

## **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 had set ourselves a target to reach 1/3 of women in our global senior leadership population by 2025. In 2021, when we had set ourselves this target, the percentage of women in our global senior leadership population was at 26%. In 2022, that number increased to 30%. As of June 2023, the number of women in our global senior leadership population has reached 34% and hence we have already achieved our target.

We wish to maintain this momentum, that is why we have set a new target to reach 35% of women in our global senior leadership population by 2025. Due to the small size of our senior leadership population, we expect our results to slightly fluctuate over time; therefore, we would like to stay humble and set ambitious, yet achievable targets for the future.

All of our Management Board members have set strategic goals on inclusion, with a clear focus on improving gender diversity at AXA IM. Our company-wide actions are divided into four main areas of focus:

### **Inclusive Development**

- Our Learning and Development offer is 'by design', embedding inclusion and diversity and supporting 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 Managers 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 to support and empower our diverse talent. Development mentoring program, buddying for new joiners, and Reverse mentoring, infuse feedback and support throughout the company.
- We offer coaching for managers to help them enhance their relationships with those they lead since the most significant driver of employee engagement is manager behaviour.
- In partnership with the Diversity Project North America, we participate in the Rising Star program to help build a diverse internal talent pipeline.
- Our global partnership with Worklife Central gives our employees access to a digital hub of expert led content around 5 core themes – careers, family, inclusion, wellbeing and workplace.
- Reinforced communication on our global standard against harassment and reporting procedures through mandatory e-learning for all employees.
- We also focus on mitigating systemic bias embedded in talent management rather than focusing primarily on eliminating individual bias.

- On an annual basis, we review the succession planning for all the Management Board members and their direct reports monitoring and strengthening female pipeline.
- We embed inclusion and diversity in the 12-month performance journey and invite all employees to take responsibility for progress toward our new development goal linked to inclusion and diversity.

## **Everyday Inclusion**

- We have established an Employee Resource Group, named the Gender Equality Network (GEN) with a mission to bring everyone together to accelerate gender equity at AXA IM and encourage a culture of inclusion for all colleagues. By organising events, panel discussion as well as producing video content on the topic of gender equity, GEN has been instrumental in increasing the awareness of the topic at AXA IM.
- We support more agile and flexible ways of working to help employees fulfil their professional ambitions whilst also managing the challenges of family life.
- On an annual basis, we monitor, address and solve unjustified equal pay gaps and ensure no new ones arise by using sound and effective practices and policies globally.
- We have continued our annual global Inclusion Survey which allows us to obtain aggregated data on the feeling of inclusion amongst different demographic groups.
- Our Inclusive Global Parent Policy offers the same minimum parental leave provision to all AXA IM employees globally.
- We have, and we will continue to promote and encourage the uptake of Parental Leave amongst fathers.
- We have piloted the introduction of a new menopause standard in the UK along with the provision of private medical cover.
- Our Gender Employee Network has launched a partnership with Hey Girls in the UK to provide environmentally friendly period products in our offices. For every product ordered by AXA IM, a similar product is donated to people who need it.

## **Inclusive Recruitment**

- We aim to include more than 1 female candidate in the shortlist for senior roles.
- Our Recruiting The Best Talent program has been integrated into our Managers Academy, ensuring that all managers go through the program. The program looks at the importance of structured, consistent interview techniques and 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.
- In partnership with the Diversity Project UK, we have continued to participate in the Pathway program, an industry wide initiative to develop more female fund managers internally.
- We strengthen our promotion process through clear and shared definition of expectations, cross-calibration, and thorough evaluation to reduce bias and foster diverse leadership.

## **Advocacy for Equal Opportunities**

- 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.
- We are the 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 and more recently, Diversity Project North America and Women in ETFs.
- We continue to apply our gender diversity voting policy to challenge other companies on their actions on gender equality.