

Paris, 28 February 2023

## CNP Assurances has 51% women in its management bodies and receives a score of 99/100 on the 2022 gender-equality index

As a result of its long-term commitment, CNP Assurances once again received a score of 99/100 on the gender-equality index this year. The Group has also largely exceeded the objectives of the "Rixain" law in terms of the number of women in its management bodies.

Article 14 of Law 2021-1774 of 24 December 2021, known as the "Rixain" law, which aims to accelerate economic and professional equality, creates a requirement for balanced representation between women and men among senior managers and members of the management bodies of large companies. From 1 March 2026, they must reach a target of at least 30% of women in senior management <sup>i</sup> and at least 30% of women in the management bodies. From 1 March 2029, the targets increase from 30% to 40%. With 51% women on its Executive Committee, CNP Assurances has already far exceeded the 2029 target.

Moreover, French companies with more than 50 employees must publish the gender-equality index on 1 March each year. By obtaining a 99/100 gender-equality score in 2022, CNP Assurances once more demonstrates its maturity in terms of equality in the workplace. The company has obtained the maximum score for four of the index indicators: rate of individual increases, promotions between women and men, percentage of employees receiving an increase in the year following their return from maternity leave and male/female breakdown of the ten employees with the highest remuneration. CNP Assurances was awarded the special prize for equal pay for men and women in the 2021 ranking of female representation in SBF 120 companies.

### Bérengère Grandjean

Human Resources Director, CNP Assurances



*"CNP Assurances continues its commitment to combating gender inequality in the workplace. With 51% women on its Executive Committee, the company is well above the targets set by the government for the number of women in management bodies. CNP Assurances also once again confirmed its maturity in terms of promoting professional equality with a score of 99/100 on the Gender-Equality Index 2022."*

## About CNP Assurances

A leading player in the French personal insurance market, CNP Assurances operates in 19 countries in Europe, particularly Italy, and in Latin America – where it is very active in Brazil. As an insurance, coinsurance and reinsurance provider, CNP Assurances has more than 32 million insured parties in personal risk/protection insurance worldwide and more than 14 million in savings/pension. In accordance with its business model, its solutions are distributed by multiple partners and adapt to their physical or digital distribution method, as well as to the needs of customers in each country in terms of their protection and convenience. As a responsible insurer and investor that is working towards an inclusive and sustainable society and taking action to protect as many people as possible, CNP Assurances included its corporate mission in its articles of association on 16 April 2021.

CNP Assurances is a subsidiary of La Banque Postale. It reported net profit of 1 552 M€ in 2022.

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<sup>i</sup> As CNP Assurances does not have any senior managers in its workforce, this indicator is not taken into account.