

Signatory of the Women in Finance Charter since 2017

As a signatory of the Women in Finance Charter, AXA Investment Managers (AXA IM, part of BNP Paribas Group) is dedicated to promoting gender equality and fostering an inclusive environment where all talented individuals can thrive and progress into senior leadership roles.

Since 2021, we aimed to improve gender balance within our global senior leadership population, setting a target to increase the representation of women from 26% to 33% by 2025. We were pleased to have reached this milestone ahead of schedule in 2023, and we subsequently raised our ambition to 35%. By 2024, women represented 35% of our senior leadership population, exceeding our revised target. Given the small size of our senior leadership team, even slight changes can have a significant impact on our metrics. As such, in 2024, we decided to maintain our target during a period of organizational transition.

As of June 2025, the proportion of women in our senior leadership team has decreased to 33%. Leadership transitions are a normal part of business activities, and reflect individual career decisions, and natural fluctuations during periods of change. At this stage, we have not been able to meet the target we set for the end of 2025.

AXA IM will not be setting new specific targets as we are in the project to progressively merge AXA Investment Managers, BNP Paribas Asset Management and BNP Paribas Real Estate Investment Management's legal entities, subject to relevant works councils' opinion and regulatory approval. Instead, our focus remains on fostering a culture of inclusion and ensuring equal opportunities for all employees.