2024)												
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling	
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)													
33	Financial and Non-financial undertakings													
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations													
35	Loans and advances													
36	of which loans collateralised by commercial immovable property													
37	of which building renovation loans													
38	Debt securities													
39	Equity instruments													
40	Non-EU country counterparties not subject to NFRD disclosure obligations													
41	Loans and advances													
42	Debt securities													
43	Equity instruments													
44	Derivatives													
45	On demand interbank loans													
46	Cash and cash-related assets													
47	Other categories of assets (e.g. Goodwill, commodities etc.)													
48	Total GAR assets	1	0	0	0	0	0	0	0	216	19	0	1	5
49	Assets not covered for GAR calculation													
50	Central governments and Supranational Issuers													
51	Central banks exposure													
52	Trading book													
53	Total assets	1	0	0	0	0	0	0	0	216	19	0	1	5
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations														
54	Financial guarantees	0	0	0	0	0	0	0	0	8	1	0	0	0
55	Assets under management	405	4	0	2	33	0	0	0	7 175	1 581	0	77	1 029
56	Of which debt securities	75	3	0	1	3	0	0	0	3 106	966	0	46	580
57	Of which equity instruments	329	1	0	0	30	0	0	0	4 065	614	0	31	449

Assets for the calculation of the GAR
(based on turnover)
T-1-2023

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T-1 (2023)																	
In millions of euros	Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
					Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator																		
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	2 256	49	10	0	0	6	2	0	0	0	0	0	0	0	0	0	0	0
2	Financial undertakings	1 238	25	4	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
3	Credit institutions	1 084	16	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
4	Loans and advances	358	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Debt securities, including UoP	726	16	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
6	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
7	Other financial corporations	154	9	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
8	of which investment firms	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
16	of which insurance undertakings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
20	Non-financial undertakings	200	24	6	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0
21	Loans and advances	106	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Debt securities, including UoP	94	18	6	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0
23	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
24	Households	819	0	0	0	0	0	0	0	0	0					0	0	0	0
25	of which loans collateralised by residential immovable property	0	0	0	0	0	0	0	0	0	0					0	0	0	0
26	of which building renovation loans	0	0	0	0	0	0	0	0	0	0					0	0	0	0
27	of which motor vehicle loans	0	0	0	0	0	0												
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
(based on turnover)
T-1-2023

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T-1 (2023)																	
In millions of euros	Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
					Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	4 158	0	0	0	0	0	0	0	0	0								
33	Financial and Non-financial undertakings	2 554																	
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1 192																	
35	Loans and advances	640																	
36	of which loans collateralised by commercial immovable property	0																	
37	of which building renovation loans	0																	
38	Debt securities	284																	
39	Equity instruments	267																	
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1 363																	
41	Loans and advances	984																	
42	Debt securities	379																	
43	Equity instruments	0																	
44	Derivatives	50																	
45	On demand interbank loans	88																	
46	Cash and cash-related assets	165																	
47	Other categories of assets (e.g. Goodwill, commodities etc.)	1 301																	
48	Total GAR assets	6 414	49	10	0	0	6	2	0	0	0	0	0	0	0	0	0	0	0
49	Assets not covered for GAR calculation	5 896																	
50	Central governments and Supranational issuers	609																	
51	Central banks exposure	4 903																	
52	Trading book	384																	
53	Total assets	12 310	49	10	0	0	6	2	0	0	0	0	0	0	0	0	0	0	0
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations																			
54	Financial guarantees	38	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
55	Assets under management	20 981	1 308	1 308	0	37	716	19	19	0	9	0	0	0	0	0	0	0	0
56	Of which debt securities	7 373	745	745	0	15	318	11	11	0	4	0	0	0	0	0	0	0	0
57	Of which equity instruments	13 608	562	562	0	22	398	8	8	0	5	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
(based on turnover)
T-1-2023

In millions of euros		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T-1 (2023)												
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
		Of which Use of Proceeds		Of which enabling			Of which Use of Proceeds		Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling
	GAR - Covered assets in both numerator and denominator													
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0	0	0	0	0	0	0	0	51	10	0	0	6
2	Financial undertakings	0	0	0	0	0	0	0	0	25	4	0	0	3
3	Credit institutions	0	0	0	0	0	0	0	0	16	2	0	0	2
4	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Debt securities, including UoP	0	0	0	0	0	0	0	0	16	2	0	0	2
6	Equity instruments	0	0		0	0	0		0	0	0		0	0
7	Other financial corporations	0	0	0	0	0	0	0	0	9	2	0	0	2
8	of which investment firms	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0		0	0	0		0	0	0		0	0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0		0	0	0		0	0	0		0	0
16	of which insurance undertakings	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0		0	0	0		0	0	0		0	0
20	Non-financial undertakings	0	0	0	0	0	0	0	0	26	6	0	0	3
21	Loans and advances	0	0	0	0	0	0	0	0	5	1	0	0	0
22	Debt securities, including UoP	0	0	0	0	0	0	0	0	20	6	0	0	3
23	Equity instruments	0	0		0	0	0		0	0	0		0	0
24	Households									0	0	0	0	0
25	of which loans collateralised by residential immovable property									0	0	0	0	0
26	of which building renovation loans									0	0	0	0	0
27	of which motor vehicle loans									0	0	0	0	0
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
(based on turnover)
T-1-2023

In millions of euros		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T-1 (2023)												
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
		Of which Use of Proceeds		Of which enabling	Of which Use of Proceeds		Of which enabling	Of which Use of Proceeds		Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)													
33	Financial and Non-financial undertakings													
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations													
35	Loans and advances													
36	of which loans collateralised by commercial immovable property													
37	of which building renovation loans													
38	Debt securities													
39	Equity instruments													
40	Non-EU country counterparties not subject to NFRD disclosure obligations													
41	Loans and advances													
42	Debt securities													
43	Equity instruments													
44	Derivatives													
45	On demand interbank loans													
46	Cash and cash-related assets													
47	Other categories of assets (e.g. Goodwill, commodities etc.)													
48	Total GAR assets	0	0	0	0	0	0	0	0	51	10	0	0	6
49	Assets not covered for GAR calculation													
50	Central governments and Supranational issuers													
51	Central banks exposure													
52	Trading book													
53	Total assets	0	0	0	0	0	0	0	0	51	10	0	0	6
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligation										0	0	0	0	0
54	Financial guarantees	0	0	0	0	0	0	0	0	3	0	0	0	0
55	Assets under management	0	0	0	0	0	0	0	0	4 269	1 412	0	46	725
56	Of which debt securities	0	0	0	0	0	0	0	0	2 245	807	0	18	322
57	Of which equity instruments	0	0	0	0	0	0	0	0	2 022	604	0	28	403

Assets for the calculation of the GAR
T-2024
(based on CapEx)

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T (2024)																	
In millions of euros	Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
					Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator																		
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1 951	213	29	0	2	12	1	0	0	0	0	0	0	0	0	0	0	0
2	Financial undertakings	1 077	202	24	0	2	11	1	0	0	0	0	0	0	0	0	0	0	0
3	Credit institutions	967	182	20	0	2	7	1	0	0	0	0	0	0	0	0	0	0	0
4	Loans and advances	479	76	6	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
5	Debt securities, including UoP	488	107	14	0	0	6	1	0	0	0	0	0	0	0	0	0	0	0
6	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
7	Other financial corporations	110	19	4	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
8	of which investment firms	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
16	of which insurance undertakings	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
20	Non-financial undertakings	37	11	5	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
21	Loans and advances	17	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Debt securities, including UoP	20	8	5	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
23	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
24	Households	837	0	0	0	0	0	0	0	0	0					0	0	0	0
25	of which loans collateralised by residential immovable property	0	0	0	0	0	0	0	0	0	0					0	0	0	0
26	of which building renovation loans	0	0	0	0	0	0	0	0	0	0					0	0	0	0
27	of which motor vehicle loans	0	0	0	0	0	0												
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
T-2024
(based on CapEx)

In millions of euros		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T (2024)																	
		Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)			Water and marine resources (WTR)				Circular economy (CE)			
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
			Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
			Of which Use of Proceeds	Of which transitional	Of which enabling				Of which Use of Proceeds	Of which enabling				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	5 229																	
33	Financial and Non-financial undertakings	3 290																	
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1 655																	
35	Loans and advances	928																	
36	of which loans collateralised by commercial immovable property	0																	
37	of which building renovation loans	0																	
38	Debt securities	458																	
39	Equity instruments	269																	
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1 635																	
41	Loans and advances	1 343																	
42	Debt securities	266																	
43	Equity instruments	27																	
44	Derivatives	31																	
45	On demand interbank loans	438																	
46	Cash and cash-related assets	2																	
47	Other categories of assets (e.g. Goodwill, commodities etc.)	1 467																	
48	Total GAR assets	7 180	213	29	0	2	12	1	0	0	0	0	0	0	0	0	0	0	0
49	Assets not covered for GAR calculation	7 104																	
50	Central governments and Supranational issuers	1 054																	
51	Central banks exposure	5 672																	
52	Trading book	378																	
53	Total assets	14 284	213	29	0	2	12	1	0	0	0	0	0	0	0	0	0	0	0
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations																			
54	Financial guarantees	20	13	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
55	Assets under management	20 261	7 234	2 355	0	159	1 284	469	31	0	15	26	5	0	1	537	6	0	6
56	Of which debt securities	8 876	3 392	1 388	0	91	767	226	15	0	7	17	4	0	1	116	1	0	1
57	Of which equity instruments	11 370	3 838	966	0	68	517	243	16	0	8	8	0	0	0	420	6	0	5

Assets for the calculation of the GAR
T-2024
(based on CapEx)

		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T (2024)												
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling
In millions of euros														
	GAR - Covered assets in both numerator and denominator													
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0	0	0	0	0	0	0	0	214	29	0	2	12
2	Financial undertakings	0	0	0	0	0	0	0	0	202	24	0	2	11
3	Credit institutions	0	0	0	0	0	0	0	0	183	20	0	2	7
4	Loans and advances	0	0	0	0	0	0	0	0	76	6	0	1	1
5	Debt securities, including UoP	0	0	0	0	0	0	0	0	107	14	0	0	6
6	Equity instruments	0	0		0	0	0		0	0	0		0	0
7	Other financial corporations	0	0	0	0	0	0	0	0	19	4	0	0	3
8	of which investment firms	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0		0	0	0		0	0	0		0	0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0		0	0	0		0	0	0		0	0
16	of which insurance undertakings	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0		0	0	0		0	0	0		0	0
20	Non-financial undertakings	0	0	0	0	0	0	0	0	11	5	0	0	1
21	Loans and advances	0	0	0	0	0	0	0	0	3	0	0	0	0
22	Debt securities, including UoP	0	0	0	0	0	0	0	0	8	5	0	0	1
23	Equity instruments	0	0		0	0	0		0	0	0		0	0
24	Households									0	0	0	0	0
25	of which loans collateralised by residential immovable property									0	0	0	0	0
26	of which building renovation loans									0	0	0	0	0
27	of which motor vehicle loans									0	0	0	0	0
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
T-2024
(based on CapEx)

In millions of euros		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T (2024)												
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
		Of which Use of Proceeds		Of which enabling	Of which Use of Proceeds		Of which enabling	Of which Use of Proceeds		Of which transitional	Of which enabling			
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)													
33	Financial and Non-financial undertakings													
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations													
35	Loans and advances													
36	of which loans collateralised by commercial immovable property													
37	of which building renovation loans													
38	Debt securities													
39	Equity instruments													
40	Non-EU country counterparties not subject to NFRD disclosure obligations													
41	Loans and advances													
42	Debt securities													
43	Equity instruments													
44	Derivatives													
45	On demand interbank loans													
46	Cash and cash-related assets													
47	Other categories of assets (e.g. Goodwill, commodities etc.)													
48	Total GAR assets	0	0	0	0	0	0	0	0	214	29	0	2	12
49	Assets not covered for GAR calculation													
50	Central governments and Supranational issuers													
51	Central banks exposure													
52	Trading book													
53	Total assets	0	0	0	0	0	0	0	0	214	29	0	2	12
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligation														
54	Financial guarantees	0	0	0	0	0	0	0	0	13	2	0	0	1
55	Assets under management	274	2	0	1	3	0	0	0	8 542	2 398	0	159	1 308
56	Of which debt securities	54	1	0	1	2	0	0	0	3 808	1 410	0	91	777
57	Of which equity instruments	220	0	0	0	1	0	0	0	4 730	988	0	68	530

Assets for the calculation of the GAR
T-1-2023
(based on CapEx)

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T-1 (2023)																	
In millions of euros	Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
					Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator																		
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	2 256	71	30	0	2	14	5	0	0	0	0	0	0	0	0	0	0	0
2	Financial undertakings	1 238	30	12	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0
3	Credit institutions	1 084	17	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0
4	Loans and advances	358	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Debt securities, including UoP	726	17	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0
6	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
7	Other financial corporations	154	13	6	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
8	of which investment firms	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
16	of which insurance undertakings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
20	Non-financial undertakings	200	41	18	0	1	5	5	0	0	0	0	0	0	0	0	0	0	0
21	Loans and advances	106	11	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
22	Debt securities, including UoP	94	30	16	0	1	5	2	0	0	0	0	0	0	0	0	0	0	0
23	Equity instruments	0	0	0		0	0	0	0		0	0	0		0	0	0		0
24	Households	819	0	0	0	0	0	0	0	0	0					0	0	0	0
25	of which loans collateralised by residential immovable property	0	0	0	0	0	0	0	0	0	0					0	0	0	0
26	of which building renovation loans	0	0	0	0	0	0	0	0	0	0					0	0	0	0
27	of which motor vehicle loans	0	0	0	0	0	0	0	0	0	0								
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
T-1-2023
(based on CapEx)

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
		Disclosure reference date T-1 (2023)																	
In millions of euros	Total [gross] carrying amount	Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which transitional	Of which enabling			Of which Use of Proceeds		Of which transitional	Of which enabling			Of which Use of Proceeds		Of which transitional	Of which enabling		
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	4 158	0	0	0	0	0	0	0	0	0								
33	Financial and Non-financial undertakings	2 554																	
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1 192																	
35	Loans and advances	640																	
36	of which loans collateralised by commercial immovable property	0																	
37	of which building renovation loans	0																	
38	Debt securities	284																	
39	Equity instruments	267																	
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1 363																	
41	Loans and advances	984																	
42	Debt securities	379																	
43	Equity instruments	0																	
44	Derivatives	50																	
45	On demand interbank loans	88																	
46	Cash and cash-related assets	165																	
47	Other categories of assets (e.g. Goodwill, commodities etc.)	1 301																	
48	Total GAR assets	6 414	71	30	0	2	14	5	0	0	0	0	0	0	0	0	0	0	0
49	Assets not covered for GAR calculation	5 896																	
50	Central governments and Supranational Issuers	609																	
51	Central banks exposure	4 903																	
52	Trading book	384																	
53	Total assets	12 310	71	30	0	2	14	5	0	0	0	0	0	0	0	0	0	0	0
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations		0	0	0	0	0	0	0	0	0	0								
54	Financial guarantees	38	7	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
55	Assets under management	20 981	2 172	2 172	0	90	1 010	75	75	0	24	0	0	0	0	0	0	0	0
56	Of which debt securities	7 373	1 335	1 335	0	35	536	25	25	0	10	0	0	0	0	0	0	0	0
57	Of which equity instruments	13 608	834	834	0	56	473	50	50	0	14	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
T-1-2023
(based on CapEx)

		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T-1 (2023)												
In millions of euros		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling	
	GAR - Covered assets in both numerator and denominator													
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	0	0	0	0	0	0	0	0	76	30	0	2	14
2	Financial undertakings	0	0	0	0	0	0	0	0	30	12	0	0	9
3	Credit institutions	0	0	0	0	0	0	0	0	17	6	0	0	6
4	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Debt securities, including UoP	0	0	0	0	0	0	0	0	17	6	0	0	6
6	Equity instruments	0	0		0	0	0		0	0	0		0	0
7	Other financial corporations	0	0	0	0	0	0	0	0	13	6	0	0	3
8	of which investment firms	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Equity instruments	0	0		0	0	0		0	0	0		0	0
12	of which management companies	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Equity instruments	0	0		0	0	0		0	0	0		0	0
16	of which insurance undertakings	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Loans and advances	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Equity instruments	0	0		0	0	0		0	0	0		0	0
20	Non-financial undertakings	0	0	0	0	0	0	0	0	46	19	0	1	5
21	Loans and advances	0	0	0	0	0	0	0	0	14	3	0	0	0
22	Debt securities, including UoP	0	0	0	0	0	0	0	0	32	16	0	1	5
23	Equity instruments	0	0		0	0	0		0	0	0		0	0
24	Households									0	0	0	0	0
25	of which loans collateralised by residential immovable property									0	0	0	0	0
26	of which building renovation loans									0	0	0	0	0
27	of which motor vehicle loans									0	0	0	0	0
28	Local governments financing	0	0	0	0	0	0	0	0	0	0	0	0	0
29	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Other local government financing	0	0	0	0	0	0	0	0	0	0	0	0	0
31	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0	0	0	0	0	0	0	0

Assets for the calculation of the GAR
T-1-2023
(based on CapEx)

		s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T-1 (2023)												
In millions of euros		Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling	
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)													
33	Financial and Non-financial undertakings													
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations													
35	Loans and advances													
36	of which loans collateralised by commercial immovable property													
37	of which building renovation loans													
38	Debt securities													
39	Equity instruments													
40	Non-EU country counterparties not subject to NFRD disclosure obligations													
41	Loans and advances													
42	Debt securities													
43	Equity instruments													
44	Derivatives													
45	On demand interbank loans													
46	Cash and cash-related assets													
47	Other categories of assets (e.g. Goodwill, commodities etc.)													
48	Total GAR assets	0	0	0	0	0	0	0	0	76	30	0	2	14
49	Assets not covered for GAR calculation													
50	Central governments and Supranational Issuers													
51	Central banks exposure													
52	Trading book													
53	Total assets	0	0	0	0	0	0	0	0	76	30	0	2	14
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations														
54	Financial guarantees	0	0	0	0	0	0	0	0	8	2	0	0	0
55	Assets under management	0	0	0	0	0	0	0	0	6 840	2 451	0	114	1 034
56	Of which debt securities	0	0	0	0	0	0	0	0	3 168	1 458	0	44	545
57	Of which equity instruments	0	0	0	0	0	0	0	0	3 668	990	0	70	487

GAR sector information (based on turnover)

Breakdown by sector - NACE (code and label)		a	b	c	d	e	f	g	h	i	j	k	l
		Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		millions of euros	Of which environmentally sustainable (CCM)	millions of euros	Of which environmentally sustainable (CCM)	millions of euros	Of which environmentally sustainable (CCA)	millions of euros	Of which environmentally sustainable (CCA)	millions of euros	Of which environmentally sustainable (WTR)	millions of euros	Of which environmentally sustainable (WTR)
1	C.21.10 Manufacture of basic pharmaceutical products and pharmaceutical preparations	17,3				17,3				17,3			
2	C.29.10 Manufacture of motor vehicles	15,2	2,1			15,2				15,2			
3	D.35.11 Production of electricity	4,0	0,7			4,0				4,0			
4	D.35.22 Distribution of gaseous fuels through mains	4,4				4,4				4,4			
5	G.47.52 Retail sale of hardware, paints and glass in specialised stores	0,0				0,0				0,0			
6	H.53.20 Other postal and courier activities	0,3				0,3				0,3			
7	J.63.11 Data processing, hosting and related activities	0,0				0,0				0,0			
8	L.66.12 Security and commodity contracts brokerage	0,6	0,2			0,6	0,0			0,6			
9	L.68.20 Renting and operating of own or leased real estate	5,7				5,7				5,7			
	Total	47,5	3,0			47,5	0,0			47,5	0,0		

Breakdown by sector - NACE (code and label)		m	n	o	p	q	r	s	t	u	v	w	x
		Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		millions of euros	Of which environmentally sustainable (CE)	millions of euros	Of which environmentally sustainable (CE)	millions of euros	Of which environmentally sustainable (PPC)	millions of euros	Of which environmentally sustainable (PPC)	millions of euros	Of which environmentally sustainable (BIO)	millions of euros	Of which environmentally sustainable (BIO)
1	C.21.10 Manufacture of basic pharmaceutical products and pharmaceutical preparations	17,3				17,3				17,3			
2	C.29.10 Manufacture of motor vehicles	15,2				15,2				15,2			
3	D.35.11 Production of electricity	4,0				4,0				4,0			
4	D.35.22 Distribution of gaseous fuels through mains	4,4				4,4				4,4			
5	G.47.52 Retail sale of hardware, paints and glass in specialised stores	0,0				0,0				0,0			
6	H.53.20 Other postal and courier activities	0,3				0,3				0,3			
7	J.63.11 Data processing, hosting and related activities	0,0				0,0				0,0			
8	L.66.12 Security and commodity contracts brokerage	0,6				0,6				0,6			
9	L.68.20 Renting and operating of own or leased real estate	5,7				5,7				5,7			
	Total	47,5	0,0			47,5	0,0			47,5	0,0		

Breakdown by sector - NACE (code and label)		y	z	aa	ab
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount	
		millions of euros	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	millions of euros	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)
1	C.21.10 Manufacture of basic pharmaceutical products and pharmaceutical preparations	17,3			
2	C.29.10 Manufacture of motor vehicles	15,2	2,1		
3	D.35.11 Production of electricity	4,0	0,7		
4	D.35.22 Distribution of gaseous fuels through mains	4,4			
5	G.47.52 Retail sale of hardware, paints and glass in specialised stores	0,0			
6	H.53.20 Other postal and courier activities	0,3			
7	J.63.11 Data processing, hosting and related activities	0,0			
8	L.66.12 Security and commodity contracts brokerage	0,6	0,2		
9	L.68.20 Renting and operating of own or leased real estate	5,7			
	Total	47,5	3,0		

GAR sector information (based on Capex)

Breakdown by sector - NACE (code and label)		a	b	c	d	e	f	g	h	i	j	k	l
		Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		millions of euros	Of which environmentally sustainable (CCM)	millions of euros	Of which environmentally sustainable (CCM)	millions of euros	Of which environmentally sustainable (CCA)	millions of euros	Of which environmentally sustainable (CCA)	millions of euros	Of which environmentally sustainable (WTR)	millions of euros	Of which environmentally sustainable (WTR)
1	C.21.10 Manufacture of basic pharmaceutical products and pharmaceutical preparations	17,3				17,3				17,3			
2	J.63.11 Data processing, hosting and related activities	0,0				0,0				0,0			
3	L.68.20 Renting and operating of own or leased real estate	5,7	0,2			5,7				5,7			
4	G.47.52 Retail sale of hardware, paints and glass in specialised stores	0,0	0,0			0,0				0,0			
5	D.35.11 Production of electricity	4,0	2,6			4,0	0,0			4,0			
6	D.35.22 Distribution of gaseous fuels through mains	4,4	0,2			4,4				4,4			
7	C.29.10 Manufacture of motor vehicles	15,2	3,6			15,2				15,2			
8	H.53.20 Other postal and courier activities	0,3				0,3				0,3			
9	L.66.12 Security and commodity contracts brokerage	0,6	0,2			0,6				0,6			
	Total	47,5	6,9			47,5	0,0			47,5	0,0		

Breakdown by sector - NACE (code and label)		m	n	o	p	q	r	s	t	u	v	w	x
		Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		millions of euros	Of which environmentally sustainable (CE)	millions of euros	Of which environmentally sustainable (CE)	millions of euros	Of which environmentally sustainable (PPC)	millions of euros	Of which environmentally sustainable (PPC)	millions of euros	Of which environmentally sustainable (BIO)	millions of euros	Of which environmentally sustainable (BIO)
1	C.21.10 Manufacture of basic pharmaceutical products and pharmaceutical preparations	17,3				17,3				17,3			
2	J.63.11 Data processing, hosting and related activities	0,0				0,0				0,0			
3	L.68.20 Renting and operating of own or leased real estate	5,7				5,7				5,7			
4	G.47.52 Retail sale of hardware, paints and glass in specialised stores	0,0				0,0				0,0			
5	D.35.11 Production of electricity	4,0				4,0				4,0			
6	D.35.22 Distribution of gaseous fuels through mains	4,4				4,4				4,4			
7	C.29.10 Manufacture of motor vehicles	15,2				15,2				15,2			
8	H.53.20 Other postal and courier activities	0,3				0,3				0,3			
9	L.66.12 Security and commodity contracts brokerage	0,6				0,6				0,6			
	Total	47,5	0,0			47,5	0,0			47,5	0,0		

Breakdown by sector - NACE (code and label)		y	z	aa	ab
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount	
		millions of euros	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	millions of euros	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)
1	C.21.10 Manufacture of basic pharmaceutical products and pharmaceutical preparations	17,3			
2	J.63.11 Data processing, hosting and related activities	0,0			
3	L.68.20 Renting and operating of own or leased real estate	5,7	0,2		
4	G.47.52 Retail sale of hardware, paints and glass in specialised stores	0,0	0,0		
5	D.35.11 Production of electricity	4,0	2,7		
6	D.35.22 Distribution of gaseous fuels through mains	4,4	0,2		
7	C.29.10 Manufacture of motor vehicles	15,2	3,6		
8	H.53.20 Other postal and courier activities	0,3			
9	L.66.12 Security and commodity contracts brokerage	0,6	0,2		
	Total	47,5	6,9		

GAR KPI stock
(based on turnover)
T-2024

		a	b	c	d	e	f	g	h	i
		Disclosure reference date T (2024)								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to total covered assets in the denominator)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)		
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		
					Of which Use of Proceeds	Of which transitional	Of which enabling		Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	3,0%	0,3%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	2,8%	0,2%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	2,5%	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	1,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	1,5%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,3%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%
24	Households	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
25	of which loans collateralised by residential immovable property	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
26	of which building renovation loans	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
27	of which motor vehicle loans	0,0%	0,0%	0,0%	0,0%	0,0%				
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	3,0%	0,3%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%

GAR KPI stock
(based on turnover)
T-2024

		j	k	l	m	n	o	p	q	r	s	t	u
		Disclosure reference date T (2024)											
		Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
% (compared to total covered assets in the denominator)													
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
24	Households					0,0%	0,0%	0,0%	0,0%				
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%				
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%				
27	of which motor vehicle loans												
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

GAR KPI stock
(based on turnover)
T-2024

% (compared to total covered assets in the denominator)		v	w	x	z	aa	ab	ac	ad	ae	af	
		Disclosure reference date T (2024)										
		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						Proportion of total assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which transitional		Of which enabling				
	GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	3,0%	0,3%	0,0%	0,0%	0,1%	13,7%	
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	2,8%	0,2%	0,0%	0,0%	0,1%	7,5%	
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	2,6%	0,2%	0,0%	0,0%	0,0%	6,8%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	1,0%	0,1%	0,0%	0,0%	0,0%	3,4%	
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	1,5%	0,1%	0,0%	0,0%	0,0%	3,4%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,3%	0,0%	0,0%	0,0%	0,0%	0,8%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	0,3%	
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,1%	
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,1%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
24	Households					0,0%	0,0%	0,0%	0,0%	0,0%	5,9%	
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	3,0%	0,3%	0,0%	0,0%	0,1%	50,3%	

GAR KPI stock
(based on turnover)
T-1-2023

% (compared to total covered assets in the denominator)		a	b	c	d	e	f	g	h	i	
		Disclosure reference date T-1 (2023)									
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling	
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,8%	0,2%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
2	Financial undertakings	0,4%	0,1%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
3	Credit institutions	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
5	Debt securities, including UoP	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
7	Other financial corporations	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
20	Non-financial undertakings	0,4%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
21	Loans and advances	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
22	Debt securities, including UoP	0,3%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
24	Households	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
25	of which loans collateralised by residential immovable property	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans	0,0%	0,0%	0,0%	0,0%	0,0%					
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,8%	0,2%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	

GAR KPI stock
(based on turnover)
T-1-2023

% (compared to total covered assets in the denominator)		j	k	l	m	n	o	p	q	r	s	t	u
		Disclosure reference date T-1 (2023)											
		Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
24	Households					0,0%	0,0%	0,0%	0,0%				
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%				
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%				
27	of which motor vehicle loans												
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

GAR KPI stock
(based on turnover)
T-1-2023

		v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T-1 (2023)									
		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
% (compared to total covered assets in the denominator)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total assets covered	
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which transitional	Of which enabling		
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,8%	0,2%	0,0%	0,0%	0,1%	18,3%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,4%	0,1%	0,0%	0,0%	0,1%	10,1%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	8,8%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	2,9%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	5,9%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	1,2%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,4%	0,1%	0,0%	0,0%	0,0%	1,6%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,9%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,3%	0,1%	0,0%	0,0%	0,0%	0,8%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
24	Households					0,0%	0,0%	0,0%	0,0%	0,0%	6,6%
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
27	of which motor vehicle loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,8%	0,2%	0,0%	0,0%	0,1%	52,1%

**GAR KPI stock
(based on Capex)
T-2024**

% (compared to total covered assets in the denominator)		a	b	c	d	e	f	g	h	i	
		Disclosure reference date T (2024)									
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling	
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	3,0%	0,4%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	
2	Financial undertakings	2,8%	0,3%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
3	Credit institutions	2,5%	0,3%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
4	Loans and advances	1,1%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
5	Debt securities, including UoP	1,5%	0,2%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%			0,0%	
7	Other financial corporations	0,3%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%			0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%			0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%			0,0%	
20	Non-financial undertakings	0,2%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
22	Debt securities, including UoP	0,1%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%			0,0%	
24	Households	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
25	of which loans collateralised by residential immovable property	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans	0,0%	0,0%	0,0%	0,0%	0,0%					
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	3,0%	0,4%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	

GAR KPI stock
(based on Capex)
T-2024

% (compared to total covered assets in the denominator)		j	k	l	m	n	o	p	q	r	s	t	u
		Disclosure reference date T (2024)											
		Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
24	Households					0,0%	0,0%	0,0%	0,0%				
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%				
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%				
27	of which motor vehicle loans												
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

GAR KPI stock
(based on Capex)
T-2024

% (compared to total covered assets in the denominator)		v	w	x	z	aa	ab	ac	ad	ae	af	
		Disclosure reference date T (2024)										
		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						Proportion of total assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling				
	GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	3,0%	0,4%	0,0%	0,0%	0,2%	13,7%	
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	2,8%	0,3%	0,0%	0,0%	0,1%	7,5%	
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	2,6%	0,3%	0,0%	0,0%	0,1%	6,8%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	1,1%	0,1%	0,0%	0,0%	0,0%	3,4%	
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	1,5%	0,2%	0,0%	0,0%	0,1%	3,4%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,3%	0,1%	0,0%	0,0%	0,0%	0,8%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,2%	0,1%	0,0%	0,0%	0,0%	0,3%	
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,1%	
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,1%	0,1%	0,0%	0,0%	0,0%	0,1%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
24	Households					0,0%	0,0%	0,0%	0,0%	0,0%	5,9%	
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	3,0%	0,4%	0,0%	0,0%	0,2%	50,3%	

GAR KPI stock
(based on Capex)
T-1-2023

% (compared to total covered assets in the denominator)		a	b	c	d	e	f	g	h	i	
		Disclosure reference date T-1 (2023)									
		Climate Change Mitigation (CCM)						Climate Change Adaptation (CCA)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling	
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1,1%	0,5%	0,0%	0,0%	0,2%	0,1%	0,0%	0,0%	0,0%	
2	Financial undertakings	0,5%	0,2%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
3	Credit institutions	0,3%	0,1%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
5	Debt securities, including UoP	0,3%	0,1%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
7	Other financial corporations	0,2%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
20	Non-financial undertakings	0,6%	0,3%	0,0%	0,0%	0,1%	0,1%	0,0%	0,0%	0,0%	
21	Loans and advances	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
22	Debt securities, including UoP	0,5%	0,2%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
24	Households	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
25	of which loans collateralised by residential immovable property	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans	0,0%	0,0%	0,0%	0,0%	0,0%					
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	1,1%	0,5%	0,0%	0,0%	0,2%	0,1%	0,0%	0,0%	0,0%	

GAR KPI stock
(based on Capex)
T-1-2023

		j	k	l	m	n	o	p	q	r	s	t	u
		Disclosure reference date T-1 (2023)											
		Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
% (compared to total covered assets in the denominator)													
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
24	Households					0,0%	0,0%	0,0%	0,0%				
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%				
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%				
27	of which motor vehicle loans												
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

GAR KPI stock
(based on Capex)
T-1-2023

% (compared to total covered assets in the denominator)		v	w	x	z	aa	ab	ac	ad	ae	af	
		Disclosure reference date T-1 (2023)										
		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						Proportion of total assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Of which Use of Proceeds		Of which transitional		
	Of which Use of Proceeds	Of which enabling										
	GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	1,2%	0,5%	0,0%	0,0%	0,2%	18,3%	
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,5%	0,2%	0,0%	0,0%	0,1%	10,1%	
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,3%	0,1%	0,0%	0,0%	0,1%	8,8%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	2,9%	
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,3%	0,1%	0,0%	0,0%	0,1%	5,9%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,2%	0,1%	0,0%	0,0%	0,0%	1,2%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,7%	0,3%	0,0%	0,0%	0,1%	1,6%	
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	0,9%	
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,5%	0,2%	0,0%	0,0%	0,1%	0,8%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
24	Households					0,0%	0,0%	0,0%	0,0%	0,0%	6,6%	
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	1,2%	0,5%	0,0%	0,0%	0,2%	52,1%	

GAR KPI flow (based on turnover)

% (compared to flow of total eligible assets)		a	b	c	d	e	f	g	h	i	
		Disclosure reference date T									
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling	
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,3%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
2	Financial undertakings	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
3	Credit institutions	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
5	Debt securities, including UoP	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
20	Non-financial undertakings	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
21	Loans and advances	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
24	Households	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
25	of which loans collateralised by residential immovable property	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans	0,0%	0,0%	0,0%	0,0%	0,0%					
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,3%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	

GAR KPI flow (based on turnover)

% (compared to flow of total eligible assets)		j	k	l	m	n	o	p	q	r	s	t	u
		Disclosure reference date T											
		Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
			Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling			
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
24	Households					0,0%	0,0%	0,0%	0,0%				
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%				
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%				
27	of which motor vehicle loans												
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

GAR KPI flow (based on turnover)

		v	w	x	z	aa	ab	ac	ad	ae	af
		Disclosure reference date T									
% (compared to flow of total eligible assets)		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total new assets covered	
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which transitional	Of which enabling		
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,3%	0,0%	0,0%	0,0%	0,0%	13,7%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	3,8%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	2,7%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	1,7%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	1,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	1,1%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,8%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,8%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	0,4%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	0,4%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%
24	Households					0,0%	0,0%	0,0%	0,0%	0,0%	9,5%
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
27	of which motor vehicle loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,3%	0,0%	0,0%	0,0%	0,0%	74,1%

GAR KPI flow (based on Capex)

% (compared to flow of total eligible assets)		a	b	c	d	e	f	g	h	i	
		Disclosure reference date T									
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Of which Use of Proceeds	Of which transitional	Of which enabling	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
	GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
2	Financial undertakings	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
3	Credit institutions	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
5	Debt securities, including UoP	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
20	Non-financial undertakings	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
21	Loans and advances	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%	0,0%		0,0%	
24	Households	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
25	of which loans collateralised by residential immovable property	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans	0,0%	0,0%	0,0%	0,0%	0,0%					
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	

GAR KPI flow (based on Capex)

		j	k	l	m	n	o	p	q	r	s	t	u
		Disclosure reference date T											
		Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%
24	Households					0,0%	0,0%	0,0%	0,0%				
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%				
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%				
27	of which motor vehicle loans												
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

GAR KPI flow (based on Capex)

% (compared to flow of total eligible assets)		v	w	x	z	aa	ab	ac	ad	ae	af	
		Disclosure reference date T										
		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
	Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling					
	GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	13,7%	
2	Financial undertakings	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	3,8%	
3	Credit institutions	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	2,7%	
4	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	1,7%	
5	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	1,0%	
6	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
7	Other financial corporations	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	1,1%	
8	of which investment firms	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
9	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
10	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
11	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
12	of which management companies	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
13	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
14	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
15	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
16	of which insurance undertakings	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,8%	
17	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,8%	
18	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
19	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
20	Non-financial undertakings	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,4%	
21	Loans and advances	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,4%	
22	Debt securities, including UoP	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
23	Equity instruments	0,0%	0,0%		0,0%	0,0%	0,0%		0,0%	0,0%	0,0%	
24	Households					0,0%	0,0%	0,0%	0,0%	0,0%	9,5%	
25	of which loans collateralised by residential immovable property					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
26	of which building renovation loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
27	of which motor vehicle loans					0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
28	Local governments financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
29	Housing financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
30	Other local government financing	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	
32	Total GAR assets	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	74,1%	

KPI offbalance sheet exposures (based on turnover)

% (compared to total eligible off-balance sheet assets)		a	b	c	d	e	f	g	h	i	j	k	l	m
		Disclosure reference date T												
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
1	Financial guarantees (FinGuar KPI)	1,1%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI)	8,7%	2,4%	0,0%	0,1%	1,5%	0,5%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

% (compared to total eligible off-balance sheet assets)		n	o	p	q	r	s	t	u	v	w	x	z
		Disclosure reference date T											
		Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
1	Financial guarantees (FinGuar KPI)	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI)	1,0%	0,0%	0,0%	0,0%	0,6%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%

% (compared to total eligible off-balance sheet assets)		aa	ab	ac	ad	ae
		Disclosure reference date T				
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which transitional	Of which enabling
1	Financial guarantees (FinGuar KPI)	1,1%	0,1%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI)	10,9%	2,4%	0,0%	0,1%	1,6%

KPI Flow offbalance sheet exposures (based on turnover)

% (compared to total eligible off-balance sheet assets)		a	b	c	d	e	f	g	h	i	j	k	l	m
		Disclosure reference date T (2024)												
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds					Of which Use of Proceeds				Of which Use of Proceeds			
1	Financial guarantees (FinGuar KPI)	1,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI) *	7,9%	2,2%	0,0%	0,1%	1,4%	0,4%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

* The Flow for assets under management was determined by a-year-end comparison and not on a transactional basis.

% (compared to total eligible off-balance sheet assets)		n	o	p	q	r	s	t	u	v	w	x	z
		Disclosure reference date T (2024)											
		Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds				Of which Use of Proceeds				Of which Use of Proceeds			
1	Financial guarantees (FinGuar KPI)	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI) *	0,7%	0,0%	0,0%	0,0%	0,4%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%

% (compared to total eligible off-balance sheet assets)		aa	ab	ac	ad	ae
		Disclosure reference date T (2024)				
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
		Of which Use of Proceeds				
1	Financial guarantees (FinGuar KPI)	1,1%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI) *	9,4%	2,2%	0,0%	0,1%	1,4%

KPI offbalance sheet exposures (based on Capex)

% (compared to total eligible off-balance sheet assets)		a	b	c	d	e	f	g	h	i	j	k	l	m
		Disclosure reference date T												
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
1	Financial guarantees (FinGuar KPI)	1,7%	0,3%	0,0%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI)	11,0%	3,6%	0,0%	0,2%	2,0%	0,7%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

% (compared to total eligible off-balance sheet assets)		n	o	p	q	r	s	t	u	v	w	x	z
		Disclosure reference date T											
		Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
1	Financial guarantees (FinGuar KPI)	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI)	0,8%	0,0%	0,0%	0,0%	0,4%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

% (compared to total eligible off-balance sheet assets)		aa	ab	ac	ad	ae
		Disclosure reference date T				
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
1	Financial guarantees (FinGuar KPI)	1,7%	0,3%	0,0%	0,0%	0,1%
2	Assets under management (AuM KPI)	13,0%	3,7%	0,0%	0,2%	2,0%

KPI Flow offbalance sheet exposures (based on Capex)

% (compared to total eligible off-balance sheet assets)		a	b	c	d	e	f	g	h	i	j	k	l	m
		Disclosure reference date T (2024)												
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
			Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling	
1	Financial guarantees (FinGuar KPI)	1,4%	-0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI) *	9,8%	3,3%	0,0%	0,2%	1,8%	0,6%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

* The Flow for assets under management was determined by a-year-end comparison and not on a transactional basis.

% (compared to total eligible off-balance sheet assets)		n	o	p	q	r	s	t	u	v	w	x	z
		Disclosure reference date T (2024)											
		Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling	
1	Financial guarantees (FinGuar KPI)	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI) *	0,6%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

% (compared to total eligible off-balance sheet assets)		aa	ab	ac	ad	ae
		Disclosure reference date T (2024)				
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
				Of which Use of Proceeds	Of which transitional	Of which enabling
1	Financial guarantees (FinGuar KPI)	1,4%	-0,2%	0,0%	0,0%	0,0%
2	Assets under management (AuM KPI) *	11,3%	3,3%	0,0%	0,2%	1,8%

Standard template for the disclosure required under Article 8 of Regulation (EU) 2020/852 (asset managers)

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:

Turnover-based:	2,6%
CapEx-based:	3,7%

The percentage of assets covered by the KPI relative to total investments (total AuM). Excluding investments in sovereign entities, Coverage ratio: %

Coverage ratio:	91,2%
-----------------	-------

Additional, complementary disclosures: breakdown of denominator of the KPI

The percentage of derivatives relative to total assets covered by the KPI.

	0,02%
--	-------

The proportion of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:

For non-financial undertakings:	6,3%
For financial undertakings	2,5%

The proportion of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:

For non-financial undertakings:	42,8%
For financial undertakings	7,8%

The proportion of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:

For non-financial undertakings:	24,7%
For financial undertakings	6,3%

The proportion of exposures to other counterparties over total assets covered by the KPI:

	9,5%
--	------

The value of all the investments that are funding economic activities that are not taxonomy-eligible relative to the value of total assets covered by the KPI:

Turnover-based	88,7%
CapEx-based	86,9%

The value of all the investments that are funding taxonomy-eligible economic activities, but not taxonomy-aligned relative to the value of total assets covered by the KPI:

Turnover-based	8,7%
CapEx-based	9,4%

Additional, complementary disclosures: breakdown of numerator of the KPI

The proportion of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:

For non-financial undertakings:

Turnover-based:	2,4%
Capital expenditures-based:	3,5%

For financial undertakings:

Turnover-based:	0,0%
Capital expenditures-based:	0,0%

The proportion of Taxonomy-aligned exposures to other counterparties and assets over total assets covered by the KPI:

Turnover-based:	0,1%
Capital expenditures-based:	0,2%

Breakdown of the numerator of the KPI per environmental objective

Taxonomy-aligned activities –:

(1) Climate change mitigation	Turnover:	2,5%
	CapEx:	3,6%
(2) Climate change adaptation	Turnover:	0,0%
	CapEx:	0,1%
(3) The sustainable use and protection of water and marine resources	Turnover:	0,0%
	CapEx:	0,0%
(4) The transition to a circular economy	Turnover:	0,0%
	CapEx:	0,0%
(5) Pollution prevention and control	Turnover:	0,0%
	CapEx:	0,0%
(6) The protection and restoration of biodiversity and ecosystems	Turnover:	0,0%
	CapEx:	0,0%

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:

Turnover-based:	1 243
CapEx-based:	1 798

The monetary value of assets covered by the KPI. Excluding investments in sovereign entities.

Coverage	48 331
----------	--------

The value in monetary amounts of derivatives:

	10
--	----

Value of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU:

For non-financial undertakings:	3 064
For financial undertakings	1 207

Value of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU:

For non-financial undertakings:	20 708
For financial undertakings	3 762

Value of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:

For non-financial undertakings:	11 933
For financial undertakings	3 065

Value of exposures to other counterparties:

	4 592
--	-------

Value of all the investments that are funding economic activities that are not taxonomy-eligible:

Turnover-based	42 882
CapEx-based	41 976

Value of all the investments that are funding Taxonomy-eligible economic activities, but not taxonomy-aligned:

Turnover-based	4 207
CapEx-based	4 557

Value of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:

For non-financial undertakings:

Turnover-based:	1 158
Capital expenditures-based:	1 701

For financial undertakings:

Turnover-based:	17
Capital expenditures-based:	22

Value of Taxonomy-aligned exposures to other counterparties and assets:

Turnover-based:	68
Capital expenditures-based:	74

Additional information on nuclear energy and fossil gas related activities with respect to balancesheet items

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	Yes
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	Yes
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	Yes
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	Yes
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	Yes
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	Yes

Taxonomy-aligned economic activities (denominator) with respect to balancesheet items (based on turnover)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,7	0,0%	0,7	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,2	0,0%	1,1	0,0%	0,2	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,2	0,0%	0,2	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	16,3	0,2%	16,4	0,2%	-0,1	0,0%
8.	Total applicable KPI	18,5	0,3%	18,5	0,3%	0,1	0,0%

Taxonomy-aligned economic activities (denominator) with respect to balancesheet items (based on CapEx)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	3,7	0,1%	3,7	0,1%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,4	0,0%	0,4	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,2	0,0%	0,2	0,0%	0,0	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2,4	0,0%	2,4	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	22,7	0,3%	22,6	0,3%	0,1	0,0%
8.	Total applicable KPI	29,4	0,4%	29,3	0,4%	0,1	0,0%

Taxonomy-aligned economic activities (numerator) with respect to balancesheet items (based on turnover)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,1%	0,0	0,1%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,1%	0,0	0,1%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,7	4,0%	0,7	4,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	1,2	6,6%	1,1	5,7%	0,2	0,8%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,2	1,0%	0,2	1,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	16,3	88,1%	16,4	88,7%	-0,1	-0,5%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	18,5	100,0%	18,5	99,7%	0,1	0,3%

Taxonomy-aligned economic activities (numerator) with respect to balancesheet items (based on CapEx)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	3,7	12,7%	3,7	12,7%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,4	1,5%	0,4	1,5%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,2	0,5%	0,2	0,5%	0,0	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	2,4	8,1%	2,4	8,1%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	22,7	77,3%	22,6	76,9%	0,1	0,4%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	29,4	100,0%	29,3	99,6%	0,1	0,4%

Taxonomy-eligible but not taxonomy-aligned economic activities (based on turnover)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,1	0,0%	0,1	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,1	0,0%	0,1	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,2	0,0%	0,2	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2,3	0,0%	2,3	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	8,8	0,1%	7,2	0,1%	1,6	0,0%
6.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	186,3	2,6%	186,7	2,6%	-1,3	0,0%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	197,7	2,8%	196,5	2,7%	0,3	0,0%

Taxonomy-eligible but not taxonomy-aligned economic activities with respect to balancesheet items (based on CapEx)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,2	0,0%	0,2	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	4,8	0,1%	4,8	0,1%	0,0	0,0%
6.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	179,4	2,5%	178,4	2,5%	0,7	0,0%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	184,5	2,6%	183,4	2,6%	0,7	0,0%

Taxonomy non-eligible economic activities with respect to balancesheet items (based on turnover)

Row	Economic activities (in millions of euros)	Amount	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,7	0,0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,1	0,0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,7	0,0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,7	0,0%
7.	Amount an proportion of other taxonomy-non-eligible Economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	6 960,4	96,9%
8.	Total amount and proportion of taxonomy-non-eligible Economic activities in the denominator of the applicable KPI'	6 963,7	97,0%

Taxonomy non-eligible economic activities with respect to balancesheet items (based on CapEx)

Row	Economic activities (in millions of euros)	Amount	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,7	0,0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
7.	Amount an proportion of other taxonomy-non-eligible Economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	6 964,2	97,0%
8.	Total amount and proportion of taxonomy-non-eligible Economic activities in the denominator of the applicable KPI	6 966,1	97,0%

Additional information on nuclear energy and fossil gas related activities with respect to assets under management

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	Yes
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	Yes
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	Yes
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	Yes
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	Yes
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	Yes

Taxonomy-aligned economic activities (denominator) with respect to assets under management (based on turnover)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,1	0,0%	0,1	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,7	0,0%	0,7	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	32,3	0,0%	32,3	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	4,5	0,0%	3,9	0,0%	0,6	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,9	0,0%	0,9	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	1 542,0	2,4%	1 513,2	2,3%	3,8	0,0%
8.	Total applicable KPI	1 580,5	2,4%	1 551,2	2,4%	4,4	0,0%

Taxonomy-aligned economic activities (denominator) with respect to assets under management (based on CapEx)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	17,9	0,0%	17,9	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	23,3	0,0%	23,3	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	3,3	0,0%	3,3	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	3,3	0,0%	3,3	0,0%	0,0	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	8,5	0,0%	8,5	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	2 342,2	3,6%	2 298,7	3,5%	30,6	0,0%
8.	Total applicable KPI	2 398,5	3,7%	2 355,0	3,6%	30,6	0,0%

Taxonomy-aligned economic activities (numerator) with respect to assets under management (based on turnover)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,1	0,0%	0,1	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,7	0,0%	0,7	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	32,3	2,0%	32,3	2,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	4,5	0,3%	3,9	0,2%	0,6	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,9	0,1%	0,9	0,1%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	1 542,0	97,6%	1 513,2	95,7%	3,8	0,2%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	1 580,5	100,0%	1 551,2	98,1%	4,4	0,3%

Taxonomy-aligned economic activities (numerator) with respect to assets under management (based on CapEx)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	17,9	0,7%	17,9	0,7%	0,0	0,0%
3.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	23,3	1,0%	23,3	1,0%	0,0	0,0%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	3,3	0,1%	3,3	0,1%	0,0	0,0%
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	3,3	0,1%	3,3	0,1%	0,0	0,0%
6.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	8,5	0,4%	8,5	0,4%	0,0	0,0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	2 342,2	97,7%	2 298,7	95,8%	30,6	1,3%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	2 398,5	100,0%	2 355,0	98,2%	30,6	1,3%

Taxonomy-eligible but not taxonomy-aligned economic activities with respect to assets under management (based on turnover)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,3	0,0%	0,3	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,4	0,0%	0,4	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,5	0,0%	1,5	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	41,8	0,1%	41,8	0,1%	0,0	0,0%
5.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	53,6	0,1%	47,7	0,1%	5,9	0,0%
6.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,2	0,0%	0,2	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	5 496,9	8,4%	4 074,5	6,2%	317,2	0,5%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	5 594,8	8,5%	4 166,5	6,4%	323,1	0,5%

Taxonomy-eligible but not taxonomy-aligned economic activities with respect to assets under management (based on CapEx)

Row	Economic activities (in millions of euros)	CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,1	0,0%	0,1	0,0%	0,0	0,0%
2.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%	0,0	0,0%	0,0	0,0%
3.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,2	0,0%	0,2	0,0%	0,0	0,0%
4.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	10,7	0,0%	9,6	0,0%	1,1	0,0%
5.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	28,9	0,0%	28,9	0,0%	0,0	0,0%
6.	Amount and proportion of taxonomy - eligible but not Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,5	0,0%	0,5	0,0%	0,0	0,0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	6 102,9	9,3%	4 839,9	7,4%	437,2	0,7%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	6 143,4	9,4%	4 879,3	7,4%	438,3	0,7%

Taxonomy non-eligible economic activities with respect to assets under management (based on turnover)

Row	Economic activities (in millions of euros)	Amount	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,7	0,0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	14,2	0,0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	8,5	0,0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	6,5	0,0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,7	0,0%
7.	Amount an proportion of other taxonomy-non-eligible Economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	58 336,4	89,0%
8.	Total amount and proportion of taxonomy-non-eligible Economic activities in the denominator of the applicable KPI'	58 369,0	89,1%

Taxonomy non-eligible economic activities with respect to assets under management (based on CapEx)

Row	Economic activities (in millions of euros)	Amount	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	21,7	0,0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	4,5	0,0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	6,7	0,0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0,0	0,0%
7.	Amount an proportion of other taxonomy-non-eligible Economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	56 969,5	86,9%
8.	Total amount and proportion of taxonomy-non-eligible Economic activities in the denominator of the applicable KPI	57 002,4	87,0%



ODDO BHF



Report on the certification of sustainability information and verification of the disclosure requirements of Article 8 of Regulation (EU) 2020/852

(For the year ended December 31, 2024)

This is a translation into English of the Statutory Auditors' report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852 of the Company issued in French and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

To the General Meeting
ODDO BHF SCA
12, boulevard de la Madeleine
75009 PARIS

This report is issued in our capacity as statutory auditor of ODDO BHF SCA (the "Group"). It covers the sustainability information and the information required in Article 8 of Regulation (EU) 2020/852, related to the calendar year ended December 31, 2024 and included in the "Sustainability statement" section of the ODDO BHF SCA Group management report (hereinafter, the "Sustainability statement").

Pursuant to Article L.233-28-4 of the French Code de commerce, ODDO BHF SCA is required to include the aforementioned information in a separate section of the Group management report. This information has been prepared in the context of the first-time application of the aforementioned articles, characterized by uncertainties regarding the interpretation of the legal texts, the use of significant estimates, the absence of established practices and frameworks, notably for the double materiality assessment, and by an evolving internal control system. It enables an understanding of the impact of the activities of the Group on sustainability matters, as well as the way in which these matters influence the development of the Group's business, performance and position. Sustainability matters include environmental, social and governance matters.

Pursuant to II of Article L.821-54 of the aforementioned Code, our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the sustainability reporting standards adopted pursuant to Article 29 ter of Directive (EU) 2013/34 of the European Parliament and of the Council of December 14, 2022 (hereinafter referred to as ESRS for European Sustainability Reporting Standards) of the process implemented by ODDO BHF SCA to determine the information published, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L.2312-17 of the French Labour Code (Code du travail);
- compliance of the information included in the Sustainability statement with the requirements of Article L.233-28-4 of the French Commercial Code, including with the ESRS; and
- compliance with the requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including those on independence and quality control, prescribed by the French Commercial Code.

PricewaterhouseCoopers Audit, SAS, 63, rue de Villiers 92208 Neuilly-sur-Seine Cedex
Téléphone: +33 (0)1 56 57 58 59, www.pwc.fr

Société d'expertise comptable inscrite au tableau de l'ordre de Paris - Ile de France. Société de commissariat aux comptes membre de la compagnie régionale de Versailles et du Centre. Société par Actions Simplifiée au capital de 2 510 460 €. Siège social : 63 rue de Villiers 92200 Neuilly-sur-Seine. RCS Nanterre 672 006 483. TVA n° FR 76 672 006 483. Siret 672 006 483 00362. Code APE 6920 Z. Bureaux : Bordeaux, Lille, Lyon, Marseille, Metz, Nantes, Neuilly-Sur-Seine, Rennes, Rouen, Strasbourg, Toulouse, Montpellier.

It is also governed by the H2A guidelines on limited assurance engagements on the certification of sustainability information and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852.

In the three separate parts of the report that follow, we present, for each of the areas covered by our engagement, the nature of the procedures we carried out, the conclusions we drew from them, and, in support of these conclusions, the elements to which we paid particular attention and the procedures we carried out with regards to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken in isolation and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three parts of our engagement.

Finally, where deemed necessary to draw your attention to one or more items of sustainability information provided by ODDO BHF SCA in the Sustainability statement, we have included an emphasis of matter paragraph hereafter.

The limits of our engagement

As the purpose of our engagement is to provide limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

Furthermore, this engagement does not provide a guarantee regarding the viability or the quality of the management of ODDO BHF SCA; in particular, it does not provide an assessment of the relevance of the choices made by ODDO BHF SCA in terms of action plans, targets, policies, scenario analyses and transition plans, that would go beyond compliance with the ESRS reporting requirements.

It does, however, allow us to express conclusions regarding the process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information that would be included in the sustainability statement are not covered by our engagement.

Compliance with the ESRS of the process implemented by ODDO BHF SCA to determine the information reported, and compliance with the requirement to consult the social and economic committee as provided for in the sixth paragraph of Article L.2312-17 of the French Labour Code.

Nature of procedures carried out

Our procedures consisted in verifying that:

- the process defined and implemented by ODDO BHF SCA has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities that are disclosed in the sustainability statement; and
- the information provided on this process also complies with the ESRS.

We also checked compliance with the requirement to consult the social and economic committee.

Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by ODDO BHF SCA with the ESRS.

Concerning the consultation of the social and economic committee provided for in the sixth paragraph of Article L.2312-17 of the French Labour Code, we inform you that at the date of this report this consultation has not yet been held.

Emphasis of matter

Without qualifying our conclusion, we draw your attention to:

- the information contained in sections “BP-2 – Disclosures in relation to specific circumstances” and “IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities” of the Sustainability statement, which set out limitations associated with the process for analysing the materiality of climate-related IROs;
- the fact that the analysis of the actual negative impacts of data protection breaches on consumers and end-users is included in section “G1 - Governance” of the Sustainability statement rather than in section “S4 - Consumers and end-users” because these impacts have been considered as having an important link to business conduct matters.

Elements that received particular attention

We set out below the elements that have been the subject of particular attention in relation to our assessment of compliance with the ESRS of the process implemented by ODDO BHF SCA to determine the information reported.

▪ Concerning the identification of stakeholders

Information relating to the identification of stakeholders is mentioned in the “General Information” section of the Sustainability statement, under the heading “SBM-2 Interests and views of stakeholders”.

We inquired with management and inspected the available documentation.

We also assessed the consistency of the main stakeholders identified by the Group with the nature of its activities, taking into account its business relationships and its value chain.

▪ Concerning the identification of impacts, risks and opportunities (IROs)

Information relating to the identification of impacts, risks and opportunities is set out in section “IRO-1 - Description of processes to identify and assess material impacts, risks and opportunities” of the Sustainability statement.

We have taken note of the Group’s process for identifying actual or potential impacts (negative or positive), risks and opportunities (“IROs”) in relation to the sustainability issues set out in paragraph AR 16 of ESRS 1 “Application requirements” and, where applicable, those specific to the Group.

In particular, we assessed the approach taken by the Group to determine its impacts, which may be a source of risks or opportunities.

We reviewed the list of IROs identified by the Group, including a description of their distribution in the Group’s own operations and value chain, as well as their time horizon (short, medium or long term), and

we assessed the consistency of this list with our knowledge of the Group and, where applicable, with the risk analyses it has carried out.

- Concerning the assessment of impact materiality and financial materiality

Information on impacts, risks and opportunities which were assessed as material upon completing the double materiality assessment is provided in section “SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model” of the Sustainability statement.

We obtained an understanding of the impact materiality and financial materiality assessment process implemented by the Group through interviews with management and inspection of the available documentation, and assessed its compliance with the criteria defined by ESRS 1.

In particular, we assessed the way in which the Group has established and applied the materiality criteria defined by ESRS 1 to determine the material information disclosed (i) in respect of indicators relating to material IROs identified in accordance with the relevant topical ESRS and (ii) in respect of information that is specific to the Group.

Compliance of the sustainability information included in the Sustainability statement with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provide an understanding of the general basis for the preparation and governance of the sustainability information included in the sustainability statement, including the general basis for determining the information relating to the value chain and the exemptions from disclosures retained;
- the presentation of this information ensures its readability and understandability;
- the scope retained by ODDO BHF SCA for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, this information does not contain any material errors, omissions or inconsistencies, i.e., that are likely to influence the judgement or decisions of the users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in the sustainability statement with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS.

Emphasis of matter

Without qualifying our conclusion, we draw your attention to the limitations related to data used and the methodology applied to estimates disclosed in section “BP-2 – Disclosures in relation to specific circumstances” of the Sustainability statement, as well as to the scope used to compute financed emissions relating to the downstream value chain (category 15 of scope 3 according to the *GHG Protocol*), in the absence of a sector-specific standard, described in the “Climate Change” section under the heading “Metrics related to energy consumption and greenhouse gas (GHG) emissions”.

Elements that received particular attention

We present below the elements that have been subject to particular attention concerning the compliance of the sustainability information included in the “Climate Change” section under the heading “Metrics related to energy consumption and greenhouse gas (GHG) emissions” of the Sustainability statement with the requirements of Article L. 233-28-4 of the French Code de commerce, including the ESRS.

Our work primarily consisted in particular in:

- Asking what internal control and risk management procedures the Group has put in place to ensure the compliance of the disclosed information;
- Concerning financed GHG emissions (scope 3, category 15 of the *GHG Protocol*):
 - o reviewing the methodology used to compute the metrics and its description in the Sustainability statement;
 - o identifying the sources of information on which these metrics are based, including management accounting or accounting data available to the Group as well as data obtained from external suppliers;
 - o gaining an understanding of the scope of assets covered by the calculation and assessing its justification with regard to the reference framework described in the Sustainability statement;
 - o verifying that the basis for calculating financed emissions corresponds to the scope of assets covered described in the Sustainability statement and reconciling it with the management accounting or accounting data available to the Group as well as data obtained from external suppliers;
 - o verifying that the GHG emissions data obtained from external suppliers is consistent with figures published directly by the companies, taking into account the inherent uncertainty related to the state of scientific or economic knowledge and the quality of the external data used;
 - o verifying the mathematical accuracy of the calculation of financed emissions, on the basis of samples.
- Regarding scope 1, scope 2 and scope 3 (categories 1, 2 and 4) GHG emissions related to the Group own operations:
 - o reviewing the approach used to compile the inventory of greenhouse gas emissions;
 - o assessing the appropriateness of the emission factors used and verifying the calculation of the relevant conversions, taking into account the inherent uncertainty related to the state of scientific or economic knowledge and the quality of the external data used;
 - o verifying, on the basis of samples, the underlying data used to draw up the greenhouse gas emissions statement, as well as the mathematical accuracy of the calculations used to prepare the estimated emissions.

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of procedures carried out

Our procedures consisted in verifying the process implemented by ODDO BHF SCA to determine the eligible and aligned nature of the activities of the entities included in the scope of consolidation.

Our work also consisted in verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involved checking:

- compliance with the rules governing the presentation of this information to ensure that it is readable and understandable and ;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies in relation to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements that received particular attention

We established that there were no such elements to address in our report.

Neuilly-sur-Seine, April 11th, 2025

The Statutory Auditor

PricewaterhouseCoopers Audit

Ridha Ben Chamek