

Proud signatory to the Women in Finance Charter since 2017

As a signatory of the Women in Finance Charter, we are committed to supporting the progression of women into senior roles in the financial services sector and publicly reporting on the progress against our targets on gender equity.

We have set ourselves a target of 1/3 of women in our global senior leadership positions by 2025.

When we had set ourselves this target in June 2021, we had 26% women in our global senior leadership positions. As at the end of June 2022, we have 30% women in our global senior leadership positions. Based on the progress in the last one year, we believe we are on track to meet our target.

We have been working on several actions to continue supporting our ambitious goal. All our Management Board members have set strategic priorities on inclusion with a clear focus on improving gender diversity, in particular in executive population, within their respective Business Units. Our company wide actions are divided into 4 main areas of focus –

Inclusive Development

- 121 **coaching** for parental leave transitions.
- Global partnership with **Worklife Central**, a digital hub of expert led content around 5 core themes – careers, family, inclusion, wellbeing and workplace.
- At the beginning of 2021, we launched a new **emerging Female Talent Program** to help manage the unique challenges women face as young professionals that could potentially curtail their future access to leadership positions. 19 women participated in this program in 2021.
- We review on an annual basis the **succession planning** for all the Management Board members and their direct reports monitoring and strengthening female pipeline.
- In partnership with the Diversity Project, we are participating in the Pathway program, an industry wide initiative to develop more female fund managers internally.

Everyday Inclusion

- Promoting more agile and **flexible ways of working** to help employees fulfil their professional ambitions whilst also managing the challenges of family life
- In 2021, we launched our annual global **Inclusion Survey** which allows us to obtain aggregated data on the feeling of inclusion amongst different demographic groups, including women, people with disabilities and ethnic minorities.
- In 2022, we hosted separate **employee focus groups** for women and men on the topic of gender diversity at the workplace. The output of these focus groups was a direct input to our future strategy.
- A review on an annual basis of equal pay for equivalent roles. This review is in addition to the calculation of gender pay gap reporting
- **Inclusive Global Parent Policy** offers the same minimum parental leave provision to all AXA IM employees, globally
- Sharing employee testimonies (including fathers) of working parenthood and senior leader support for the topic

Inclusive Recruitment

- In 2022 and in partnership with the CFA Institute, AXA IM has launched the **Young Women in Investment program** in UK, France and Spain to expand access to the investment industry for aspiring young women.
- Our **Recruiting The Best Talent program** looks at the importance of structured, consistent interview techniques and also how to mitigate the potential bias in the process. It also underlines the business case for greater diversity and how it can support the performance of the team as well as our ability to innovate.

Advocacy for equal opportunities

EDGE recertification: In 2018, AXA IM became one of the only investors to be certified by EDGE to sustainably improve our gender diversity. In 2022, we were not only recertified but progressed to the "Move" level, the second level out of three within the EDGE ranking. This tool assesses in thorough detail the gender equality of our various policies, practices, people data and employee perceptions (across multiple countries) and then benchmarks these findings against both global standards and our peers. The granularity of this assessment enabled us to develop a comprehensive, impact-oriented action plan.