AXA Mansard Sustainability Road Map

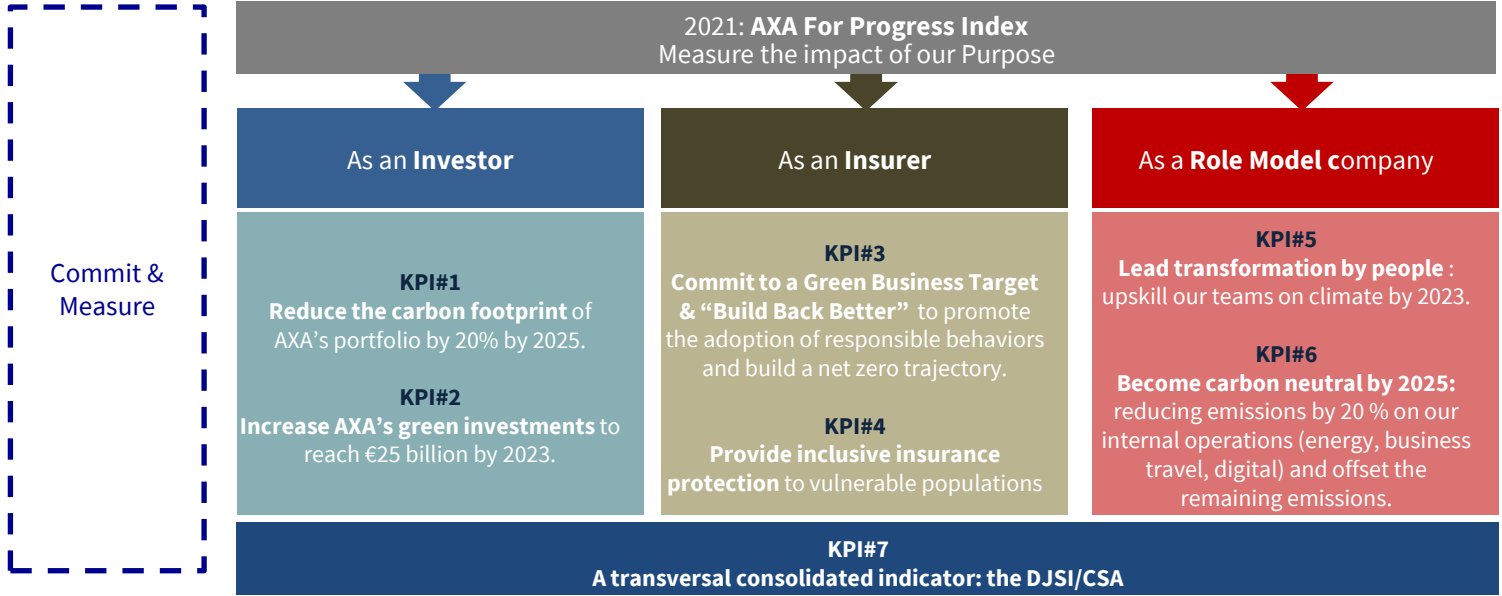**Sustainable development is our collective responsibility**

What is Sustainability?

The avoidance of the depletion of natural resources in order to maintain an ecological balance.

Protecting the environment is a major step towards protecting the wellbeing of people and all living creatures. Our goal is to ensure that we meet the needs of the present without compromising the ability of future generations to meet their own needs through the following:

Mitigation	Product Re-engineering	Circular economy	Biodiversity
CO2 emissions reduction	**Sustainable Products Development**	**Transition to circular economy**	**Biodiversity loss limitation**
Examples: low-emission energy infrastructure / vehicles (…)	Examples: low coverage cost for Green supportive-cars(…)	Examples: second-hand spare parts (…)	Examples: pollution prevention, mangrove and coral reef conservation (…)

Group's Sustainability 7 KPIs & Target

2021: AXA For Progress Index
Measure the impact of our Purpose

As an **Investor**

KPI#1
Reduce the carbon footprint of AXA's portfolio by 20% by 2025.

KPI#2
Increase AXA's green investments to reach €25 billion by 2023.

As an **Insurer**

KPI#3
Commit to a Green Business Target & "Build Back Better" to promote the adoption of responsible behaviors and build a net zero trajectory.

KPI#4
Provide inclusive insurance protection to vulnerable populations

As a **Role Model c**ompany

KPI#5
Lead transformation by people : upskill our teams on climate by 2023.

KPI#6
Become carbon neutral by 2025: reducing emissions by 20 % on our internal operations (energy, business travel, digital) and offset the remaining emissions.

KPI#7
A transversal consolidated indicator: the DJSI/CSA

Commit & Measure

AXA Mansard Targets

2019 Position/2025 Target

Energy Emission

1,148 $_{tCO2}$ | ⬇ -38%

Car Fleet Emission

155 $_{tCO2}$ | ⬇ -23%

CO_2

Business Travel Emission

86 $_{tCO2}$ | ⬇ -10%

Total CO_2 Emission

1,349 $_{tCO2}$ | ⬇ -29%

Marketing Paper

0.7 KG/FTE | ↓ -20%

Office Paper

8.2 KG/FTE | ↓ -20%

Non CO_2
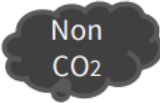
Water Consumption

8.24 m³/FTE | ↓ -10%

Unsorted Waste

2.85 KG/FTE | ↓ -10%

Detailed Action Steps/ Plans

Energy Emissions
Expected 38% drop by 2025

Eliminate Waste	Minimise energy consumption to operate the building	• Turn off all lights when not in use. • Switch off all ACs when not be use. • Switch off all Computers when not in use. • Switch off other appliances when not in use • Use of meeting rooms suited to number of people in attendance. Do not use large meeting rooms for small meetings. • Implement lights out strategy at all AXA Mansard locations. Proposed time 8p.m maximum. • Purchase of energy efficient appliances • Increase the lifespan for use of laptop, desktop mobile phone. • Review and amend depreciation policy for IT equipment. • Avoid the use of several devices simultaneously	• All Staff / Admin • All Staff / Admin • All Staff / Technology • All Staff / Admin • All Staff / Admin • All Staff / Admin • Admin • Technology • Finance / Technology • All Staff
Energy Efficient Sources	Switch to less carbon intensive energy	• Renewable Energy: Conversion of some existing office locations to solar power as an alternative source of power rather than generators. • Renewable Energy: Utilize Solar power as alternative to Generator to support PHCN in new office locations. • Smart Lighting : Use of LED bulbs in all AXA Mansard locations • Equip the office with energy efficient models of workplace equipment such as monitors, computers, and printers.	• Admin/Finance • Admin/Finance • Admin • Admin/Technology
Smart Work Strategy	AXA Smart Working Strategy Implementation	• Implementation of 2 Days a week remote working • Use of Laptops instead of a desktop for all staff	• HR • Technology

Car Fleet Emissions
0% drop by 2025   (23% - INM)

Sobriety	Minimize Travel (Km)	• Replace unnecessary road travel with virtual meetings. • Promote digital delivery of Policy documents to clients. - Target reduction to 50% by December 2022 • Encourage route optimization. Promote use of google maps	• All Staff / Admin/ Group Heads • Policy Processing • Policy Processing • All Staff / Marketing
Car type	Improve Efficiency	• Purchase of ONLY fuel efficient vehicles as pool cars . Toyota • Encourage carpooling for official trips. • Replace Car travel with Trains where train option is available. • Encourage use of motorcycles instead of Cars for delivery of documents. • Ensure adequate fleet maintenance is in place to improve efficiency of vehicles • Encourage a light right foot. Drivers need to be educated to know that , accelerating hard, excessive speed and engine idling all burn unnecessary fuel.	• Admin • All Staff / Admin • All Staff / Admin/Group Heads • All Staff/ Admin • Admin • Admin

Business Travel Emissions
Expected 10% drop by 2025

Sobriety	Minimize Business (KM)	• Replace unnecessary air travel with virtual meetings. -Approval documents for travel to justify need for air travel versus virtual meeting. • Encourage route optimization.	• All staff/Group Head/Admin • Group Heads • All Staff/Marketing/ Admin
Travel mode	Promote Efficiency	• For areas with rail transportation, Favour train over air plane as much as possible i.e Ibadan to Lagos • Choose lower emissions flights when booking flights. • Favour Economy Travel	• Admin/All staff • Admin/All staff • Admin/All staff

Office and Marketing Paper

20% drop by 2025

Sobriety	Minimise paper consumption (KG)	• Go Paperless- Use of e platforms such as docusign. • Use of e-marketing materials (such as fliers rather than the physical copies.) • Set-up printers to automatically print double sided • Reuse file folders • Promote digital delivery of Policy documents to clients. Target 50% uptake by 2022 • Use of e-onboarding materials for new recruits • Promote taking paperless notes in meetings	• All staff/Technology • Marketing • Technology • All staff • Policy processing • HR • All Staff/Marketing
Paper usage	Recycle used papers	Partner with recycling companies to make proper use of paper wastes.	• Marketing
Smart Work Strategy	AXA Smart Working Strategy Implementation	• Implementation of 2 Days a week remote working • Use of Laptops instead of a desktop for all staff	• HR • Technology

Unsorted Waste
10% reduction by 2025

Sobriety	Reduce Waste (Linear Economy)	• Avoid single-use drink containers for customers/visitors. Use of office-owned reusable water bottles, glasses and mugs.	• Admin
		• Encourage staff to bring lunches in reusable containers/plates rather than take-out boxes and bags.	• HR/All staff
		• Work with Food vendors to take packaging back after delivery.	• HR
		• Promote the use of water dispensers as opposed to bottled water.	• Admin
		• Purchase recycle trash cans for sorting different types of trash.	• Admin
	Recycling Economy	• Implement sorting of waste in all key AXA locations. Target Q1 2022.	• Admin
		• Partner with recycling Company's for resue of plastic, bottle, water waste	• Admin
	Circular Economy	• Promote, Reuse, repair, refurbishment of office equipment's	• Admin/ Technology

Water Consumption
10% reduction by 2025

Sobriety	Reduce water consumption	• Installation of sensored water taps for all office locations • Install low-flow toilets.	• Admin • Admin
Equipment type	Increase water-efficient items	• Purchase of water efficient toilets, dishwashers etc	• Admin

…As an Investor, Insurer and Role Model Company

PRIORITY	ACTION

AWARENESS

Engage and upskill our employees on our sustainability journey!
- Build awareness and visibility on AXA's sustainability strategy
- Develop/increase sustainability literacy and understanding of the overall impacts of climate change
- Develop/increase understanding of the impacts of climate change on our business
- Encourage change in employee behavior and attitude towards sustainability
- Develop employee's ability to comment and think critically about climate topics

SUPPLIERS

- Integrate sustainability into Procurement individual objectives and extend the use of Code of Ethics
- Extend the use of sustainability clauses into 90% of supplier contracts.
- Identify several initiatives to leverage sustainability opportunities across supply chain (ex: Repair vs. Replace car windshields)
- Provide incentives for suppliers in order to manage sustainability risks amongst tier 1 suppliers (ex: sustainability training costs covered by company, longer-term contracts…)

EMPLOYEES

- Advanced skills mapping tools implemented to manage organizational learning and knowledge management (ex: formal knowledge/learning networks, interactive knowledge platforms, peer group KPI comparisons…)
- Build risk prevention/ wellbeing programs for employees

CUSTOMER

- Launch risk prevention services integration into offers.
- Launch sustainability products (promoting reduction of environmental footprint/ Health prevention, encouraging safer behaviors on the road…)
- Support micro insurance initiatives by building sustainability activities with external partners/
- Assess Social & Environmental risks of all Corporate Customers to submit prevention recommendations.
- Avoid insurance of Mining companies, electric utilities deriving over 50% of their turnover from coal, Tobacco manufacturers etc.

Proposed AXA Mansard Targets - Yearly

Classes	Unit of Measurement	Base Year 2019	Target 2025	Reduction	Actual 2020	Reduction	Target 2022	Reduction	Target 2023	Reduction	Target 2024	Reduction
1 Energy Emissions	tCO2	1148	712	38%	703	39%	1091	5%	918	20%	712	38%
2 Car Fleet	tCO2	366	366	0%	115	69%	366	0%	366	0%	366	0%
3 Business Travels	tCO2	86	77	10%	11	87%	82	5%	77	10%	77	10%
4 Marketing Paper	KG/FTE	0.7	1	20%	0	100%	1	10%	1	20%	1	20%
5 Office Paper	KG/FTE	8.2	7	20%	1.8	78%	7	10%	7	20%	7	20%
6 Water Consumption	m3/FTE	8.24	7	10%	3.38	59%	8	5%	7	10%	7	10%
7 Unsorted Waste	KG/FTE	2.85	3	10%	0.9	68%	3	5%	3	10%	3	10%

NOTES

- 2019 Base year utilised for target setting.
- 2020 Actual position exceeds 2025 targets based on limited physical activities as a result of Covid 19 Pandemic
- Annual targets set with expectation that overall climate reduction targets (except energy emissions) would be met by 2023.
- Overall Energy emission targets to be met by 2024.

AXA Climate Academy

A training session to be undertaken by all staff

Learn
the science

1. Climate or Weather?
2. The Great Climate System
3. The Greenhouse Effect
4. Energy Excess
5. Consequences Today
6. Predicting the Future

Rethink
the business perspective

1. Customers & Climate
2. Understanding Risks
3. Rethinking Insurance
4. Rethinking Investments

Commit
to change

1. Carbon footprint of our operations
2. Digital Sustainability
3. Climate Friendly behaviours

Time to Transform

Team practice guide

The learning journey kickstarts with a **Training,** followed by **Practise nuggets** as a form of reminder

Training on Sustainability
Nov 1st- 30th

Practice nuggets

November

December

2022 Target
100% of AXA employees certified

2025 Sustainability Road Map

GIE_AXA_Internal

Thank you