
AXA Investment Managers UK Limited Board Diversity Policy as at June 2025

Scope

- The Board Diversity Policy (the “Policy”) sets out the approach to diversity on the Board of Directors of AXA Investment Managers UK Limited (the “Board”).
- The Policy applies only to the Board of Directors of AXA Investment Managers UK Limited. It does not apply to diversity in relation to employees of AXA Investment Managers (“AXA IM”), which is covered by the AXA IM Global Diversity & Inclusion Policy.

Policy Statement

- AXA IM values diversity and inclusion and continues to create and develop an inclusive culture. AXA IM is committed to ensuring equality of opportunities, with the aim of promoting diversity throughout AXA IM, including at the most senior levels.
- Diversity includes, but is not limited to, the following factors: gender and gender identity, age, educational and professional background, geographical provenance, nationality, sexuality, disability and ethnic origin.
- Board selection processes are consistent with the AXA IM Global Diversity & Inclusion Policy.
- The AXA IM Remuneration and Nomination Committee (the “Committee”) (under the Chairmanship of the Chair of the Board) has responsibility on behalf of the Board for reviewing the structure, size and composition (including the skills, knowledge and experience) required of the Board compared to their current position and makes recommendations to the Board regarding any changes, taking into account:
 - o The results of the Board effectiveness review process;
 - o The total number of directors;
 - o The balance of executive and non-executive directors;
 - o The need to ensure appropriate collective knowledge and experience, and diversity factors (including the skills mix, industry experience, gender, age, nationality and ethnic background, educational and professional background and geographical provenance); and,
 - o the suitability of any candidate proposed for appointment as an executive or non-executive director.
- Whilst candidate selection remains entirely based on merit, the Committee will take into account factors of diversity when making recommendations for appointment.
- The Board remains committed to at least 30% of board members being women.

Review of the Policy

- The Board will review the Policy annually together with an assessment of its effectiveness.
 - The Policy was last reviewed and approved by the Board on 19 June 2025.
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