



Press release

Paris, October 3rd, 2023

AXA launches 'We Care' program for all employees worldwide

Today, leading global insurer and asset manager AXA goes one step further in its global health and well-being offering for its employees by announcing the launch of its 'We Care' program, designed to provide support to AXA's workforce at different life stages and during moments that matter. The program aims to provide AXA's 110,000 employees with the time, support, and resources to make personal and professional decisions with confidence.

The new program reflects an important evolution in the existing offering and enables AXA to progress further on its long-term commitment towards an inclusive and supportive global workplace culture.

The 'We Care' program will be one of AXA's key milestones for its next strategic plan 2024-2026 and offered to all AXA's employees across 51 countries. It will be deployed across all AXA entities by the end of 2024¹, through four main pillars:

- **Caregiver policy:** A new policy has been introduced to provide employees caring for immediate family members who require eldercare or care due to a serious health condition and/or disability with up to five days of fully paid leave.
- **Domestic and sexual violence policy:** AXA stands against domestic, intra-familial and sexual violence. For any employee impacted by such a situation, AXA commits to providing access to psychological support, specialist support services, flexible working arrangements and five days of fully paid leave.
- **Parental policy:** Alongside the existing 16 weeks fully paid parent leave for the primary parent, the 'We Care' program will also see the length of fully paid co-parent leave double, from 4 weeks to 8 weeks. Additional leave and flexible working arrangements will be offered to support employees receiving and recovering from in-vitro fertilization, or in the case of pregnancy loss.
- **Healthy You program:** Launched in 2020, this health and well-being program provides AXA employees with benefits such as psychological assistance, teleconsultation services, medical check-ups, a minimum financial coverage in the case of cancer and more. Since 2022, more than 34,000 in-person medical check-ups have been offered to AXA employees over the age of 40. The

¹ In compliance with local practices and legislation. The program sets global minimum standards, and some entities may decide to exceed the amounts offered based on local context.



program will now expand further to include a supportive working environment for employees experiencing menstrual health conditions, menopause, or andropause.

“AXA has a long-standing tradition of building a diverse, flexible, and inclusive working environment where our people feel supported. We were one of the first organizations to launch a global parental policy. As a leader in health insurance and services, it is key that we make sure our employees have access to various health benefits adapted to their specific needs. These advances also echo our new brand campaign: why should the future be a risk? In a society where new uncertainties and challenges are arising, we also want to support our employees in taking care of their loved ones. This global program concretely shows our commitment to care for our employees' overall well-being and to be there for them in the moments which matter”, said **Thomas Buberl**, CEO of AXA.

“At AXA, we care deeply about our people. It’s what we stand for. Insurance is a people-driven business, and it is simply good sense to care for our people’s growth and fulfilment. With a presence that spans 51 countries, it was crucial for us to build on top of the existing local services and benefits, a global program that offers the same benefits to all our employees. Through ‘We Care’, AXA acknowledges that employees may have complex and varying lives and aims to provide a platform that empowers our employees to care for themselves and their loved ones, no matter where they are based in the world”, said **Karima Silvent**, Group Chief Human Resources Officer of AXA.

ABOUT THE AXA GROUP

The AXA Group is a worldwide leader in insurance and asset management, with 145,000 employees serving 93 million clients in 51 countries. In 2022, IFRS revenues amounted to Euro 102.3 billion and underlying earnings to Euro 7.3 billion. AXA had Euro 933 billion in assets under management, including assets managed on behalf of third parties, as of December 31, 2022.

The AXA ordinary share is listed on compartment A of Euronext Paris under the ticker symbol CS (ISN FR 0000120628 – Bloomberg: CS FP – Reuters: AXAF.PA). AXA’s American Depository Share is also quoted on the OTC QX platform under the ticker symbol AXAHY.

The AXA Group is included in the main international SRI indexes, such as Dow Jones Sustainability Index (DJSI) and FTSE4GOOD.

It is a founding member of the UN Environment Programme’s Finance Initiative (UNEP FI) Principles for Sustainable Insurance and a signatory of the UN Principles for Responsible Investment.

This press release and the regulated information made public by AXA pursuant to article L. 451-1-2 of the French Monetary and Financial Code and articles 222-1 et seq. of the Autorité des marchés financiers’ General Regulation are available on the AXA Group website (axa.com).

THIS PRESS RELEASE IS AVAILABLE ON THE AXA GROUP WEBSITE axa.com

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