

Summary of the Bureau meeting May 16th in Paris

The May session of the Bureau was chaired by Caroline Canavese in the absence of Lionel Jullien.

Artificial Intelligence, Cécile Wendling, Director of Group Perspective.

The AXA group has just completed a study on the changes linked to artificial intelligence for insurance. The results of this study show that AI can change operational excellence internally (complex tasks, such as detecting fraud, can be viewed from a more industrial angle), changing the customer relationship (for example with intelligent chatbots), and change what we provide (algorithms rather than drivers for example).

One of the interesting points of the presentation is the effect of fashion, with the media believing that artificial intelligence will solve all our problems. There comes a time when the evolution of a new technology comes to a stagnation, which can cause disillusionment and then, the need to inform and understand the expectations of each other. The stakes are many, and the impact on the future of work is not the less important. On this subject, forecasters still have very divergent opinions.

The questions posed by the delegates focused on the risk of over-automation and a possible lack of expertise when things evolve on the question of the ethics of the algorithms and on a possible discrepancy between the current regulation and the speed of evolution of artificial intelligences.

Presentation of the Group's social data, Jérôme Manville, Group HR Analysis and Measurement Manager.

AXA's annual public social data report has been published:

(<https://www.axa.com/en/newsroom/publications/social-data-2017>).

AXA Group employs nearly 111,000 people worldwide, mainly in Europe (France, Germany and the United Kingdom). The EWC covers nearly 60,000 employees, 96% of them work in "mature" countries.

Within the group, 30% of employees are in emerging countries (against 20% in 2011 for comparison). Within the perimeter of the EWC, 53% of the employees are women, figures that are substantially identical at Group level. 46% of executives are women (more than in the group this time). In progress since 2016, 29% of executives are now women.

Lastly, there is a decrease in the number of employees in the EWC perimeter due to the sale of Bluefin in the UK and sales of businesses in Hungary and Romania.

The representatives of the EWC secretariat have made the overall remark that this presentation could in the future be combined with other topics, such as AXA's strategy on emerging markets, on the prospective evolution of markets or technologies (such as for artificial intelligence). However, they understand the difficulty of the exercise and have asked the management to think about it.



Items handled by the EWC secretariat on May 15, 2018

The draft rules of procedure were reviewed by the secretariat during its meeting the day before. This draft will be put to the vote of the members of the EWC in June, at the preparatory meeting of the 19th after it has been presented to them.

Regarding Brexit, as everyone knows now, British delegates will leave the EWC if nothing is done. At the April EWC Bureau meeting in Madrid, the UNI expert made an official request to the management, supported by all the Secretary Representatives. This request is intended to keep the UK delegation within the EWC. The representatives as well as the UNI expert are waiting for a response from the management.

Request confirmed in session today by the expert UNI.

Management still has no answer to date and is still working on the possibility and modalities of keeping the UK elected in the EWC. Without playing for time, the management will take the necessary time to give its answer. If we can rejoice that the answer is not already negative, the Secretary representatives of the EWC urge the management to speed things up, and to be a pioneer on the subject.

Finally, the training project for elected officials scheduled for the November 2018 plenary has made good progress. Topics are being defined; budget and possible partners have been defined. A document in this sense is being prepared by Patricia NUNEZ.



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