

Proud Signatory to the Women in Finance Charter since 2017

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

In 2021, we set ourselves the target of improving the representation of women in our global senior leadership population from 26% to 33% by 2025. Not only was this target reached in 2023, which meant the target was increased to 35% by end-2025, but the new target of 35% has also already been achieved before the end of 2025.

As our overall senior leadership population is relatively small, we have to mitigate for the impact that limited changes can have. Because of this, we have taken the decision to maintain the target at the current 35% of female representation in our senior leadership population by the end of 2025.

All AXA IM's Management Board members have set strategic goals on inclusion, with a clear focus on improving gender diversity.

Our company-wide actions are divided into four main areas of focus:

Inclusive Development

- Our Learning & Development offer is 'by design', embedding inclusion and diversity to support awareness, engagement and behavioural change.
- We provide coaching for life transitions, for example, parental leave or for employees who need support after long-term sick leave or due to a disability.
- With the Manager's Academy and Leadership programs, we pivot from diversity training to leadership development coaching. We offer development journeys focused on inclusive leadership skills and behaviours to help our leaders increase their impact, enable diverse teams and create community.
- Our mentorship programs are powerful components that support and empower diverse talent. Development mentoring programs, buddying for new joiners and reverse mentoring infuse feedback and support throughout the company.
- We offer coaching for managers to help enhance their relationships with those they lead, recognising that manager behaviour is a key driver of employee engagement.
- Our global partnership with WorkLife Central gives our employees access to a digital hub of expert led content.
- On an annual basis, we review succession planning for all Management Board members and their direct reports, monitoring and strengthening the female pipeline.
- Our promotion process has clear and shared definitions of expectations, cross-calibration and thorough evaluation to reduce bias and foster diverse leadership.

Everyday Inclusion

- In 2024, we began to bolster our family friendly policies through the “We Care” program, providing greater support for our employees during moments that matter. These changes include:
 - Doubling paternity/co-parent leave to encourage fathers and co-parents to play an even more active role when they have a baby.
 - Greater support and paid leave for employees impacted by pregnancy loss or still birth.
 - Flexible working arrangements and enhanced paid leave for employees receiving or recovering from IVF treatment.
 - Greater support for employees impacted by domestic/intra-familial violence, including a dedicated contact person, psychological support, specialist support services, security planning in the workplace and five days fully paid leave.
 - Enhanced paid leave for employees to care for an immediate family member who needs eldercare or care due to a serious health condition or disability.
 - Further enhancements to flexible working arrangements, office support equipment and awareness campaigns for employees experiencing menstrual health conditions, menopause and andropause.
- The launch of our Women OnBoard program, which combines the strengths our Employee Resource Group for Gender Equality community with AXA IM’s strong development capabilities. Through these combined strengths, Women OnBoard aims to inspire and empower women and those who identify as non-binary to increase self-awareness, grow their potential and develop their authentic careers at AXA IM.
- Our Gender Equality Network continues to bring everyone together to accelerate gender equity at AXA IM through organising events, panel discussions and video content on the topic of gender equity. The Network is instrumental in increasing the awareness of gender equity topics at AXA IM.
- We support more agile and flexible ways of working to help employees fulfil their professional ambitions whilst also managing challenges related to family life.
- On annual basis, we monitor, address and solve unjustified equal pay gaps and ensure no new ones arise by using sound and effective practises.
- We have continued our annual global Inclusion Survey which allows us to obtain aggregated data on the feeling of inclusion amongst different demographic groups.

Inclusive Recruitment

- We aim to include at least one female candidate on shortlists for open senior roles. This applies to both internal and external hiring.
- Our Recruiting The Best Talent program has been integrated into our Manager’s Academy, ensuring that all managers go through the program. The program looks at the importance of structured, consistent interview techniques and how to mitigate 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.

- In partnership with Diversity Project North America, we participate in the Rising Star program, to help build a diverse internal pipeline.
- In partnership with the Diversity Project UK, we have continued to participate in the Pathway Program, an industry wide initiative to internally develop more female fund managers.

Advocacy for Equal Opportunities

- In 2018, AXA IM became one of the few investors to be certified by EDGE Empower. In 2024, we were not only recertified by EDGE for gender equity at the “Move” level, the second level out of three in the ranking, but we also gained an additional EDGEplus certification for intersectional equity. The EDGE certification process assesses in thorough detail our various policies, practices, people data and employee perceptions across multiple countries, and then benchmarks these findings against global standards and our peers. The intersectional approach in the recent assessment enriches the understanding of diverse experiences within the organisation, paving the way for more inclusive and comprehensive DE&I strategies. This achievement represents our commitment to ESG values and making progress towards gender and intersectional equity.
- We are founding members of the newly established Diversity Project Europe. This is in addition to our previous leading role in the creation of the French Chapter of 30% Club and being active members of Fondsfrauen in Germany, Diversity Project UK, Diversity Project North America, Women in ETFs, and more recently, The Women Foundation in Hong Kong and 100 Women in Finance.
- We continue to apply our gender diversity voting policy to challenge companies in which we invest on their actions on gender equity.