



## **CHARTER ON THE GLOBAL HEALTH AND WELL-BEING PROGRAMME OF THE AXA GROUP**

Health is a subject that has always been, and continues to be, at the very heart of the operations and strategy of the AXA Group, the global leader in insurance. The AXA Group has made health a priority for its employees and customers.

The AXA Group is now working to further social innovation and strengthen its commitment to health and well-being through the implementation of a comprehensive program for all employees of all entities around the world. This commitment is even more significant in light of the current global crisis caused by the COVID-19 pandemic and is part of a strategy of enhanced support for its employees.

The AXA Group is thoroughly committed to social dialogue and has sought to both involve the Group's European Works Council in implementing this program and to pledge its support alongside the Council in signing this Charter in a field as vital as health.

This global program is based on prevention and raising employee awareness on health and well-being. This new program is in line with the healthcare and pension benefits already offered by the AXA Group to all its employees, in order to provide them with the most effective and comprehensive coverage locally.

This Charter will apply to all employees worldwide.

As part of the program, the AXA Group intends to make commitments that apply across the geographical areas of the subsidiaries effectively controlled and fully consolidated by the AXA Group.

As such, employees, if they so wish, will have access to the following services:

1. An online physical and psychological medical check-up for all employees every 2 years and in-person for employees over 40 years of age every 4 years.
2. On-site health-related prevention and awareness days that may lead to screening, the scope of which will be decided locally.
3. An annual flu vaccination.
4. Access to a 24/7 call centre for support and psychological assistance in the event of personal or professional distress.

Each entity of the Group will be responsible for the operational implementation of the principles contained in this Charter regarding their local practices, legislation and regulations, and especially regarding protecting personal data.

The implementation of this program will be gradually rolled out in each entity from 2021 and will be supported by a communication campaign. The signatories of this Charter will pay a particular attention to the implementation of this system, which will be discussed at the meetings of the European Works Council.

The program is, of course, linked to the AXA Group's strategy to innovate and develop business in the health market.

This Charter will take effect from January 1, 2021. The Group's European Works Council through its "Bureau" will be informed on any changes that may occur with regards to this AXA Group Global Health & Well-being Program.

Paris, on .....2020,

The AXA Group, represented by  
**Thomas BUBERL**, Chief Executive Officer of AXA

The AXA European Works Council, represented by  
**Hedi BEN SEDRINE**, AXA EWC Secretary