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Equileap, which seeks to accelerate gender equality in the workplace has – for the first time – assessed CNP Assurances, which made it to 76th place in the overall world ranking and 3rd place in the list of companies in the French financial sector.

To produce its 2018 Global Gender Equality Ranking, Equileap analysed data from 3206 global companies with a market capitalisation of more than US\$2 billion in 23 developed countries. Each company was scored based on 19 criteria measuring indicators such as equality in compensation, gender balance on governance bodies and flexible work options. The information is publicly available and was analysed in collaboration with Maastricht University's Sustainable Finance Group.

For CNP Assurances, its high scores in the “gender balance” and “equal opportunities” categories are the result of a long-term commitment. In February 2017, CNP Assurances was awarded the *Grand Prix de la Mixité* gender diversity award in the category for companies employing fewer than 10,000 people. In the same year, the Group entered into its third equal opportunities agreement which forms part of the new 2017-2019 “quality of life in the workplace” agreement. This features quantified targets in terms of gender diversity, promotion, training and work-life balance. Also in 2017, the whole executive committee signed a charter made up of 15 commitments to ensuring a better work-life balance for employees. This charter was introduced by the Secretary of State in charge of gender equality.

52% of the managers at CNP Assurances are women, and there are near-equal numbers of men and women making up its governance bodies – particularly its board of directors. The five women (out of 12 members in total) on its executive committee all occupy roles that are of strategic importance for the Group.



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« Gender equality and equal opportunities in the workplace are powerful performance levers that can stimulate teams' creativity and their ability to innovate, in particular. This is a result of a long-term commitment that CNP Assurances has made, and it also speeds up the company's transformation »

Bérengère Grandjean
CNP Assurances HR director



About CNP Assurances

CNP Assurances is the leading personal insurer in France with net profits of €1.285 billion in 2017. The Group is active in Europe and Latin America, with its secondary market strongly positioned in Brazil.

It has more than 38 million personal protection policyholders worldwide and over 14 million in savings and pension plans. Insurer, co-insurer and reinsurer, CNP Assurances designs innovative retirement and savings solutions. They are distributed by many partners and are adapted to their distribution mode, from physical networks to platforms that are 100% online, and the needs of customers in each country.

CNP Assurances has been listed on the Paris Stock Exchange since October 1998 and relies on a stable shareholder base (the Caisse des Dépôts, La Banque Postale, the BPCE Group and the French state).

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