

2025
Group's CSR
COMMITMENTS



ODDO BHF

The ODDO BHF Group's CSR *Ambition*

Long-term commitment is one of our core values. Since 2015, we have supported the ten principles of the United Nations Global Compact. We reaffirm our efforts to integrate them into our daily activities to contribute to the Sustainable Development Goals (SDGs), serve a more sustainable world, and promote change. In line with our ESG expertise, we are committed to sustainable initiatives based on three main pillars.

1

Champion our *employees*

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

2

Limit our *environmental* impact

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

3

Act towards a *cohesive* society

Through our dedicated bodies, the ODDO BHF *Acting for Tomorrow* endowment Fund and the independent ODDO BHF Stiftung Foundation, we work to promote the development of the regions in which we operate by supporting educational, social, and artistic projects in which our clients and employees are regularly involved.



CAROLINE D'HÉROUVILLE
Group CSR Manager

Sustainability stakeholders

To bring this CSR ambition to life, a dedicated team works with ESG experts and representatives from the business lines involved in each pillar of our commitment. In addition, we involve all teams in our approach. That is why we regularly communicate internally about our initiatives, carry out collective projects, and rely on volunteer ambassadors to help drive and implement the many actions undertaken by the Group. This collective mobilization is essential to firmly anchor our commitments and ensure their impact.

THE EXPERTS

Sustainable Finance and ESG

Corporate Real Estate Management - CREM

IT

ODDO BHF Stiftung

Human Ressources

Procurement

Marketing & Communication

Endowment Fund *Acting for Tomorrow*

THE AMBASSADORS

Handicap Mission and Referents

CSR Ambassadors

Diversity Network ●

ODDO BHF Social Club

Women @ODDO BHF ●

● *Employee initiatives*

„In collaboration with the RSE team, the Sustainability team supports our various business lines in their sustainability initiatives and in understanding regulatory requirements.“



ÉDOUARD COUSTOU
Group Sustainability Manager



PILLAR 1 *Champion* OUR EMPLOYEES

Our commitments are based on *four key areas*

1

Recognizing and capitalizing on diversity within our teams

The richness of our profiles is the Group's strength. We value cultural diversity, gender diversity, and intergenerational complementarity to strengthen our collective momentum.

3

Training our teams

Continuous learning is a key driver of development and engagement. We invest in innovative training programs to support skills development and career advancement.

2

Supporting and raising awareness on disability matters

We strive to provide a suitable working environment by raising awareness among our teams and implementing dedicated support measures.

4

Nurturing commitment among our employees

Through concrete actions in the areas of health, well-being, and community life, we are committed to creating a work environment that fosters professional and personal fulfillment.

"Diversity is not always easy to implement, but it is always worth the effort, as it promotes innovation, decision-making, attractiveness, and performance. It is a long and demanding journey, but a promising one."



ODILE JOURNY
Group Head of People Strategy & Projects

Recognizing and capitalizing on *diversity* within our teams

1

We firmly believe that diversity is a key factor in team performance. Our approach focuses on three levels of diversity:

- Cultural diversity*
- Gender diversity*
- Intergenerational diversity*

1.1

CULTURAL DIVERSITY

Our European and international roots are part of our Group's DNA and one of our strategic strengths. We encourage multicultural exchanges and collaboration between our different multicultural teams to strengthen our openness and agility.

1.2

GENDER DIVERSITY

We strive for a balanced representation of women and men at all levels of the organization. This commitment is reflected in concrete actions aimed at promoting career development for all and ensuring equal opportunities.

1.3

INTERGENERATIONAL DIVERSITY

Experience and youth are complementary. We encourage knowledge transfers between generations, support career development and facilitate the integration of young talents within the Group.

We actively recruit new talents whose diverse backgrounds enable us to enrich our corporate culture and remain agile in the face of changes in the financial sector. This dynamism allows us to build sustainable growth together across the Group.

1.1

Integrating *cultural diversity*, the very DNA of our Group, at the heart of our teams

As a European Group, most of our teams are multicultural. This cultural diversity shapes our identity, our agility, and our ability to innovate.

Our actions to strengthen this dynamic:

20%

Of our managers lead cross-border teams.

Developing intercultural understanding

We organize training for all our teams and managers, based on the work of Erin Meyer and her Culture Map. This enables our teams to better understand their cultural differences and leverage the diverse experiences, perspectives, and skills within the Group. Understanding and embracing these differences is key to improving collaboration and performance within multicultural teams.

566

Employees benefited from language courses within the Group in 2025.

Encouraging multilingualism

As part of our European expansion and increasingly global organizational approach, our teams are strongly encouraged to learn English, French, and German to strengthen synergies and facilitate international exchanges.

43

Internal mobilities were supported in 2025.

Promoting international mobility

We firmly believe that working in another country is a career accelerator and a unique opportunity to better understand another. That is why we actively encourage our employees to seize these opportunities, thereby strengthening collaboration and cohesion within the Group.

THESE EMPLOYEES TELL THEIR INTERNATIONAL MOBILITY STORIES

“As part of my Graduate Program, I spent four months in Paris on a short-term assignment abroad. While there, I worked on the digital marketing team at ODDO BHF Asset Management. I thoroughly enjoyed working on digital marketing projects, getting to know my colleagues from France and the asset management division better, and immersing myself in French culture and work practices.”



JOHANNA DITTMER
Junior Marketing & Event Manager
Mobility from Frankfurt to Paris as part of the Graduate Program in 2025

“My mobility in Germany, with my family and for the past four years, has above all been an opportunity to fully embrace the values of openness and agility promoted by ODDO BHF, working alongside dynamic and resolutely international teams. It is also an opportunity to discover a rich culture that nourishes our European spirit: Goethe in Weimar, Dürer in Nuremberg, Gutenberg in Mainz, Riemenschneider in Würzburg, Humboldt in Berlin.”



PIERRE EMMANUEL CHARRETTE
Group Head of Legal
Permanent international mobility from Paris to Frankfurt in 2021

“My mobility experience has been a tremendous opportunity, both professionally and personally. Working in one of the Group’s major offices allowed me to gain a deeper understanding of the diversity of our businesses and, above all, to see how essential synergies really are. I was also struck by the Group’s cultural richness: despite different working styles, more formal on the German side and more direct on the French side, I encountered the same warmth, mutual support, and willingness to collaborate everywhere. This mobility experience pushed me out of my comfort zone while allowing me to stay within a familiar environment: the best of both worlds.”



ANDREA REUTER
Chief of Staff to Philippe Odde
International mobility from Geneva to Paris in 2025

“I am particularly fond of international mobility, which has given me a unique opportunity to work for an extended period with teams based in another country. These direct interactions have strengthened my understanding of processes, organizational structures, and day-to-day operational issues. Observing how similar missions are carried out in a different cultural and organizational environment has been particularly enriching and has contributed to the development of lasting synergies within the Group.”



BORIS PAVLOVIC
Head of PWM Operations DE
International mobility from Frankfurt to Paris in 2025

1.2

Ensuring *gender diversity* within our teams

We know that diversity is a key driver of performance. Ensuring a balanced representation of women and men at all levels of the organization is a priority and a real challenge. With this in mind, we have been implementing an ambitious Gender Balance Program for several years, aimed at promoting gender diversity and ensuring career opportunities for all. This program is supported by senior management, led by the HR teams, and involves all our employees.

Five areas have been identified to promote gender diversity:

Strong commitment from top management

Our managers are directly involved in monitoring gender diversity within their areas of responsibility. A monthly report is presented to them, broken down by job category, enabling them to adapt objectives and measurement tools to the specific characteristics of each department.

Targeted training

We develop individual and collective programs to combat perception biases and promote women's access to positions of responsibility.

Adjusting our HR and management processes

We pay particular attention to women's career development by incorporating clear objectives for recruitment, talent management, and succession planning for key positions.

Enhanced monitoring of gender diversity indicators

We regularly analyze progress through dedicated Key Performance Indicators (KPIs). By 2025, we have reached:

- **43% women and 57% men among total workforce** (vs. 41% / 59% in 2021*)
- **31% women and 69% men among managers** (vs. 26% / 74% in 2021*)
- **29% women and 71% men among top managers** (vs. 21% / 79% in 2021*)
- **20% women and 80% men on the Executive Committee (GMC)** (vs. 30% / 70% in 2021*)

Appropriate Communication

We ensure that our internal and external communications reflect a balanced representation of the women and men who make up the Group through our statements, employer branding materials and awareness-raising initiatives.

* Our KPIs are compared to 2021, the year in which gender was identified as a key factor in our monitoring and reporting.

PREVENTING SEXISM AND DISCRIMINATION

We are implementing a prevention and awareness plan against sexism, sexual harassment, and all other forms of discrimination. In France, the program takes the form of collective training sessions, complemented by specific modules designed for management committees to help identify and overcome perception biases. In Germany, all teams are trained in discrimination prevention issues.

EXAMPLES OF TARGETED ACTIONS

PROGRAMS DESIGNED TO MEET SPECIFIC NEEDS

Diversity is one of the five leadership principles defined by the Group, and on which of all our managers have been trained. Parallely, we co-design programs with expert organizations to empower women and enable them to develop their careers in an environment historically shaped by a strong male presence.

Empowerment programs tailored to different levels of seniority for women

These programs address key themes such as self-awareness, identifying personal strengths, vision, posture, communication, career and family life, goals, networking, and authenticity. All of these topics empower participants to take ownership of and actively shape their career development.

110

Women have participated in these programs since 2020.

Leadership Programs

A career development program is offered to women leaders within the Group to support their career advancement. It enables them to fully leverage their expertise to better guide their career path, enhance the effectiveness of their teams, and expand their network.

31

Women participated in the first pilot projects in 2024.

NETWORKING AS A CAREER ACCELERATOR

Women employees created the **Women @ODDO BHF** network to provide a platform for discussion dedicated to strengthening the position of women within the Group and enhancing its employer brand. The Group actively supports this initiative and has also formed in France a partnership with **Women in Finance Network**, enabling women leaders to develop their network, draw inspiration from recognized career paths, and access training to advance their careers.

In 2025, two major events were organized in France and Germany, led by experts and inviting women and men to promote collaboration and performance for the benefit of all.



1.3

Supporting collaboration *between generations*

Managers and HR teams work together to create an environment conducive to harmonious and dynamic intergenerational cooperation. To maintain this balance, we have implemented an ambitious recruitment policy: attracting junior profiles while continuously strengthening our teams with experienced talent. Our internal programs dedicated to young people, such as the Graduate Program and the Development Program, demonstrate our commitment to supporting and developing our future leaders.

We regularly offer training courses aimed at improving understanding of differences in values, motivation, and behavior between generations and promoting cooperation by capitalizing on each person's strengths and complementary skills. These training courses help managers break down stereotypes, adapt their communication, and implement management practices that promote knowledge transfer and collaboration. Strengthening this program is part of our commitment to building balanced and dynamic teams, where each generation brings its own added value.

Some managers within the Group may be required to manage up to four different generations within their teams.

409

New joiners in 2025 including:

180 senior profiles
229 junior profiles

393

Students (interns, work-study students) in 2025.

52

Graduate Program profiles.

42 y/o

Average age within the Group.



Supporting and raising awareness about *disability* matters

2

We are committed to ensuring an inclusive and supportive work environment adapted for all our employees, particularly those with disabilities.

The main challenges identified for the best possible inclusion of people with disabilities within the Group are as follows:

- Promote the recruitment and integration of employees with disabilities into our teams
- Create the necessary conditions for the development and success of employees with disabilities
- Raise awareness among all employees and train managers on disability issues
- Develop collaboration with institutions in the sheltered sector, and use these structures for the purchase of goods or services

Personalized support

- In France, "Mission Handicap" supports employees in their professional careers by ensuring that working conditions are adapted and facilitating administrative procedures.
- In Germany, a committee of elected employees, in collaboration with Human Resources, ensures the integration and well-being of those concerned.

Training and awareness-raising

- Workshops and collaborative games in France during European Disability Employment Week (EDEW), focusing on invisible disabilities.
- Escape Game on disability integrated into quarterly management training in France.
- Partnership with Arpejeh in France to encourage training and employment for young people with disabilities. As part of this initiative, employees conduct mock interviews with young people supported by the association.

A renewed commitment

- Active participation in dedicated recruitment forums in France.
- Continuation of solidarity Christmas markets in Paris, showcasing products made by people with disabilities.

In 2024, ODDO BHF SCA renewed its Disability Agreement for three years. The best practices set out in this agreement are applied across all entities in France and constitute shared values and objectives at Group level.

2.5%

Percentage of employees with disabilities in France in 2025.

3.1%

Percentage of employees with disabilities in Germany in 2025.



MÉLANIE RUFINO
Learning and Development Manager
& Handicap Referent France



PETER FRÖHLINGER
Chairman SWIFT Technical Advisory Group
& Handicap Referent Germany SE

Train our *teams*

3

We are committed to finding the best possible training courses, tailored to the needs of our employees and aligned with those of the Group.

5 priorities *training areas*

Customer relations

We work with dedicated partners to develop customized, collective programs for Asset Management and Private Banking teams to strengthen their skills in customer interactions. ("Boost your impact", "Private Equity & Lending Academy" programs, advanced sales training for Senior Relationship Managers).

Leadership

We have identified and rolled out five leadership principles across the Group to reinforce our core values. These are empowerment, innovation, commitment, vision and diversity. Our top managers, followed by our managers, receive dedicated training to bring these leadership principles to life and embody them in their daily work with their teams.

Data & Artificial Intelligence

Our AI and data training courses help employees develop a solid understanding of the strategic role of data in decision-making. They enable participants to identify different types and structures of data, and address the essential principles of data governance to ensure quality, security, and ethical standards. In 2026, the launch of the AI Academy is dedicated to advancing the responsible and strategic use of artificial intelligence.

Interculturality

We offer dedicated training courses, particularly for our cross-border teams, to capitalize on the different experiences, perspectives, and skills of each individual and our cultures. Understanding and utilizing our cultural differences helps strengthen opportunities for working in multicultural teams.

Sustainability & ESG

As expectations from customers, investors, and candidates continue to rise, and sustainability and reporting regulations evolve, training in these areas is becoming a key driver of transformation.

1,251

Employees were trained in 2025.



MALTE IMMEL
Group Head of Talent Performance
& Development, Human Resources

Nurturing *commitment* amongst our teams

4

We measure the satisfaction of our teams, which enables us to offer tailored initiatives and foster their commitment to the Group.

The engagement survey is a key process for continuously improving the employee experience within the ODDO BHF Group. It assesses team spirit, management quality, and perceptions of personal and professional development. It is also an opportunity to better leverage the Group's strengths and take measures to address areas for improvement.

92%

of employees are proud to work at ODDO BHF in 2025.

Health and well-being

We look after the health of our employees through preventive care and services and a supportive work environment.

- Several communication initiatives, workshops, and webinars were repeated to share best practices in emergency situations and for safety (including fire, self-defense, and first aid).
- Since July 2024, a gym on the Madeleine site has enabled employees to stay in shape, with the option of consulting an osteopath.
- In 2025, workshops were organized in Paris on topics such as health (musculoskeletal disorders, eye strain, nutrition, etc.), psychosocial risks (conflict management, stress management, nonviolent communication), and personal development (improving concentration, assertiveness, stress management).
- Teams have access to resources that enable them to stay healthy: in France, a medical concierge service is available to support teams. In Germany, a coaching and psychological support platform covering a wide range of topics (stress management, sleep disorders, anxiety, addictions) is accessible to everyone via the Group's intranet. In Germany, consultations with a physiotherapist are held regularly, as well as flu vaccination sessions.
- Online webinars and physical workshops are regularly organized in France and Germany on best practices related to health in general and at work, par-

ticularly on Health Day, as part of the Pink October and Movember initiatives, and during European Disability Employment Week (EDEW). In 2025, cancer prevention and awareness webinars were organized in French and German, with a high number of participants.

Social and sports activities

Bringing employees together through sport and other collective activities and fostering a sense of belonging.

- **SING NOW!:** The choir brings together more than 50 singers and performs every year at company events.
- **SPORT NOW!:** The Group's Sport Now! program expanded its offers with the organization of a solidarity football tournament, the launch of weekly yoga classes, and the creation of the Running Club in Frankfurt and Paris. The Paris gym also continued to enjoy very strong attendance.

PILLAR 2
Limit our environmental
 IMPACT

Managing the *carbon footprint* of our own operations

In line with our commitment to being a sustainable player, we are committed to limiting our environmental impact in our own operations and ensuring that our carbon footprint is controlled. We regularly calculate our carbon footprint at Group level, enabling us to identify the most significant sources of emissions and develop action plans to reduce them.

The teams involved in these action plans aim to:

- Implement emission reduction measures;
- Monitor KPIs and qualitative results;
- Ensure carbon data reporting.

In 2025, 99% of the Group's emission came from scope 3, including:

77%

From investments.

5%

From purchases of good and services.

17%

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

DEFINITIONS

Scope 1

Direct emissions. Directly related to the Group's activities.

Scope 2

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

Scope 3

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

OUR LOW-CARBON APPROACH IS BASED ON THE FOLLOWING PRINCIPLES:

An increasingly responsible and low carbon procurement policy

We integrate social and environmental impacts and risks into our relationships with our suppliers and subcontractors to ensure the success of our operations and our reputation. We assess our strategic suppliers via EcoVadis and adopt a responsible purchasing policy based on the use of the protected sector and selection of committed partners. The Procurement Department includes sustainability criteria in its calls for tenders and collects carbon data to refine the calculation of its emissions. Rigorous supplier monitoring is in place.



ANTOINE ARCHAMBEAU
Sourcing Manager

Low-carbon mobility (business travel and commuting)

The "Forfait Mobilité Durable" (Sustainability Mobility Package) in France encourages the use of ecological modes of transport for commuting. In Germany, public transportation support measures are offered to employees, who also have access to an attractive bicycle leasing program. In 2025, the Group is partnering with Tandem in France to offer electric bicycles to 30 volunteer employees, which they can use for their commutes.



EMNA HEZAMI
Group Buyer & Travel Manager SCA

Improving our responsible digital approach

Regular communications on sustainable digital best practices are distributed via IT newsletters to raise teams' awareness of more responsible use of technology. In parallel, IT teams are committed to entrusting obsolete equipment to specialized companies for reuse or recycling. Other initiatives are being carried out with the teams, including a project to refurbish unused computers at the Tunis site with the aim of donating them to local schools or associations.



SÉBASTIEN PETIT
Group Head of Digital Workplace

230

In 2025, employees will benefit from incentives such as bicycles or the "Forfait Mobilité Durable".

Optimized building operations

The Real Estate teams (CREM) are committed to improving the energy performance of our buildings while significantly reducing our carbon footprint. Concrete actions implemented include:

- Smart management of heating, ventilation, and air conditioning (HVAC) and lighting systems, thanks to technical controls designed to optimize comfort while limiting energy consumption.
- An energy monitoring tool dedicated to electricity consumption, enabling greater visibility and proactive management.
- Real-time measurement and control devices to ensure responsive and accurate consumption management and quickly identify areas for improvement.



SERGIÍ SÚSSEK
Group Head Commercial Property Management

A training program on climate issues

Training is at the heart of the various initiatives led by our teams, because to fully commit to reducing the Group's environmental impact, they must first and foremost understand the issues and challenges involved. We are committed to offering a variety of training formats, such as Lunch & Learn conferences, Climate Fresk workshops, and other dedicated workshops.

ZU TISCH*

In 2025, we took another step forward in Frankfurt to make our catering offer more sustainable. With the support of experts from FiBL Projekte GmbH, backed by the Hesse Ministry of Agriculture and Environment, we worked to incorporate more regional and organic products, developed appealing vegetarian dishes, and strengthened our responsible food management practices.

Thanks to the "Zu Tisch" project, the Frankfurt cafeteria became one of the first in the region to measure its CO₂ emissions, reduce food waste, and begin the process of obtaining an organic certification.

** Lunch is served*



THOMAS HORN
Head chef in the Frankfurt Office



PILLAR 3
Act towards
A COHESIVE SOCIETY

Taking action with the *Acting for Tomorrow* Endowment Fund

The ODDO BHF *Acting for Tomorrow* Endowment Fund drives the Group's philanthropic efforts in France by bringing together employees and clients around impactful charitable initiatives.

Its primary objective is to consolidate, organize, and coordinate existing philanthropic initiatives to enhance their effectiveness and reach. Throughout the year, teams come together around a shared cause, demonstrating that the values guiding the Group are also reflected in how they contribute to society.

The ODDO BHF Endowment Fund *Acting for Tomorrow* structures its philanthropic initiatives around three major areas:

- Responding to emergencies: humanitarian, environmental, and social
- Medical research
- Social education

OUR PARTNERSHIPS

Fondation Alzheimer

Since its founding 19 years ago, we have been committed to supporting the Foundation. In 2025, 500 clients of ODDO BHF were invited to the Alzheimer's Research Foundation Gala in Paris and Lyon.

The French Red Cross

The Endowment Fund has selected the French Red Cross as its new partner to expand its humanitarian efforts. In 2025, 166 employees and clients participated in the Paris 20K to benefit the organization.

Cours Ozanam

Since 2017, the ODDO BHF Endowment Fund *Acting for Tomorrow* has been supporting the Frédéric Ozanam School. This independent school, a member of the Espérance Banlieues network, is active in the northern neighborhoods of Marseille, working to provide children with a quality education.

Télémaque

Since 2020, the ODDO BHF Endowment Fund *Acting for Tomorrow* has been a partner of Télémaque, a nonprofit organization dedicated to promoting equal opportunities. Currently, 11 employees from the Group serve as mentors to middle and high school students. Their role is to support and advise these students, to instill confidence and provide the resources they need to achieve their goals.



SAMIRA SALOOJE
Head of Strategic Sourcing
& Co-coordinator *Acting for Tomorrow*



CALYPSO FAURE
Private Banker
& Co-coordinator *Acting for Tomorrow*

In addition to these long-term partnerships, the ODDO BHF Endowment Fund *Acting for Tomorrow* provides occasional support to other organizations.

In 2025, La Source Garouste, Rura (formerly Chemins d'Avenirs), the School of Ecological Transition (ETRE network), the European Leukodystrophy Association (ELA), and the Point Carré Handicap Association (APCH) also received support. These organizations are generally recommended by Group employees, who are actively involved in them themselves.

CHARITY SOCCER TOURNAMENT WITH "SPORT DANS LA VILLE"

On November 16, 2025, the Endowment Fund *Acting for Tomorrow* organized its very first solidarity football tournament, in partnership with the association Sport dans la Ville.

Founded in 1998, the association has been working for over twenty-five years to establish and support sports centers located in underserved neighborhoods, offering young people a structured, supportive environment full of opportunities.

For this inaugural edition, ODDO BHF employees and young participants from the association came together on the field. Alongside Philippe Oddo, they shared a powerful sporting experience, where energy, friendliness, and team spirit created a genuine dynamic of connection and openness.

This initiative fully reflects the ambition of the the ODDO BHF Endowment Fund *Acting for Tomorrow*: **combining solidarity, inclusion, and sport.**



Getting involved with the ODDO BHF *Stiftung* Foundation

The ODDO BHF Foundation has been committed to social progress for more than 25 years. As a non-profit Foundation, it supports social initiatives, science and research, as well as art and culture with a particular focus on Frankfurt and Franco-German cooperation.

The ODDO BHF Foundation goes far beyond funding: it brings people together, fosters exchange, and creates spaces for dialogue and shared responsibility. This strengthens a powerful sense of togetherness. #WirGemeinsam (#WeTogether).

CURRENT PROJECTS INCLUDE:

Social Initiatives: Empowering Young People and Facilitating Encounters

The Foundation currently supports several programs that introduce young people to democratic participation, cultural openness, and intercultural experiences.

- **European Youth Parliament**

This program gives young people first-hand experience of parliamentary processes. Participants discuss political issues, draft resolutions, and learn about democratic procedures, strengthening dialogue, critical thinking, and collaboration.

- **DFJW/OFAJ Discovery Days**

These events offer young people from Germany and France their first intercultural encounters. Visits to institutions and projects broaden their understanding of social and professional environments.

- **"Tannenbäumchen auf Rädern**"**

A touching example of solidarity in action, this annual project combats loneliness among the elderly. 13 ODDO BHF branches in Germany, along with the Paris office, took part in the 2025 Christmas campaign. Teams wrote more than 1,150 cards, distributed to seniors along with small illuminated Christmas trees.

** A Christmas tree on wheels*

Science and Research: Knowledge Shaping the Future

In 2025, the Foundation launched two major scientific projects exemplifying excellent Franco-German cooperation and aiming to improve children's lives:

- **Pediatric AML Leukemia**

A three-year collaboration between Goethe University Frankfurt and the Gustave Roussy Institute in Paris, to develop new therapeutic approaches.

- **AI-Based Brain Research**

A five-year partnership between the Cooperative Brain Imaging Center Frankfurt and the Institut de l'Audition in Paris, to make speech therapies for children more effective and personalized.

Art and Culture: UNART – Creativity, Resilience, and Participation

The Foundation's flagship project, UNART, will celebrate its 20th anniversary in 2026.

This performance competition provides young people aged 14–21 with a space to explore their own themes, develop self-confidence, resilience, teamwork, and a strong artistic voice.

Events in Frankfurt, Hamburg, and Dresden bring together employees, partners, and stakeholders from politics and civil society thus combining artistic expression with social impact.

For more information, visit the ODDO BHF Stiftung website: www.oddo-bhf-stiftung.com



SONJA PEICHL
Managing Director ODDO BHF Stiftung



Committing *together* with our employees

ODDO BHF SOCIAL CLUB

Since 2013, the Social Club has been organizing social activities for ODDO BHF employees in Germany. The Social Club's initiatives focus on the following objectives:

- Promoting equal opportunities for disadvantaged children and young people in society
- Supporting citizens with a migrant background in their integration into the local community
- Supporting families from socially disadvantaged backgrounds

In 2025, the Social Club's main initiatives were as follows:

- Hilton Basar (donation of clothing for a charitable cause)
- Homework help at Arche Griesheim
- "Wunschbaum" initiative (donation of Christmas gifts by employees)

WALK NOW!

For the fourth time, teams walked for ELA (European Leukodystrophy Association) and counted their steps for 24 hours. Together, they took nearly 4 million steps, and the Endowment Fund *Acting for Tomorrow* once again supported this initiative with a donation to the association.

BIKE NOW!

For the fourth consecutive year, a team of athletes cycled between the Group's various offices. This unique sporting and human experience also has a charitable dimension, thanks to the support of the Endowment Fund *Acting for Tomorrow*, which made a donation to the French Red Cross for every kilometer cycled.



PIERRE BRESNU
Securities Lending & Repo Analyst,
initiator of the Bike Now! project

THE DIVERSITY NETWORK

The Diversity Network is an initiative led by employees of the Group in Germany. Its goal is to promote diversity and create a respectful and supportive work environment for everyone.

The network organizes various activities and events to encourage exchange and awareness, including Diversity Lunch & Learn sessions, which provide an opportunity to hear inspiring stories and engage in dialogue. In June 2025, it welcomed Professor Dr. Wolfgang Reinbold, President of the Haus der Religionen in Hanover, for a talk on the topic: "How can we live our religion in a pluralistic society?". In September 2025, Isabel Jahn, Global Head of HR, also invited participants to an exchange on diversity and inclusion.

The network communicates regularly to promote an inclusive culture, in particular by highlighting different religious holidays, cultural diversity days, and the values of equality and mutual respect.

Since 2023, thanks to the network's initiative, the ODDO BHF Group has been a signatory to the Charta der Vielfalt, a German initiative aimed at encouraging the recognition and integration of diversity in corporate culture.



